

	FY 17	FY 18	FY-19	FY-20
Expense:				
Selectmen	51,975	42,520	43,521	43,520
Administration	275,219	238,003	247,831	255,994
Town Clerk	51,086	54,105	45,751	47,042
Assessing	42,600	44,800	46,220	50,800
CEO & Planning	39,860	53,181	50,879	51,846
Fire	88,745	71,844	81,038	94,427
Ambulance	175,190	179,902	183,896	220,938
Animal Control	11,880	11,730	11,826	11,924
Public Works	432,410	450,419	459,500	466,008
Transfer Station	200,785	201,784	209,666	209,710
Library	36,115	36,967	36,495	36,564
Recreation	48,712	50,807	51,900	52,950
General Protection	219,125	218,218	232,538	230,021
Social Services	27,245	25,745	25,745	22,200
Facilities & Grounds	78,350	52,100	52,100	50,925
Debt Service	5,000			
Personnel	176,958	186,515	188,971	210,191
Warren Day				4,600
CIP	318,000	479,200	402,900	487,000
Total Expense:	2,279,255	2,397,840	2,370,777	2,546,660
Revenue:				
	1,029,800	1,092,056	1,155,072	1,321,606
	-			
Property Taxes:	1,249,455	1,305,784	1,215,705	1,225,054

Reserve Account	FY 17 Estimated Balance	6/30/2017 After Audit	6/30/2018
Recreational Fundraising	35,434	26,558	18,495
Library Donations	9,384	9,447 Unk	
Employment Security Reserve	30,474	29,712	29,743
Cemetery Monument	299	300	300
Dry Hydrant Reserve	815	2,406	14
Recreation Reserve	14,911	14,942	14,957
Park Reserve	19,428	19,463	18,131
Woolen Mill Reserve	5,267	5,127	4,846
Comprehensive Plan Reserve	4,500	6,000 Unk	
Entertainment Reserve	2,760	3,388	3,471
Debt Stabilization Reserve	25,000	25,000	25,000
Ambulance Reserve	-2,088	16,419	31,771
Town Forest Reserve	47,454	46,755	46,802
Capital Building Reserve	229,945	327,085	294,612
Highway Reserve	21,035	150,045	146,561
Fire Dept. I Reserve	130,576	156,694	181,833
Hot Top Reserve	2,897	2,903	2,906
Office Equipment Reserve	-	1,570	1,922
Transfer Station Reserve	40,404	11,008	11,031
Road Construction	50,795	1,864	
Bridge Repair	25,340	125,983	278,983
Vehicle Life Cycle	1,500	1,500 Unk	
Alewives Pen Repair	5,000	0	0
Highway Signs		9,550 Unk	
Record Restoration	1,500	-1,027	1,500
Total:	\$702,630.00	\$992,692.00	1,112,878

Audit for 2018 is not complete and could Change

Revenue	FY17	FY18	FY19	FY20	Difference
Administration Income	12,000	12,000	12,000	12,500	
Ambulance Fees	70,000	100,000	100,000	100,000	
Boat Excise	5,000	5,000	5,000	5,500	
Building Permits	8,200	8,200	8,200	9,500	
Cable Franchise	11,000	11,000	11,000	12,000	
Recreation Programing Fees	8,500	9,000	9,000	10,000	
Excise Tax	600,000	625,000	625,000	680,000	
Property Tax Interest	32,000	33,000	33,000	33,000	
Investment Interest	2,000	3,400	10,250	4,300	
Transfer Station Fees	90,000	3,056	3,000	20,000	
Trash Bags	-	86,944	87,000	87,000	
Lien Costs	10,000	10,000	12,000	15,000	
Misc.	2,000	-			
Concealed Weapons	350	350	350	200	
Planning Board	600	600	2,000	1,020	
Tree Growth	7600	8,500	9,000	9,000	
Animal Control	2,000	2,000	2,000	2,200	
Junk Yard Permits	150	150	150	150	
Plumbing Permits	3,200	3,200	3,800	4,500	
Town Clerk Fees	4,800	4,800	4,800	4,400	
DOT/LRAP	50,000	52,000	54,000	53,580	
General Assistance Reimbursement	2,500	5,000	5,000	5,000	
State Revenue Sharing	200,000	215,000	137,316	230,000	
Entertainment Fees	500	300	500	500	
Grants	-				
Library	100	100	50	500	
Sales of Town Property	-				
Workers Comp Dividends	-		2,800	4,300	
BETE	6,000	6,000	6,000	8,000	
Veterans Exemption	2,000	2,400	2,400	-	
Scrap Metal	-	600			
MEMA Reimbursement (Fema EMA D)	2,700	2,700	2,700	2,700	
Prison Hydrant Refund	6,600	6,756	6,756	6,756	
Total:	1,139,800	1,217,056	1,155,072	1,321,606	

Account Title	FY17	FY18	FY19	FY20 MGR	BC	BOS
100 Board of Selectmen						
110 PT Wages	6,300	6,300	7,300	7,300		
240 Community Involvement	500	500	500	500		
270 Consumable Supplies	250	250	250	250		
280 Contingency	30,000	20,000	20,000	20,000		
290 BOS Secretary (Cont. Serve)	1,675	2,470		2,470		
			2,470			
700 Recognition	1,000	750	750	750		
820 St. George River Clam	3,000	3,000	3,000	3,000		
870 Town Audit	9,000	9,000	9,000	9,000		
910 Travel Reimbursement	250	250	250	250		
TOTAL	51,975	42,520	43,520	43,520	43,520	43,520

9-0 vote

4-0 vote

Town Manager Comments: PT Wages : Chair \$1,700 Vice Chair \$1400 Selectmen \$1,400 x 3 = \$4,200

For their meeting times and efforts. The terms are three year staggered terms.

Community Involvement: Funds events chosen by the Selectmen.

Consumable supplies: Supplies such as binders, name tags etc. requested by the Board.

Contingency: Authorized by the voters to allow Selectmen to use the funds for emergencies.

The **Board Secretary** who records minutes of the meetings \$95.00 a meeting (26 meetings)

Recognition is used by the Board to recognize employees and community members with certificates, flowers showing their appreciation for outstanding service to the community.

St. George Regional Interposal Clam Management Agreement is an agreement between the Towns of Cushing, St. George, South Thomaston, Thomaston and Warren to underscore the need for clam management measures to preserve the natural resources for current & future digs for both commercial and recreational.

Town Audit is with RHR Smith that they have used since 2013

FY 2018 Budget

110	Administration	FY17	FY18	FY19	FY20 MGR	BC	BOS
100	FT Wages	158,400	141,508	142,947	155,310		
110	F Warden & Health Officer	8,910		724.2	724		
	Cemetery Sexton/Caretaker			1,000	1,000		2,000
150	Advertising/Recruitment	1,000	1,000	1,000	1,000		
230	Communications	3,500	3,500	3,500	3,000		
260	Computer/Internet	13,000	13,000	14,635	14,635		
270	Consumable Supplies	10,000	8,000	8,000	7,000		
290	Contracted Services	11,000	19,780	24,780	24,780		
330	Dues & Subscriptions	6,945	6,945	6,945	6,945		
370	Equipment Lease	4,500	4,500	4,500	4,500		
390	Equipment Purchase	500			300		
440	Legal Fees	30,000	11,000	11,000	10,000		
450	Lien Discharges	11,000	11,000	11,000	11,000		
660	Postage	10,000	12,000	12,000	10,000		
670	Professional Development	3,914	3,500	3,500	3,000		
740	Safety Compliance	300	300	300			
910	Travel Reimbursement	2,250	2,000	2,000	1,750		
TOTAL		275,219	238,033	247,831	254,944	254,944	255,944

9-0 vote 3-0-1 vote

Town Manager's Comments: Revenue is estimated at \$742,888.

Town Manager's Salary : \$80,000 Contract

Bookkeeper: $\$22.77 \times 40 = 910.66 = \$47,354$ 2% KOLA longevity pay 2% = 47,354

Counter Clerk: $\$14.33 \times 37.5 = 537.61 \times 52 = \$27,956$ 2% KOLA

Fish Warden Stipend is \$112.20

Health Officer Stipend is \$ 612.00

Cemetery Sexton/Caretaker \$1,000

Communications is for Northern Data Systems which is our software program and Time Warner does our internet. Telephone service through Telecom & Public Works is through Time Warner.

Computer / Internet : Funds Software & Internet. Increase due to Price Digest motor vehicle records on line.

Contracted Services: The copiers in all locations. TRANSCO Contract. Website \$1,700 annually .Gov website. IT Services with NDS \$7,080 Payroll Services \$5,000.

Dues are for MMA Membership, Maine Town & County Clerk Association

Legal Fees: Town's Attorney is William Kelly with many years experience in municipal government and represents the Town in legal matters. MMA Legal is used frequently on basic municipal law questions.

Travel Reimbursement is used at .58 fed Gov increase?

Equipment Purchase: Two Office Desk chairs

2018 Budget	FY17	FY18	FY19	FY20 MGR	BC	BS
120 Town Clerk						
100 FT Wages	39,395	37,654	33,150	34,457		
OT (elections & STM)		2,346	2,346	1,035		
110 PT Wages	2,800	2,800	3,100	3,125		
330 Dues & Subscriptions	55	55	55	55		
380 Elections / Town MT	4,100	4,100	4,200	4,200		
670 Professional Development	1,086	700	949	700		
710 Record Restoration	1,000					
890 Town Report	2,500	2,000	2,000	3,125		
910 Travel Reimbursement	150	200	200	345		
911 Voting Booths		4,250				
TOTAL	51,086	54,105	46,000	47,042	47,042	47,042

9-0 vote 4-0 vote

Town Manager's Comments: Revenue is estimated at \$5,125

Town Clerk works $17.67 \times 37.5 \text{ hours} = \$662.63 \times 52 = \$34,457$ 2% KOLA

Overtime: Town Clerk for Elections and Special Town Meetings

Part Time wages is for elections 10 election workers at \$11.00 hr.

8 election clerks at 7.5 hours per election is $\$660 \times 2 = \1320

2 Wardens, 15 hours per election is $\$330 \times 2 = \660

Absentee Ballot processing: \$1144

Ballot Issuing: 2 clerks, 2 hours per day for 10 days, per election + \$880

Ballot Scanning: 2 clerks, 1 warden, 4 hours, per election + \$264

Dues: MTCCA

Elections: Food at \$125 per election $\times 2 = \$250$

Advertisement at 6 ads per year at \$80 an ad \$480

DS 200 Machines - rental / service \$1,500

Supplies such as voter registration cards \$300

Ballots Municipal \$820

Programming memory sticks for scanners

Professional Development: The Town Clerks needs to complete 5 more courses and attend election conferences. Courses are a \$60.00 each and Election conferences estimated cost at \$300.

Town Report: Increase the order by 150 this year because we ran out last year for a total of 750 copies. We would also like to create a "new resident packets" that would include other material. Last year we spent \$3.97 a book and anticipate a 5% increase.

Travel reimbursement: I anticipate 620 miles for the courses and classes needed.

2018 Budget

130	Assessing	FY17	FY18	FY19	FY20 MGR	BC	BOS
290	Contracted Services	40,700	36,000	36,800	37,600		
591	CAI Online & Conversion		2,400	2,400	5,400		
592	Trio		5,200	5,820	6,600		
590	Mapping (CAI)	1,800	1,200	1,200	1,200		
670	Professional Development						
TOTAL		42,600	44,800	46,220	50,800	50,800	50,800

9-0 vote 4-0 vote

Manager's Comments:

The Assessors Agent is Jim Murphy who is an independent contractor listed under contracted services.

CAI ONLINE is for the assessing computer program. Conversion cost \$3,000 (new software & updates.

CAI MAPPING is the software mapping program.

TRIO is the assessing software for property valuation and exemptions. New conversion has increased the cost.

140 Code and Planning	FY17	FY 18	FY19	FY20 MGR	BC	BOS
110 FT Wages	34,260	40,560	41,379	42,206		
112 PB Secretary		1,980	1,980	1,980		
111 Planning Board/BOA		2,520	2,520	2,670		
150 Advertising	300	400	400	400		
270 Consumable Supplies	400	600	800	800		
330 Dues & Subscriptions	1,200	1,000	1,000	1,000		
670 Professional Development	1,300	1,000	800	800		
910 Travel Reimbursement	2,400	2,000	2,000	2,000		
TOTAL	39,860	50,060	50,879	51,856	51,856	51,856

9-0 vote 4-0 vote

Manager's Comments: Revenue is estimated at \$5,800

Wages $\$21.64 \times 37.5 = 811.66 = 42,206$
2% KOLA

7 Planning Board Members for 12 monthly meetings at \$30 = \$2,520

Board of Appeals 5 members 30 a meeting \$150.

Planning Board Secretary $\$110.00 \times 18 = 1,980$

Advertising is for Planning Board Public Hearings etc.

Consumable Supplies: Printer ink etc

Professional Development is for Code Enforcement and Planning Board training.

Dues and Subscriptions are for MCRPC \$500 (Mid Coast Regional Planning Commission) and new changes in plumbing codes

200	Fire	FY17	FY18	FY19	FY20 MGI	BC	BOS
100	Fire Chief	40,000	10,000	10,200	10,404		
100	2 Assistant Chief & Records		3,720	3,794	3,870		
230	EMA Director		3,000	3,060	3,121		
110	PT Wages	23,965	24,339	28,864	38,987		
230	Communications	3,600	3,650	2,650	2,650		
270	Consumable Supplies	350	500	500	500		
290	Contracted Services	755		75	1,000		
330	Dues & Subscriptions	75	175	242	242		
390	Equipment Purchase	1,000	8,210	13,050	13,850		
400	Equipment Maint/Testing	2,450	1,500	1,500	0		
650	Portable Fuel						
670	Professional Development	1,200	1,200	1,200	1,660		
740	Safety Compliance	7,300	7,500	7,603	7,943		
790	Sm. Equip. Maintenance	1,000	1,000	1,000	2,500		
940	V/E Diesel	2,500	2,500	2,000	2,400		
950	V/E Maintenance	4,250	4,250	5,000	5,000		
960	Vehicle Gasoline Engine 1	300	300	300	300		
	TOTAL	88,745	71,844	81,038	94,427	94,427	94,427

9-0 vote 4-0 vote

Manager's Comments: Revenue is estimated at \$2,700 for EMA Director & \$6,756 Prison Hydrant Fund. FICA & Benefits placed under Personnel.

Fire Chief has two Assistant Chiefs', Records Keeper
 Chief Stipend is \$10,200 2% KOLA
 Two Assistant Chiefs is \$1,530 x 2 = \$3,060 2% KOLA
 One Assistant Records Keeper is \$734.40
 EMA Director at \$3,060 Stipend 2% KOLA
 PT Wages Call Members 30 active call members at \$11.00 hr Minumum Wage increase based on 438 hours. Wages based 3,062 hours which increases 438 hrs in 2018.
 Communications is for pagers, radios, repairs, phone bill & radio pager maintenance. \$300. for TDS Telecom, \$2,350 for radio and pager maint.
 Consumable supplies is for flashlights and batteries. \$ 90 water bottles, \$120 office supplies, \$290 misc. such as printer toner.
 Contracted Services: Wardens report \$75. Fire Overhaul
 Dues: \$150.00 Knox County Mutual Aid Association. Maine Chiefs \$92
 Equipment Purchase: Hoses/Portable pump/air pack
 Equipment Testing: Moved to safety compliance
 Training is for the BLS mandates
 Safety Compliance is for NFPA standards. ladder, pump testing, hose testing air bottle hydro testing, turn out gear cleaning, Dept. of Labor mandated training, avoc refresher and fitness assessment.
 Sm Equipment: Chainsaw, generators etc. combined with Equipment Maintenance
 V/E routine maintenance.
 Vehicle Gasoline is for Engine 1

Ambulance		FY17	FY18	FY20 MGR	BC	BOS
				31,000	FT w benefits	
110	PT Wages	143,175	143,175	146,038		
230	Communications	1,200	2,000	2,000		
260	Computer/Internet	600	1312	600		
270	Consumable Supplies (Medical)	6,300	7,300	8,900		
290	Contracted Services	14,515	14,515	18,000		
330	Dues/Subscriptions	1,200	1,200	1,200		
390	Equipment Purchase	0	1,200	3,000		
400	Equipment Maint/Testing	0	0			
670	Professional Development	3,000	3,000	3,000		
740	Safety Compliance	300	300	300		
789	Laundry		300	300		
790	Sm. Equip. Maintenance	400	600	600		
940	V/E Diesel Gas	3,000	3,000	3,000		
950	V/E Maintenance	1,500	2,000	3,000		
TOTAL		175,190	179,902	220,938	220,938	220,938

9-0 vote 4-0 vote

Manager's Comments: Revenue is estimated at \$110,000.

Wages: Director Stipend \$ 4,935 Assistant Director \$ 4,932

Paramedics: 9 Per diem Total . 2 Per diem on a shift at at 16.13 hr., \$15.08 for Intermediate, \$14.04 for Basic EMT Driver is at \$13.00 for 168 hours weekly plus training wages. 6 staff members meet once a month. 2% KOLA

Communications is for telephone \$648.00 annually and radio replacement at 500.00 each

Computer/ Internet Service for \$600 plus anti virus protection

Medical Supplies includes epi pens at \$200 each IO needles at \$100 each and oxygen tanks at \$200 each. Emergency runs have increased 460 runs this past year along with medical supply cost increase.

Contracted Services is for ALS (Advance Life Support) back up from neighboring towns such as Waldoboro charges \$200, Thomaston charge \$500 and Rockland \$800. Medical Billing cost is based on 8% of the ambulance revenue for the month.

Equipment Purchases:

Dues Subscriptions is for Atlantic Partners for online training for Maine EMS requirements and license fees.

Professional Development is \$800 for Atlantic Partnership online training for continued education and \$2,200 is for instructor fees for training such as CPR.

Safety Compliance is for helmets, glasses and gloves

Laundry: Uniforms with blood born pathogens etc.

Small Equipment is for the fusion pump and portable suction unit.

220 Animal Control		FY18	FY19	FY 20 MGR	BC	BOS
110	PT Wages	4,815	4,911	5,009		
230	Communications	600	600	600		
270	Consumable Supplies	0	0	0		
290	Contracted Services	5,315	5,315	5,315		
390	Equipment Purchase					
740	Safety Compliance	0	0	0		
910	Travel Reimbursement	1,000	1,000	1,000		
TOTAL		11,730	11,826	11,924	11,924	11,924

8-1 vote 4-0 vote

Manager's Comments: Revenue is estimated at \$ 2,000

Wages: ACO is paid a stipend for \$5,009 2% KOLA

Communications: cell phone reimbursement

Contracted Services is for Knox County Animal Shelter

300 Public Works	FY17	FY18	FY19	FY20 MGR	BC	BOS
100 FT Wages	151,664	157,663	160,816	165,258		
110 PT Wages-Spare Drivers	15,840	16,000	16,640	16,640		
140 OT Wages	30,515	38,136	38,899	39,677		
230 Communications	1,980	1,600	1,600	2,500		
260 Computer/Internet	1,320	1,320	1,320	1,320		
270 Consumable Supplies	1,500	1,500	1,500	1,500		
290 Contracted Services	8,000	8,000	8,000	8,000		
300 Culverts	7,500	7,500	10,500	10,500		
320 Drug/Alcohol Testing	1,185	1,000	1,000	1,000		
330 Dues/Subscriptions	-					
390 Equipment Purchase	2,000	2,000	2,000	2,000		
480 General Supplies	16,650	16,650	16,650	16,650		
490 Gravel & Stone	8,000	10,000	12,000	12,000		
650 Portable Fuel						
670 Professional Development	900	900	500	500		
730 Road Maintenance	18,720	12,000	12,000	12,000		
740 Safety Compliance	1,800	1,800	1,800	1,800		
750 Salt/Sand	86,000	86,000	86,000	86,000		
780 Signage	1,200	1,200	1,200	1,200		
790 Sm. Equip. Maintenance	1,000	2,000	2,000	2,000		
910 Travel Reimbursement	300	150	75	75		
930 Uniform Allowance	1,000	1,000	1,000	1,000		
940 V/E Diesel	26,000	26,000	26,000	26,000		
950 V/E Maintenance	50,000	55,000	55,000	55,000		
960 Vehicle Gas	3,000	3,000	3,000	3,000		
Totals	436,074	450,419	459,500	465,620	465,620	465,620

9-0 vote 4-0 vote

Town Manager's Comments: Revenue is estimated at \$53,000 from DOT LRAP.

Wages:

Public Works Director \$23.17 x 40 = \$927 wkly x 52 = \$48,204 Longevity 1% \$ 48,686

Crew 1 \$19.09 hr. x 40 = \$764.00 wkly x 52 = \$39,716 Longevity 2% \$40,510

Crew 2 \$18.53 hr x 40 = \$742 wkly x 52 = \$38,549 Longevity 1% \$38,934

Crew 3 \$17.85hr x 40 = \$714 wkly x 52 = \$37,128

Longevity 1% 8 years 1% 12 years

Seasonal Crew \$16.00 hr

Part Time Wages is for the snow season from November 1st to April 1st with an average of 25 winter storms that require snow removal, sanding etc.

Overtime: Average hours total for overtime is 1,341 x average overtime hourly rate \$28.42

Communications; Radio Repair and cell phone reimbursement.

Contracted Services includes bulldozer rental for the winter sand shed, road side mowing, and tree service, beaver trapping.

Culverts are on a replacement program before they fail as a part of the summertime road maintenance

program.

General supplies are plow blades, bulk oil, strobe lights, tire chains, antifreeze, welding supplies and other equipment maintenance supplies.

Gravel & Stone used for culvert installation, washouts and shouldering roads around the new pavement.

Road Maintenance is for asphalt patch to repair potholes and to repave over culverts. Road line striping.

Salt/Sand for winter road maintenance

Small Equipment Maintenance is for chainsaw, mowers, trimmers, pavement saws and metal cutting saws.

Uniform Allowance: Safety Compliance boots, gloves, eye wear, hearing protectors.

V/E Maintenance includes		Conditions	
	2011 25 ton trailer		excellent
	2008 Backhoe		very good
	Grader		very Good
	2011 Case 521 Loader		very Good
	Sidewalk sweeper		Very Good
Truck # 1	2006 GMC 5500		fair
Truck # 2	2012 International		excellent
Truck # 3	2018 Western Star		excellent
Truck # 4	2016 Western Star		Excellent
Truck # 5	2008 GMC 8500		Very Good
spare	2002 GMC 8500		Fair with rust on Dumpbo
	2009 GMC Pick UP - Bad Shape - Rust - Mechanical-		

310	<i>Transfer Station</i>	FY18	FY19	FY20 MGR	BC	BOS
110	PT Wages	46,334	52,216	53,260		
230	Communications & Fees	500	500	500		
270	Consumable Supplies	200	200	300		
290	Contracted Services	2,000	2,000	1,000		
390	Equipment Purchase	100	1600	1400		
570	Landfill Maintenance	1,200	1,200	1,200		
580	Landfill Monitoring	4,000	4,000	4,000		
670	Professional Development	250	250	250		
720	Recycling Operations	15,500	16,000	16,000		
740	Safety Compliance	100	100	100		
780	Signage	200	200	200		
840	Tipping Fees	73,100	73,100	65,000		
841	Trash Bags	19,800	19,800	20,000		
850	Tire Disposal	1,500	1,500	1,500		
860	Transportation	35,000	35,000	40,000		
910	Travel	200	200	200		
675	Household Hazrdous WD	0		3,000		
940	V/E Diesel	300	300	300		
950	V/E Maintenance	1500	1,500	1,500		
Total		201,784	209,666	209,710	209,710	209,710

9-0 vote

Manager's Comments: Revenue is estimated at \$93,145.

PT Wages: 2% KOLA

Director \$20.76 x 25.5hrs weekly = \$529.30 x 52 = \$27,523

Assistant \$15.91 x 21.5hrs weekly = \$342.06 x 52 = \$17,787

Assistant \$ 13.52 x 8.5 hrs weekly = \$115 = \$2,808 for six months

Snow removal - training overtime \$5,000

Total: \$53,260

Transfer Station is open three days a week and staffed with part-time employees.

Contracted Services is for the portable toilet.

Equipment Putrchase is for new gate .

Landfill Maintenance is for mowing twice a year

Landfill monitoring: State requires water testing and is conducted by Emery & Garrett Groundwa Inc .

Tipping Fees: PERC tipping fees are at \$74 per ton X average 878 tons a year = \$64,972

Trash Bags 50 cases commercial \$51.99 150 cases residential \$48.54 Two orders a year + \$19,76

Transportation is done by contract with Thomaston Recycling that transports our Demolition was Juniper Ridge and MSW to PERC in Orrington. The contract is from 2019 to 2023. The cost for M \$450 per haul which averages once a week and Municipal CDD at \$550 per haul and returning the container.

V/E Maintenance is for the compactor and backhoe.

Communications is for the phone.

Tire Disposal: We collect \$2.00 per tire and cost is \$2.00 for disposal

Household Hazardous WD is only done every three years.

400 Library		FY17	FY18	FY19	FY20 MGR	BC	BOS
110	PT Wages	27,590	28,242	28,795	29,364		
180	Book Purchases	5000	5000	5,000	4,500		
230	Communications	500	500	500	500		
260	Computer / Internet	2,525	2,525	1,500	1,500		
270	Consumable Supplies	500	700	700	700		
Total		36,115	36,967	36,495	36,564	36,564	36,564

9-0 vote 4-0 vote

Town Manager's Comments: Revenue is \$100.00.

The Library is open 32 hours per week Monday through Saturday

Wages: Reflects 2% KOLA

Director \$18.66 x 12 hrs weekly 224 x 52 = \$11,648

Assistant \$ 12.19 x 10hrs weekly 122 x 52 = \$6,344

Programming Assistant \$12.15 x 18 hrs weekly 218.70 x 52 = \$11,372

Total PT Wages \$29,364

Computers & Internet: The Library has 3 computers and one was replaced last year at the cost of \$1,500. Internet, We will replace another this year for \$1,500

Consumable Supplies is for office supplies

410	Recreation	FY17	FY18	FY19	FY 20	BC	BOS
100	FT Wages			33,280	33,930		
110	PT Wages	30,282	32,627				
230	Communications	360	360	600	600		
260	Computer Internet	0	0	0	0		
270	Consumable Supplies	200	200	200	200		
290	Contracted Services	1,620	1,620	1,620	1,620		
390	Equipment Purchase	0	0	0	0		
420	Field Maintenance	2,500	2,500	2,500	2,500		
650	Portable Fuel (mowers)	350	350	350	350		
670	Professional Development	500	250	250	250		
680	Programs	11,500	11,500	11,500	11,700		
740	Safety Compliance	150	150	150	150		
790	Sm. Equip. Maintenance	250	250	250	250		
910	Travel Reimbursement	1,000	1,000	1,200	1,400		
	Warren Day Committee				4,600		0
TOTAL		48,712	50,807	51,900	57,550	52,950	52,950

8-1 vote 4-0 vote

Manager's Comments: FICA placed under personnel

Fund Raising Revenue that comes from the concession stands and other events has been used for the purchase of Uniforms and equipment.

Wages: \$17.40 hr x 37.5 = \$652.50 x 52 = \$33,930 2% KOLA

Communications: Cell Phone

Consumable supplies: Ink cartridge etc.

Contracted Services includes portable toilets placed at the 5 ball fields.

Field Maintenance is for the Sports Fields Incorporated to resurface the infields.

Programs: Baseball/Softball cost for league fees, uniforms, trophies, new equipment and banquet. Soccer cost includes uniforms, equipment, trophies, league and banquet fees. Cheering cost includes uniforms, trophies, tournament registration and banquet. Basketball costs include uniforms, equipment, trophies and banquet expenses.

Basketball (K-6th grade)	\$3,000
Cheering (K-6th grade)	\$1,000
Soccer (k-6th grade)	\$3,000
Summer Baseball/Softball (9 teamsK-6th grade)	\$ 4,500
Swimming Lesson	\$200
Total	\$ 11,700

Small Equipment: 2008 John Deer Mower Z810 (Serviced every year and is in poor shape, 8 years old) See Capital

years old) See Capital

Fund Raising Activities has helped keep the cost for programs down. Been used for uniforms and equipment when needed.

Warren Day: Fire works 3,500 - Band 700 - Parade 1,400 - Advertising 750 - Entertainment - 2,550

0500	Personnel	FY17	FY18	FY19	FY20 MGR	BC	BOS
410	FICA & Medicare	60,018	56,903	57,500	60,129		
500	Health Insurance	77,320	89,298	94,656	111,782		
500	Dental	4635	3,637	3,747	4,398		
500	Income Protection	5460	5,299	5,405	5,400		
550	Insurance Reimburse	18,000	13,655	13,655	14,474		
525	Retirement	11,525	13,723	14,008	14,008		
920	Unemployment		4,000				
Total		176,958	186,515	188,971	210,191	210,191	210,191

9-0 vote 4-0 vote

Manager's Comments:

Fica & Medicare: All wages \$ 785,999 X .0765 =\$60,129

Health Insurance Increase: 7% increase Health insurance is provided by the Maine Employees Health Trust which is self funded and rated non-profit organization. Increase in Dynamic deductables, co-pay from 2,000 to 3,500 per employee. 6 Full time employees (2 opt out)

Dental Insurance is \$366.50 monthly x 12 + 4,398

Insurance Reimbursement: employees may forgo the town's insurance benefit if they are covered by another plan. This is at 50% of the cost for insurance. Currently there are two employees on this program.

Unemployment: We choose to make reimbursement to the Bureau of Unemployment Compensation: we have \$30,000 in reserve account

600	General Protections	FY17	FY18	FY19	FY20 MGR	BC	BOS
310	Dispatch	101,410	104,463	113,906	120,912		
430	Firefighters Accident	1,570	1,570	1,570	1,570		
530	Hydrants	50,450	50,450	50,450	50,400		
540	Insurance Deductibles	1,500	1,500	1,500	1,500		
690	Property & Casualty	28,845	26,769	27,305	28,353		
800	Sports Accident	2,250	2,250	2,250	1,700		
810	Street Lights	2,100	2,100	2,100	2,100		
1000	Workers Compensation	31,000	29,116	33,457	23,486		
TOTAL		219,125	218,218	#####	230,021	230,021	230,021

9-0 vote 4-0 vote

Manager's Comments:

Dispatch: Knox County assesment is based on population less the prison population.

Hydrants: We pay hydrant rental to Maine Water as a ready to serve fee set by the Maine PUC. The prison reimburses us for three hydrant rentals. \$6,756 is the reimbursement received from the prison.

Property & Casualty is with Maine Muncipal Association that offers group rates combine with other cities and towns. The actual cost FY 18-19 was \$27,527. MMA Insurance, Susan Castron said to plan for a 3%

Sport Accident Covers claims for thoses involved in recreation programs with the Allen Agency, Camden

Street Lights CMP has recorded 16 lights with CMP

Workers Comp through Maine Muncipal Association had a decrease of \$9,971 due to safety programs and no claims.

700	<i>Social Services</i>	FY17	FY18	FY19	FY20 MGR	BC	BOS
970	Tidelands Coalition	1,500					-
250	Community Services	11,745	11,745	8,200	8,200		
460	General Assistance	10,000	10,000	10,000	10,000		
520	Historical Society	4,000	4,000	4,000	4,000		
TOTAL		27,245	25,745	22,200	22,200	22,200	22,200

9-0 vote 3-0-1 vote

Manager's Comments: Revenue is estimated at 5,000 state GA reimbursement.

Tidelands Coalition is a 501C3 non-profit organization with an emphasis on education dealing with issues in the intertidal zone (mud flats) all along the Coast of Maine. The coalition receives input from scientist, harvesters, property owners and municipalities who are concerned about the valuable resource. Will be funded out of the Selectmen's contingency if needed.

Community Services:	Broadreach	1,000
	Midcoast Maine Community Action	1,000
	New Hope for Women	1,155
	Penquis Community Action	3,545
	Red Cross	500
	<u>Life Flight Foundation</u>	<u>1,000</u>
	Total	8,200

General Assistance is for those who qualify through an application process, they may receive help for medical, burials, fuel, food, rent and personal and household items.

800	<i>Facilities & Grounds</i>	FY17	FY18	FY 19	FY20 MGR	BC	BOS
190	Building Maint. & Grounds	9,000	13,000	13,000	11,000		
200	Cemeteries	29,900	0				
270	Consumable Supplies	500	500	500	500		
290	Contract Services	7,000	7,000	7,000	7,600		
350	Electricity	10,500	10,500	10,500	10,500		
510	Heating Fuel	18,000	18,000	18,000	18,000		
600	Monument Lot	500	500	500	500		
630	Payson Park Maintenance		0	0			
650	Portable Fuel	100	0	0			
770	Sewer	800	800	800	800		
900	Trash Removal	300	300	300	300		
980	Water	1,500	1,500	1,500	1,725		
990	Woolen Mill Park	250					
Total		78,350	52,100	52,100	50,925	50,925	50,925

9-0 vote 4-0 vote

Town Manager Comments:

Building Maintenance and Grounds is for all town properties and not listed under each separate department. All repairs. Library - Public Works - Town Office- Fire Stations- Transfer Station

Cemeteries is for lawn mowing and American Flags for the veterans graves. This was taken from the Cemetery Preputial Care last year balance was 1,300,000.

Consumables are the cleaning supplies for the town's buildings

Contracted Services custodial wages for the library and town office. Increase of 600 for Town Office.

Electricity for all town buildings

Heating Fuels for all buildings is approximately 7,000 gallons annually

Monument Lot is for perpetual care maintenance

Payson Park is for mulch around the playgrounds and landscaping timber replacement. Reserves \$18,606.00

Sewer is for all buildings connected with the town sewer.

Trash for all town owned properties

Water for all town owned properties with a 3% increase for January 1 2020 to June 31 2020.

Woolen Mill Park for maintenance of the park. Electrical and other repairs. Christmas Decorations.

Reserves \$5,122.00

2000	<i>Capital Improvement</i>	FY18	FY19	FY20 MGR	BC	BOS
1000	Computer/Technology (Admin)	1,500	1,500	1,500		
1170	Assessment Review (Admin)		20,000	20,000		
1180	Records Restoration (Admin)	1,500	1,500	2,300		
1085	Public Works Reserve	60,000	60,000	80,000		
1015	Ambulance Purchase	15,000	15,000	15,000		
1025	Bridge Repair (Sandy Shores)	120,000		150,000		
	Depot Street Culvert		15,200			
1030	BLDG Improvements					
1035	CAP BLDG Res (Alewife)					
1038	Cemetery Improvements					
1040	Comprehensive Plan					
1050	Dry Hydrant Install		2,000			
1065	FD Equipment Purchase (Fire Truck)	25,000	25,000	25,000		40,000
1051	FD Digital Communication		2,000	2,000		
1022	Ambulance Equipment Reserve	3,200	3,200	3,200		
1053	Stretcher	2,000	2,000	2,000		
1053	Stair Chair	1,000	1,000	1,000		
	Transfer Station Paving			20,000		
1150	Road Paving	250,000	####	90,000	150,000	150,000
1110	Mower Recreation Department			4,500		
	Hay blower		2,500			
TOTAL		479,200	400,900	416,500	472,000	487,000

9-0 vote

Town Managers Comments:

Record Resatoration To continue record restoration with Kofile by restoooring one volume a year. This is estimated at \$3,800 last years 1500 was not used.

Assessment review is recommended by the assessor with the total cost at \$90,000

Fire Department Digital communications \$2,000 the conversion to digital

Road Paving: Sandy Shores Road 3,800 ft est 75 per ton for 750 tons \$56,250
Powder Mill Road 330 tons & Hillside Lane 108 tons \$33,750 Total \$90,000

`Public Works Reserve was increased by 20,000 to replace the 2009 GMC Pickup.

2100	Warren Day	FY20
	Fire Works	3,500
	Parade	1,100
	TOTAL	4,600