

**BOARD OF SELECTMEN  
MINUTES OF MEETING  
MARCH 10, 2014**

Selectmen present: Ladleah Dunn, Chair, Rosendel Gerry, Jason Trundy and David Barrows. (Julia Libby excused absence.)

The meeting was called to order by Chair Dunn at 6:00 p.m. at Lincolnville Town Office. The quote was read by Selectman Barrows.

**1. Executive Session: Disposition of Publicly Held Properties – Title 1 MRSA Section 405 (6)(C):**

**Motion by Gerry, second by Barrows, that the Board enter executive session to discuss the disposition of publicly held properties pursuant to Title 1 MRSA Section 405 (6)(C). Vote: 4-0.**

**2. Citizens' Forum (6:30PM +/-):**

Jim Sinclair said Masalin Road, which was paved last year, has a dip and a crack in the road surface.

**3. Administrator's Report:**

David Kinney, Town Administrator, reported that the Maine Department of Transportation MPI (Municipal Partnership Initiative) program does not any longer allow for a stand-alone sidewalk project unless it is related to substantial improvement in the adjacent road. He has asked MDOT what is meant by substantial improvement, but has not heard back yet.

**4. Meetings & Announcements:**

Town Administrator Kinney read the upcoming meetings.

**5. Upcoming Community Events:**

The Lincolnville Community Library will host their monthly program Wednesday, March 19<sup>th</sup> at 7:00 p.m. Author John Ford will be guest speaker and a concert will be performed by Clayton Clemetson and Abby Leidenfrost. Advance reserved tickets are \$10.00. Please call Rosey Gerry to reserve a seat.

Cathy Hardy announced Big Brothers Big Sisters of Mid-Maine will hold their Annual Bowl for Kids' Sake event at Point Lookout Bowling Center for Lincolnville residents. Dates are April 6, 8 and 10<sup>th</sup>. Please call the Town Administrator if anyone would like to form a bowling team to help raise money for Big Brothers Big Sisters to support the

program at the Lincolnville Central School. Cathy Hardy will supply the necessary paperwork. Hardy said they have three teams to represent Lincolnville.

Kinney said if you don't want to bowl, but would like to donate call him at the Town Office.

6. **Meeting Minutes:**

**Motion by Trundy, second by Barrows, that the Board approve the February 24, 2014 meeting minutes as presented. Vote: 4-0.**

7. **Resignation – Terry Moulton, MCSWC Board of Directors:**

**Motion by Gerry, second by Trundy, that the Board accept with regret the resignation of Terry Moulton from the Mid-Coast Solid Waste Corporation Board of Directors. Vote: 4-0.**

8. **Municipal Review Committee Resolution:**

Kinney said the Municipal Review Committee is made up of representatives from 187 communities that participate at the Penobscot Energy Recovery Facility for disposal of our municipal solid waste. In 2018 the beneficial terms of our long term agreement with PERC will come to an end. Kinney anticipates the potential for low tipping fees will also end. He said the group has had a very generous electricity purchase contract with Bangor Hydro and the market rate is less than what we are getting per kilowatt hour right now, so that's going to change.

The Municipal Review Committee is looking to explore other alternatives to that facility and have put together a draft resolve. MRC is requesting that its 187 member communities vote to support the enclosed resolution. The MCSWC Board of Directors has reviewed the resolution, but doesn't have the ability to adopt the resolution and did not have a quorum at their last meeting. The consensus of the Committee present was to support the first two paragraphs of the resolve, which is basically to support continuing to work together to study for post-2018 and the second paragraph is to support the reasonable expenditure of funds from money they already have to do those studies. The group did not support the third item, which states the Town of Lincolnville would resolve not to sign a contract with some other waste disposal facility prior to January 1, 2017. One of the requirements with the permitting of solid waste on the State level is determination of public benefit and that's why the group is asking for support of at least the first two parts of that resolution because they have to submit that application to the Department of Environmental Protection.

**Motion by Trundy, second by Barrows, that the Board approve the Resolution To Continue the Advancement of Post 2018 Planning Process, December 11, 2013 with the third proposed resolve being deleted. Vote: 4-0.**

9. **Liquor License Renewal Application – Beachfront Inc., (d/b/a McLaughlin’s Lobster Shack):**

**Motion by Gerry, second by Barrows, that the Board approve and sign the liquor license application submitted by Beachfront, Inc. doing business as McLaughlin’s Restaurant Lobster Shack. Vote: 4-0.**

10. **Consideration of Special Town Meeting:**

Kinney said the Board at the previous meeting requested that he prepare a draft article that would seek voter approval to rescind the authority to borrow \$220,000 to finance the renovation and expansion of the Town Office and to authorize the appropriation of \$220,000 from unassigned fund balance to complete the renovation and expansion of the Town Office. The Budget Committee is recommending the article as written. If the Board decides to move forward with the Special Town Meeting, the Board will need to decide the location, date and time for the meeting. The draft warrant is tentatively set up for the meeting to be held at the Town Office March 24<sup>th</sup> at 6 p.m. The Walsh Common room at the Lincolnville Central School is available if the Board envisions a large turnout. Kinney said if the article is defeated then the Board will need to determine how much to add to the budget for debt service.

**Motion by Gerry, second by Barrows, that the Board holds the Special Town Meeting on Monday, March 24<sup>th</sup> at 6:30 p.m. at the Town Office. Vote: 4-0.**

Cathy Hardy, Vice-Chair of the Budget Committee, said it was a close vote on the article at the Budget Committee meeting; of the five members who were there, it was a 3 to 2 vote with three in favor and two abstained. Two of the Budget Committee members wanted to know the cost benefit of keeping the money in the Town’s investment fund and the amount of money earned from interest versus the cost of borrowing the money over a fifteen year period.

Kinney contacted two commercial banks about what it would cost to borrow up to \$220,000 over a ten year term. He said he told them each that he would take an exact quote, but he wanted them to know that if the Town chose to go that route we would seek competitive bids for the borrowing. Both banks estimated a 3.5% interest rate for ten years. He said in the calendar year of 2013 the Town earned a 4.4% return on their investments. Kinney said that can change year-to-year as past performance is no guarantee of future results.

Cathy Hardy said versus the \$30,000 that was earmarked for principal and interest on the loan that would now come out of this year’s budget how does that compare against borrowing.

Kinney said if you knew you were going to get 4.4% interest and the cost of borrowing was 3.5% we would come out to the good of \$2,000 each year over the life of the loan.

He said it's a philosophical question; there is no wrong or right answer unless you can predict the future.

Trundy asked if that would be a fixed loan.

Kinney said you can fashion the terms of a loan in almost any way you want to when you put it out to request but that the estimates received were for a fixed rate over the term of the loan.

#### **11. Public Input – Draft FY 15 Municipal Budget:**

Tracy Colby asks the Selectmen if they had the opportunity to read the Wage and Salary Survey in order to come up with their recommendations for Administrative salaries.

Trundy said they used the Social Security cost of living increase. He asked Colby if she was referring to the 1.5% increase or salaries in general.

Colby said salaries in general, basically to see if there should be pay increases or not based on the Salary Survey, which shows what towns across the State pay for salaries based on population and hours worked.

Dunn said the Board is applying the cost of living increase and also if an employee is eligible for a step increase.

Kinney said the wages included in the draft for the four positions under Administration, besides the Town Administrator, are on the pay scale today.

Trundy said this topic has come up numerous times and the Board has asked Kinney about the Salary Survey. It was explained to him that each town has a slightly different way of formulating their budget, different responsibilities and benefit packages. Trundy said if you look at a position, like a Town Administrator, the Town of Lincolnville may have a certain amount set aside as a wage and another town may show more or less of a wage, but their benefit package could be very different. The Salary Survey also looks at the population of the town and the responsibilities of the staff. He looks back on the fact that we've debated these salaries year after year. He said over the last few years, as we draft our budget, we have kept our pay increases to none or very minimal. Trundy said when Kinney informed the Board this year that the cost of living increase was 1.5% that seemed pretty minimal. Trundy said because we have asked our Town employees to go at times without any pay increase in the past few years and to now ask them to take a decrease in pay doesn't pass the straight face test.

Colby printed out the executive payroll for other towns with population between 1659 and 2616 and it did not include Lincolnville in the survey this year, but for every year since 2007 it did and she doesn't understand why. She said there's a tremendous difference in salaries. She doesn't see how the cost of living adjustment keeps going up

and up when there is no consideration of what we are paying our employees compared to other towns.

Dunn said it's not a straight apples-to-apples comparison.

Colby said there is a section in the survey that tells the benefits packages, average hours worked, duties performed and population. She doesn't understand why the Board isn't using the survey as a tool to determine salaries for Town employees.

Trundy said the argument is we overpay the staff in the Town Office, but when the Town advertizes for these positions the applications are very limited. If our salaries are too high then the number of applications would be considerably higher than they are.

Dunn asks Colby if her suggestion is that the salaries get cut significantly.

Colby said the Selectmen and the Budget Committee are fully aware of these comparisons that are out there. Since the Wage and Personnel Policy Board was created ten years ago the salaries for Town employees have increased substantially over what they were. She said with the step increases and cost of living increases the salaries were accelerated and there hasn't been any interest in reviewing the Town's overall salary packages. She said after the Town changed the titles of the office staff last year that totally confuses the comparison possibilities because Administrative Assistants do different things in different towns and the titles aren't equal.

Dunn said the Board is aware of all of those tools, but Colby just explained why it isn't necessarily an effective tool. The positions that the Town employees hold are not the same. There is no cookie cutter position for Town Administrative Assistant. Dunn said the Board did a very good job last year of comprehensively looking at the Town Office employee structure and did some fairly clever things; luckily our employees were willing to take on extra duties. Dunn said to imply that the Board doesn't look at things comprehensively is untrue.

Colby said if nobody has ever looked at this comparison of other towns in our whole State then she is fair in asking why they don't.

Trundy said he has looked at the survey and the numbers vary between the towns. In the last few years they have restructured the entire Town Office to try and save money with the reassignment of the duties. The Town has asked our employees to go without any pay increases whatsoever. Last year, we decreased the level of health insurance to the lower level. The Board over the last few years has taken a lot of steps to try to save money in this particular line item whether it is insurance, pay or benefits. Trundy said he bases his decision on whether he thinks the employee's wage is reasonable and fair.

Dunn asked Kinney the reason the Town didn't participate in the Wage and Salary Survey last year.

Kinney said it's a multi-page form and we were, at that time, either moving over to the fire station or working from there and the timing was not convenient. We didn't have the staff time.

Gerry commented that the Town has participated in years past filling out the survey.

Colby said the breakdown of salaries was missing last year in the final budget and when these two major bits of information are not made public it creates suspicion. She thanked Kinney for putting those figures in the budget this year.

Cathy Hardy had some questions concerning some of the budget line items. Hardy noted that for the FY15 request of \$50,000 under Legal Services the appraisal services for road discontinuances is a big portion of that. When you look at what was actually budgeted versus what has been expended it causes her to question if there really is a need for the \$50,000 or if that amount could be trimmed a little bit.

Dunn said the costs of the Town's legal services are going up per hourly rate.

Hardy noticed the line item for Building Maintenance cost shows a steep increase and since the new Town Office is bigger she can accept that. However, concerning the web site/DSL and server, she asked if the Board investigated the potential cost of leasing because when the server is outdated and needs to be replaced rather than purchasing a new server it might make more sense to lease. Hardy said the Town should also consider applying for funding through particular technology grants. She said the budget request for \$17,200 for those two items is very steep. She also questioned how many people really would use the web site/DLS service besides the new email service. Some people feel this is overkill.

Hardy questioned the line item for Contingency. It has gone from \$8,000 to \$10,000; that seems like a high amount that could be reduced by \$2,000. Hardy asked if there was an emergency situation that required a contingency amount whether that amount could come from the unassigned fund balance.

Kinney said yes, but the Town would have to hold a Special Town Meeting to get approval for the funds from the voters.

Hardy questioned the new line item under Highways & Bridges for Rt. 1 Sidewalk & Parking Snow Removal for \$8,250. She said the businesses in Camden and Rockland are expected to shovel their own store front area so why is this request for \$8,250 put in the budget for FY15 for the Town to bear this cost.

Hardy questioned the line item under Public Works for the Athletic Fields and the proposed carry forward amounts. There is \$25,780 carried forward from last year that did not get expended that is in their account. Now they have requested another \$10,750 to be spent on the athletic fields. It seems that money is sitting right there. Hardy said

this request should be zeroed out for this year and they should use just what's in the carry forward amount.

Kinney said the Board already decided to use the carry forward amount.

Hardy commented that the Municipal Revenue Sharing that was only budgeted at \$20,000 is actually going to be \$85,000.

Jim Sinclair questioned the line item under Animal Control for the ACO Stipend and why the person that agreed to take the job at \$4,000 is now asking for \$4,500. He asked if there was someone who would do the job at the original fee.

Sinclair commented on the line item under Protection: Other for Emergency Management and the Committee's request to purchase a medical supply kit for the Lincolnville Central School for disaster. He suggested they should have a plan before they go out and purchase equipment.

Sinclair said he doesn't think the DSL is needed with everything else that the Town is doing. He said for the server we should look into leasing. He questioned the two personnel computers and said they should be part of that lease as well. Sinclair asks Kinney what was the cost of the two personnel computers.

Kinney said the line item for the two computers is under Administration and the request is for \$3,700.

Sinclair said that sounds high for two computers and it might be better to lease for the period of that cycle. He agreed with the comment made earlier that the line item for Contingency should be reduced. He also commented that at the last meeting there was discussion on separating the Plumbing duties from the Code Enforcement Officer's duties. He asked if any other discussion had taken place to see if the Town could reduce the cost.

Dunn said not yet.

Sinclair agreed with the comments made earlier that the businesses down at the Beach should clean their own areas of snow. Regarding the line item for Athletic Fields, he said unless there is a designated project that the Committee is setting aside money for every year there shouldn't be a contingency fund for those amounts. The amounts that they don't use should be returned to the Town's fund and a new budget request should be made for the following year. He said the line item for MPBN for \$100 should be zero out. Regarding Road Improvements, he asked Kinney if he received an appraisal estimate to discontinue the roads.

Kinney said the line item for Road Improvements is a capital improvement expense it has nothing to do with road discontinuance. He said we currently have \$20,000 in the

budget for appraisal services under line item Legal Services. Kinney said the Town has not received any response to our request for proposals.

Sinclair asked Kinney what the savings would be to the Town in not maintaining the discontinued roads and did we receive an actual cost of appraisals.

Kinney said he doesn't have cost of appraisals. Since the Selectmen last met he put together an estimate of what it costs per mile to maintain a gravel road. Kinney said based on 2013 the Town was spending a little over \$10,000 per mile annually for gravel road maintenance.

Sinclair asked Kinney if he understood his question.

Kinney said I don't know if I do.

Sinclair said we put in an estimate for an appraisal to discontinue the roads, so the first question is do we have an appraisal value or is it still just an estimate. The second question is when we discontinue those roads how much of the savings is going to be applied to the \$50,000 road improvement request.

Kinney said it's only an estimate in the budget because we don't have a proposal yet to do appraisal services. The Board has been discussing, although nothing has been finalized, about discontinuing a little over a mile and a third of gravel roads. It cost about a half a million dollars to reconstruct a mile of road. So 1.3 times \$500,000, which comes out to \$650,000, would be the cost if we are going to reconstruct all these roads. He said he is not sure about the link between the road improvement request of \$50,000 and the savings from discontinued roads we are not going to improve.

Sinclair said correct, but what are we going to save by discontinuing the roads.

Kinney said we are going to save an estimated \$10,330 a year per mile discontinued in maintenance costs.

Sinclair questioned the line item for Insurances; he said he didn't see anything on insurance related to the Police Department. The only insurance in the budget from a Protection stand point is estimated as the same for last year, so wouldn't we have a reduction by eliminating the insurance for the Police Department.

Kinney said potentially yes because they are showing a zero increase. Kinney said the Town doesn't know what the increase or decrease is going to be until such time as the renewal is done.

Sinclair asked Kinney if he notified them when the Town eliminated the Police Department and did they adjust the figure amount on the insurance portion.

Kinney said they make adjustments based on the renewal year. He said when we added the new Town Office to the insurance we did not get an increase in our premium for this new building, even though it's insured, we won't until we renew. That is the way Risk Management Services of Maine Municipal Association operates, so that there is predictability for towns in terms of cost. He said once we know the cost we are set for the year.

Hardy asked when the renewal date is.

Kinney said we is filling out the renewal application now and we did one a year ago at this time.

Hardy asks Kinney if he would know that insurance amount before Town Meeting.

Kinney said no.

Sinclair said everyone knows times are tough and he appreciates everything the Board can do to manage this budget to protect the interest of the Town's people.

Hardy asked Kinney if any of the budgeted amounts in the contingency line not spent would the remaining amount be carried forward for next year.

Kinney said one of the very first warrant articles at Town Meeting says to see if the Town will vote to carry forward the funds from the following accounts. Contingency isn't one of those accounts. He said anything that we don't use in Contingency falls into undesignated fund balance. At the latter part of Town Meeting we vote on revenues or budget offsets and we take a lump sum out of undesignated fund balance and apply it to reduce taxes.

Tracy suggested the Selectmen's stipends should be increased at least according to the cost of living increase by the 1.5%. She said it's been many years since they have had a raise and really deserved an increase.

## **12. Board of Selectmen – Draft FY 15 Municipal Budget Deliberations:**

Trundy said comments have come up several times on leasing equipment. He asked if the Town has looked into the cost for leasing versus outright purchase.

Kinney said he doesn't have numbers for that, but he did have a conversation with the Town's IT (Information Technology) person who said it's a matter of your philosophy whether you want to lease and pay somebody else interest. Leasing works well if you are going to replace everything at once and you can't come up with the money. The Town for the desk top computers made a conscious choice to replace the computers on a rolling basis. To keep them current we take some of the older ones and we repurpose them. The computers at our front counter are the oldest because they need the least

amount of computing power. Kinney said once you get into a lease program it's hard to pay the lease and buy something new. When you lease you pay more over time.

Dunn asked what the timeline was for replacement schedule.

Kinney said the Town has ten work stations and we have been replacing two a year. We basically keep a computer five years before it gets replaced. He said the current server will be in its sixth year.

Dunn asked the Board if they wish to discuss any of the following accounts:

Administration & Finance: there was no discussion.

Animal Control: ACO Stipend:

Trundy said when this position was advertized we had a small number of people who were interested in the position. He said the individual who is currently doing the job was the only applicant that was certified. The original amount on the table was for \$4,500 and the Board asked the Town Administrator to see if she would go down on the wage for the first year. She hesitantly agreed to accept less for the first year then came back after looking at the number of calls and asked for the \$4,500. Trundy said there has been a fair number of calls and services she has gone out on and at \$4,500 the Town is getting a little bit of a deal. No change made to ACO Stipend.

Protection - Fire Department: - no changes made.

Protection- Other:

Gerry said the comment made regarding the item for Emergency Management on having a plan is a good thing. He said he thinks the gentleman will come back with a plan and does not want the Board to zero out that line item and then have to wait another year to budget for materials and equipment. Dunn agreed.

Trundy said he knows that there are extensive county plans. He has seen the entire wall that this gentleman has of the books with emergency plans for every town in the county. Trundy said there is a lot of planning and he has seen the results because the responses to some emergency issues have been based on those plans. He said it seems like a reasonable number to start with this year. No changes were made.

Town Office Building – Web Site/DLS:

Trundy said the Board put this item in the budget in response to citizens' comments and concerns about the Board being more transparent and a little forward thinking in the way we get our information out to the public. This does have a cost and Trundy would like to put this in front of the voters and let them decide.

Gerry referring to a comment from Sinclair on the Town purchasing two computers asked for more information on that.

Kinney said the Town replaces their computers on a rolling basis. He said if the Town Administrator got a new computer this year, if the plan continues, five years from now whoever is sitting in the Town Administrator's desk would get a new computer. So we are replacing two each year and we replace these on a five year basis. The other option that was brought up was the ability to lease them. He said we have one server and all the computers are networked to the server, so that we can access all our necessary programs. The server is six years old and a \$7,000 piece of equipment.

Trundy asked if the \$3,700 included the purchase of the desktop computers and the cost for the IT person to come transfer all the data over from our existing computers.

Kinney said yes.

Dunn said \$1,850 per computer, for two computers, and for the IT person to set everything up and have it running is very reasonable.

Trundy asked Kinney how the Town went about hiring the IT person and did we go out to bid.

Kinney said the Town used to have two IT organizations that were doing work for us, an older vendor and our current vendor. Our Police Department was utilizing our current vendor because we were communicating with the county's law enforcement system. The Town had challenges with our old vendor. He said part of the challenge he had with the old vendor was that there was a turnover in staff, so whenever we called the person who answered the phone wasn't necessarily the same person coming out to us and the person who came changed almost every time. He said it wasn't as seamless as it should have been, so we transitioned from them and went with the new vendor we are currently using. Kinney said, since he has worked at the Town Office they have never solicited proposals to do that work.

Dunn said let's talk about the server.

Kinney said the server needs to be replaced. He said we can purchase one in the current fiscal year with money already in the budget if the Board so chooses.

Trundy asked Kinney to explain where he might take it out of this year's budget.

Kinney said he thinks we will have funds available within this year's budget that won't be expended that we could use to purchase a server.

Trundy asked where we are going to come up with \$12,000 out of this year's budget that we are not going to expend.

Kinney suggested that we first look at the savings from the Town Office project.

He said he is not a computer expert, but he has a lot of confidence in the current IT person. If the IT person tells him that they need to budget to replace the server then he is going to budget to replace the server.

Barrows said he replaced a server recently at his store and he can tell the Board that \$12,000 is cheap.

The Board agreed to zero out the line item on the Server Account.

**Motion by Trundy, second by Gerry to authorize the replacement of the Town Office Server from the Town Office Project Funds. Vote: 4-0.**

Contingency:

Dunn asked the Boards' thought on this item.

Trundy asked Kinney if the Town has ever come close to or has gone over this budgeted amount.

Kinney said they went up from \$8,000 to \$10,000 a couple of years ago when there was a lot of volatility in the heating fuel market. Rather than carry a little contingency in the Town Office, in Fire Department and in the Police for fuel in vehicles the Board made the choice to go from \$8,000 to \$10,000. This way, if there was a spike in fuel cost there would be a \$2,000 cushion. He said he doesn't recall ever expending close to \$10,000.

Gerry suggested leaving the contingency amount alone and the Board agreed. No change was made.

Code Enforcement:

Gerry suggested leaving the Code Enforcement wages the same. He asked Kinney to go over some research concerning Code Enforcement services as requested by the Board.

Kinney said at the last Selectmen's meeting they asked him to explore options for providing Code Enforcement Officer services. He said our Code Enforcement Officer also serves as our local Plumbing Inspector, Building Inspector, Health Officer and Addressing Officer. With the exception of the Addressing Officer, all of the other positions are required by State statute or by Town Charter or both. Our Code Enforcement Officer also oversees the Healthy Maine Beaches Program and the water quality monitoring at Breezemere Park. Kinney contacted eleven communities in our region and received responses from eight of them with populations ranging from 566 to 6,668. He said each Town has its own way of doing things and there are many different ways to provide the required services.

In terms of staffing hours and number of people employed, it is fairly clear that the larger the community the larger the number of hours that's required and the larger the number of staff needed to do the job. He said looking at the data from the other communities, when you get around the 2,500 population level it seems to be the tipping point for where communities were going from part time to full time. All of the communities that responded to the survey, with the exception of the Town of Searsmont, pay their CEO and LPI a straight wage. Kinney said one of the things he found most interesting is that the per hour compensation, which includes wages and benefits provided to the CEO, didn't seem to have any basis at all on the size of the community.

The hourly compensation that the Town offers our CEO, who also serves as all the other positions, is right in the middle of the eight communities that responded to the survey. There were four communities that were higher and four that were lower. Kinney looked at the 2013 Maine Municipal Association Wage and Salary Survey, which doesn't include benefits. The average for the thirty three communities that responded to the MMA Survey that had populations between 2,000 and 3,499 was \$29.37 an hour. Lincolnville's current hourly rate, without benefits, is \$31.01 an hour.

Kinney said there is a lot of benefit to the one-stop shop. If a person is coming in to build a house they get a building permit and can also find out from the CEO about setbacks. At the same time, they can get the plumbing permit from the CEO because he is also the Plumbing Inspector. He will also assign an address to a house because he is the Addressing Officer. Kinney said he does not recommend any change to the current arrangement. At this juncture, in comparison to other communities in the region it appears that we are offering a fairly typical level of service in terms of the number of hours offered and the number of permits issued. Kinney said he would like, at some point, for the Board to consider having a conversation with the Code Enforcement Officer about realigning his hours, so that it matches the staff's hours at the Town Office.

The Board thanked Kinney for the research on the CEO information.

Gerry recommended leaving the CEO wage at \$38,705 with no increase.

Kinney told the Board that this upcoming fiscal year includes 53 pay weeks. They need to consider how they will pay the CEO for the extra pay week or if instead they give him a week off without pay.

Kinney encouraged the Board to pay the CEO for the 53<sup>rd</sup> week.

By consensus, the Board decided to hold the CEO's weekly wage the same for the coming fiscal year as the current year.

Assessing: no change made

Public Works: – Rt. 1 Sidewalk & Parking Snow Removal:

Kinney received an email from Dwight Wass who had previously made a request for snow removal at the Beach area. Kinney said the Board asked him to check with the business owners about splitting the cost for the snow removal. Wass stated in his email that although some of the business owners would consider contributing to the cause; the general consensus is that the Town should pay and assume the liability that goes along with the task. Mr. Wass said it would not be fair to ask only business owners to contribute and not the residents.

Trundy said he took offense to the email. The fact is it was the business owners who requested the snow removal from the sidewalks not the residents who use them.

Dunn was disappointed that none of the business owners showed up at the meeting to discuss this line item of the budget. She said this was the third opportunity for them to come in and have a compelling discussion.

The Board agreed to zero out the \$8,250 for this line item and let the voters decide whether they will vote to appropriate an amount.

Gerry asked Kinney if he had any recent conversation with the Road Commissioner concerning the salt and sand.

Kinney said we are pretty much to the back of the barn on our salt and sand, but we will have enough to get us through to spring. He said in the budget we have 3,000 yards of material on the list to replenish the building, so we will put twice the amount of sand up we did last year.

Public Works: - Transfer Station: No change made.

Kinney reminded the folks at home that they are now looking for a member to serve on the MCSWC Board of Directors. He said they meet five times a year.

Public Works: – Harbor: no change made.

Public Works: - Other:

Kinney said he had information on the carry forward from the Recreation Commission as a follow up to the Board zeroing it out. He said most of that money in the athletic fields was previously raised for the running track around the soccer field. When the Recreation Commission did their survey six months ago there didn't seem to be much interest, so they stopped that idea for the time being. The Recreation Commission is planning on finishing the infields, both the little league fields and the big baseball diamond. They plan on top grassing the soccer field and doing the drainage project between the soccer field and the ball fields. They are also planning on bringing electrical power to the snack shed. The Committee did not have any difficulties with the Board's suggestion to use it from carry forward.

Kinney said the Selectmen's recommendations as included in this draft are:

- Megunticook Dams –Decreased to \$0.
- Breezemere Park Maintenance – Decreased to \$0 and an asterisk that says funded by carry forward
- Lincolnville Beach Maintenance - \$7,280
- Septage Disposal Contract - \$2,875
- Athletic Fields – Decreased to \$0 and an asterisk that says funded by carry forward

Boards and Committees: No change made.

Municipal Support:

- MPBN – Decreased to \$0.
- PB Chamber of Commerce - \$500

Gerry asked how the Town benefits from a \$500 donated to the Chamber of Commerce.

Kinney said they promote our region to those inside and outside the area worldwide in an effort to attract people to come enjoy the area and spend money. Cathy Hardy stated that the Chamber also provides a resource in answering questions.

Provider Agencies: Dunn said the Board's recommendations for the following accounts are:

- Red Cross – Decreased by 50%
- Broadreach Family & Community Services – Decreased to \$0.
- Camden Area District Nursing Association – Decreased to \$0.
- Midcoast Maine Community Action – Decreased to \$0.
- Remaining Agencies – Decreased by 50% of what the Budget Committee recommended.

Hardy asked what the bottom line for the Board was.

Kinney said \$4,186.

Capital Improvement Program: no change made.

Debt Service: Kinney said the bottom line on the Debt Service is \$79,348.

**13. Treasurer's and Payroll Warrant(s) – Approve and Sign:**

**Motion by Trundy, second by Barrows, that the Board approve the Treasurer's Coombs-Griffin Trust and Payroll warrants. Vote: 4-0.**

**14. Adjourn:**

**Motion by Gerry, second by Trundy, to adjourn. Vote: 4-0.**

Respectfully Submitted,  
Cheryl Ten Broeck  
Administrative Assistant