

Get out and **VOTE** Tuesday, March 13 at IHG Middle School



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RAYMOND

# *Voter Information*

PROJECT

*“A well informed  
voter has the greatest  
freedom of choice.”*

~ Raymond VIP Bylaws

# 2018



# RAYMOND *Voter Information* PROJECT

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**Raymond VIP** is a grassroots, all-volunteer nonprofit organization. We work to enable community members to prepare to exercise their civil right to vote with the greatest freedom of choice.

**If you've found this guide useful**, please consider sending a contribution **TODAY** to Raymond VIP at Box 813 Raymond, NH 03077. Thank you if you've donated in the past, and please remember to thank our generous Business Donors, listed on the back page.

**This guide is provided** as a tool for RAYMOND VOTERS for use during the 2018 Town and School District Election Cycle. Please see our website at [www.raymondvip.org](http://www.raymondvip.org) for updates and new information as it becomes available.

**We do our best** to be comprehensive and objective. The Raymond Voter Information Project neither supports nor opposes any political party, candidate, or warrant article. We provide tax information but make no value judgment on it. Our editorial policy and our bylaws may be found at [www.raymondvip.org](http://www.raymondvip.org).

**We offer our thanks** and our appreciation to the many Raymond citizens, staff, and elected and appointed Town and School District officials who contributed information to our reporters. A special thanks to our citizen readers. Every year, new reporters and readers join our team, experience our method of analysis and deepen their engagement in the election process. Sign up **NOW** to help with the guide next year!

**To comment** or to provide additional information for Editorial Committee review on any warrant article, you may contact us at [info@raymondvip.org](mailto:info@raymondvip.org) or PO Box 813, Raymond NH 03077. To speak to the Administrator of the Editorial Committee, call 895-4030. We value your feedback and are always striving to improve.

*For the latest information on any article, check our website at [www.raymondvip.org](http://www.raymondvip.org)*

*See you at the polls at Iber Holmes Gove Middle School.  
Tuesday, March 13, 2018 7AM to 7PM*

Members of the Raymond Voter Information Project come from a broad range of careers and municipal experience, and have many personal viewpoints. However, within Raymond VIP, they are committed to neither support nor oppose any political party, candidate or warrant article and to focus on providing objective voter information. Raymond VIP is registered with the State of New Hampshire and with the Town Of Raymond as a 501 (c) 3 nonprofit corporation and a charitable trust.

SCHOOL WARRANT

School Article 1: Candidates

The following Candidates’ names will appear on the ballot according to a random selection process in accordance with RSA 656:5-a:

2018 SCHOOL DISTRICT CANDIDATES

School Board for three years (Vote for TWO)

BETH PARIS

MOE TITCOMB

School District Moderator for three years (Vote for ONE)

EDWARD FRENCH

School District Clerk for three years (Vote for ONE)

LINDA HOELZEL

School District Treasurer for three years (Vote for ONE)

TIMOTHY AUCLAIR

School Article 2: Operating/Default Budget

This article will raise \$24,283,331 to fund the School District Operating Budget, or if the article fails, will raise \$24,425,410 to fund the School District Default Budget. The amounts above do not include other money warrant articles on this year’s ballot. If the Operating Budget fails and the Default Budget is in place, the School Board may revisit its Operating Budget and call one special meeting so voters can vote on the revision. (1)

The proposed budget is an increase of \$303,969 (1.27%) over the current year’s Operating Budget and is \$142,079 (0.58%) less than the Default Budget.

The proposed budget includes several staffing changes that result in salary and benefit decreases of \$197,283. Bond Principal and Interest decreased \$46,549. Other proposed reductions total \$24,864. The district anticipates a decrease in state revenue of approximately \$279,597.

The proposed budget includes the following increases: Student professional services; \$260,995. Student tuitions; \$184,105. Equipment and furniture; \$74,732. Books and software; \$65,373. Maintenance services and repairs; \$37,330. Supplies, dues and fees; \$30,519. Food service contribution; \$25,000. Health insurance; \$26,806. Other increases total \$28,873.

The annual tax increase of the proposed 2018 Net Operating Budget is \$0.63 per thousand of tax valuation or \$126.00 for a \$200,000 house. The annual tax increase of the 2018 Net Default Operating Budget is \$0.78 per thousand of tax valuation or \$156.00 for a \$200,000 house.

A YES vote raises \$24,283,331 to fund the School District’s Operating Budget.

A NO vote raises \$24,425,410 to fund the School District’s Default Budget and gives the School Board the option of revising its Operating Budget and calling a special meeting for voter action.

Reasons why some voters might vote yes:

- To fund the District’s Operating Budget
- To avoid allowing the School Board the option of revising its Operating Budget and calling a special meeting for voter action

Reasons why some voters might vote no:

- To fund the School District’s Default Budget
- To allow the School Board the option of revising its Operating Budget and calling a special meeting for voter action

References:

1. The School District default budget is defined by state law. RSA 40:13, IX (b): “Default budget” as used in this subdivision means the amount of the same appropriations as contained in the operating budget authorized for the previous year, reduced and increased, as the case may be, by debt service, contracts, and other obligations previously incurred or mandated by law, and reduced by one-time expenditures contained in the operating budget. For the purposes of this paragraph, one-time expenditures shall be appropriations not likely to recur in the succeeding budget, as determined by the governing body. The default budget is automatically in place if the proposed operating budget fails and if the School Board opts not to revise its proposed budget and call a special meeting. (RSA 40:13 X and XVI).

School Article 3: REA Contract

This article will approve a three-year collective bargaining agreement reached between the Raymond School Board and the Raymond Education Association (REA). This article will also approve raising and appropriating funds for increases in salaries and benefits for the upcoming fiscal year. Currently one hundred and twenty-seven (127) professional staff positions will be affected by this contract. (1)

Each member of REA will advance one step on the salary schedule at the beginning of the school year. Steps in the pay schedule will decrease from 17 to 15 in 2020-2021 to encourage experienced Teachers to stay in the School District. (2) Pay schedule amounts, depending upon education and experience, are increased on average as follows: 3.02% for 2018-2019 (a 4.9% average increase per member); 2.92 % for 2019-2020 (a 4.8% average increase per member); 2.83% for 2020-2021 (a 4.7% average increase per member).

Additionally, this new contract will allow Teachers, on a volunteer basis, to serve as Substitutes during their planning period at one-quarter of the professional Substitute rate (equaling \$18.75/hr.). (3) There will be two choices of high deductible health care plans, the current SchoolCare plan with an annual 1% decrease in District contribution and another SchoolCare plan, which has a much lower premium, paid in full by the District. (4) Excise tax will be paid 50/50 on the chosen health plan as may be required by the Affordable Care Act beginning 1/1/2020. The language of Child Rearing Leave will be changed so that the length of time for unpaid child rearing leave will be more consistent among schools.

Cost increases in 2018-2019 are: salaries: \$313,391; longevity increases: \$13,650; substituting during prep period: \$11,869; Social Security increases: \$25, 927; NH Retirement increases: \$58,835. Cost decreases are: \$15, 248 for District savings in health care costs.

Cost increases in 2019-2020 are: salaries: \$322,742; longevity increases: \$1,950; Social Security increases: \$24,839; NH Retirement increases: \$56,367. Cost decreases: \$15,248 for District savings in health care costs.

Cost increases in 2020-2021 are: salaries: \$331,097; longevity increases \$3,900; Social Security increases: \$25,627; NH Retirement increases \$58,155. Cost decreases: \$15,248 for District savings in health care costs.

The estimated net increases for salaries and benefits at current staffing

levels for the Collective Bargaining Agreement are: 2018-2019: \$408,424; 2019-2020: \$390,650; 2020-2021: \$403,531.

The net estimated tax cost for the contract: \$.44 per thousand or \$88.00 on a 200,000 house in 2018; \$.42 or \$84.00 on a \$200,000 home in 2019; \$.44 or \$88.00 on a \$200,000 home in 2020.

**A YES vote** approves a three-year contract and associated costs between Raymond School Board and Raymond Education Association, for 3 years, 2018-2021. It also funds the first year, 2018-2019.

**A NO vote** means that professional staff continues to work under the current contract.

**Reasons why some voters might vote yes:**

- Agree with the cost items of the collective bargaining agreement
- To bring Raymond teachers’ salaries closer to the state average (5)
- To help bring down the District’s contribution to health care costs

**Reasons why some voters might vote no:**

- Objection to any or all terms of the collective bargaining agreement
- Prefer to have a special meeting to address a revised agreement

**References:**

1. Professional staff includes employees of the Raymond School District whose position requires certification by the Department of Education as a professional engaged in classroom teaching. There are two different types of union membership with some members choosing to have voting rights and other not; the collective bargaining agreement applies to all.
2. Dr. Tina McCoy, Superintendent of Schools; Ron Brickett, Business Administrator.
3. Substitute teacher positions have been difficult to fill. It will benefit the students to have a familiar professional substitute in the classroom. Per discussion at the Budget Committee Public Hearing 1/16/18.
4. Both health insurance plans are SchoolCare high deductible health plans. The Orange plan with a lower premium and a higher deductible will be paid at 100% by the District. The Yellow No Choice plan has a slightly lower deductible and higher premiums with 93% paid by the District in the first year, 92% paid by the District in the second year and 91% paid by the District in the third year.
5. The average Teacher salary in Raymond is \$7617 or 13.2% below the state average according to the most recent data from the Department of Education (2016-17). Ron Brickett, Business Administrator SAU 33.

**School Article 4: REA Special Meeting**

If the Collective Bargaining Agreement identified in Article 3 fails, this article gives the School Board the authority to call one special meeting, at its option, to address cost items in the Collective Bargaining Agreement between the School Board and the Raymond Education Association (REA).

**A YES vote** allows the School Board to call a special meeting to address cost items in Article 3.

**A NO vote** does not authorize a special meeting by the voters.

**Reasons why some voters might vote yes:**

- To give the School Board the opportunity to renegotiate the contract and then present it to the voters at a special meeting
- To avoid having to petition the court if the School Board decides to hold a special meeting after the contract is renegotiated

**Reasons why some voters might vote no:**

- To avoid the cost of a special meeting (about \$1200). Ron Brickett, SAU 33 Business Administrator

**References:**

1. RSA 32:20, Municipal Budget Law, Special Meetings.

**School Article 5: Capital Improvement Plan**

This article raises \$235,400 to be deposited in three School Capital Reserve Funds (CRFs) to support the School District’s Capital Improvement Plan (CIP). (1) The following CRFs will be funded: Equipment Facilities Maintenance and Replacement CRF to upgrade one student bathroom at LRES and to connect the new well at RHS to the Town water supply: \$202,544; Technology CRF to use toward the District Firewall to block unauthorized computer access from outside: \$13,142; Food Service CRF: \$19,714 as savings for future projects. The total amount requested is an estimated tax increase of \$.02 per thousand as compared to last year. Tax cost for 2018: an estimated \$.25 per thousand of valuation or about \$50.00 on a \$200,000 home.

**A YES vote** raises \$235,400 to fund 3 School CRFs in the Capital Improvement Plan this year.

**A NO vote** raises no money to fund the CRFs in the School CIP this year.

**Reasons why some voters might vote yes:**

- Saving gradually for high cost items can help avoid spikes in the tax rate that could occur if the total cost of a needed purchase or repair must be paid in one year
- Savings through CRFs avoids paying interest when capital improvements must be borrowed through a bond
- Failure to fund the CIP every year causes the plan to fall further behind projected needs (2)
- Establishing a CIP gives the town authority to collect impact fees from developers to help pay costs that would otherwise be paid out of taxes (e.g. bond payments for school buildings)

**Reasons why some voters might vote no:**

- To finance high cost items with voter approved bonds
- To borrow funds through bonding to pay for items as needs arise
- Disagreement with any of the items to be funded

**References:**

1. A Capital Reserve Fund (CRF) is a savings account for scheduled high cost Capital Improvement purchases that have a life expectancy of at least five years.
2. The school CRF funds total \$594,964.99 as of 6/30/17. Each fall, a Needs Assessment is conducted to identify current and future projects for the next ten years. According to the 2018-2019 Needs Assessment, \$594,964.99 would be needed for those projects. Ron Brickett, School District Business Administrator at Deliberative Session 2/10/18.



School Article 6: Undesignated Fund Balance

This article would allow the School Board to place unspent money at the end of the fiscal year, not to exceed \$50,000, into the existing Equipment, Facilities Maintenance, and Replacement Capital Reserve Fund (CRF) (1) Anticipated uses for this CRF include facility projects such as upgrades for improved safety and security, bathrooms, flooring and driveways at the schools. The Raymond School Board must approve any request to spend money from the CRF. If \$50,000 were transferred out of the surplus, the surplus returned to Taxpayers would be reduced by approximately \$0.054 per \$1,000. (2)

A YES vote means the School Board may transfer up to \$50,000 of the year-end fund balance into the CRF.

A NO vote means that all the year-end surplus funds, other than any amount retained per RSA 198:4-b, must be returned to the taxpayer. (3)

Reasons why some voters might vote yes:

- The School Board and Capital Improvement Plan (CIP) Committee have both recognized that the School District CRFs are underfunded (4) (5)
- To plan ahead for higher cost repairs for such items as described above and avoid tax spikes

Reasons why some voters might vote no:

- To return the year end surplus to the taxpayers other than any amount retained pursuant to RSA 198:4-b (2)
- The anticipated CRF balance at the end of this school year is estimated to be \$463,987

References:

1. This Capital Reserve Fund was established in 2006. CRFs are a means to save for costly items that have a useful life of 5+ years.  
“Surplus Funds to CRF” <https://www.sau33.com/site/handlers/filedownload.ashx?moduleinstanceid=1905&dataid=4120&FileN ame=Surplus%20Funds%20WA%206%201.11.18.pdf>
2. RSA 198:4-b states that a contingency fund may be established by the District annually to meet the cost of unanticipated expenses that may arise during the year; RSA guidelines apply.
3. Presentation by Ron Brickett, School District Business Administrator, to the Budget Committee on 1/11/18.

The Capital Improvement Plan Needs Assessment report prepared by the SAU Administration last fall determined that in order to adequately fund current and future projects, \$1,793,291 should be appropriated in 2018-2019 for the Maintenance CRF, \$43,646 should be appropriated in 2018-2019 for the Technology CRF and \$57,496 should be appropriated in 2018-2019 for the Food Service CRF. See the Capital Improvement Plan on the District’s website <https://www.sau33.com/domain/22>. Ron Brickett, SAU 33 Business Administrator.

“Raymond VIP is a sincere attempt to produce an informed voter.” Paul Brown, lifetime Raymond resident; member of Raymond VIP since 2012

TOWN WARRANT

The following 2018 candidates for open positions in Raymond are in the order that will appear on the ballot pursuant to RSA 656:5-a.

One (1) Selectmen for a 3-year term

Dennis (Scott) Campbell  
Jonathan N. Wood

Two (2) Budget Committee Members for a 3-year term

Dawn (Rani) Merryman  
Carol Watjus

Two (2) Planning Board Members for a 3-year term

Robert H. Wentworth, Jr.  
John Beauvilliers  
Stephen Feher

Two (2) Ethics Committee Members for a 3-year term

Gretchen Gott

One (1) Trustee of Trust Funds for a 3-year term

Jill A. Vadeboncoeur

One (1) Library Trustee for a 3-year term

Valerie Moore

One (1) Town Moderator for a 2-year term

Kathleen M. Hoelzel

One (1) Supervisor of the Checklist for a 6-year term

Aimee Hayes  
Lisa Morrill

Article 2: Zoning Amendment: Article 15 - Table 15.1 Area and Dimensional Tables:

This amendment will add a category which was inadvertently omitted from the Zoning amendments in 2015 when the Zoning Code was reorganized and renumbered. This amendment does not alter any existing content or intent, but adds a minimum lot size of one-half acre for non-residential development in Zone C.3 (Mixed Use - Commercial). The C.3 – Mixed Use Commercial District is designed to encourage long term planning and flexibility of design for development along the highest volume, non-restricted traffic corridors by using existing infrastructure, and to broaden the tax base within the Town of Raymond. (1) This article is considered a housekeeping item.

A YES vote accepts the C.3 category to the Raymond Zoning Ordinance.

A NO vote maintains the Raymond Zoning Ordinance as is.

Reasons why some voters might vote yes:

- To clarify the intent of the C.3 category

Reasons why some voters might vote no:

- To object to making this correction

References:

1. Raymond Zoning Ordinance. The Ordinance is available online at <https://www.raymondnh.gov/> on the Community Development Department page, or a paper copy can be obtained at the Town Hall.



**Article 3: Zoning Amendment: Article XIII, Section 13.1.71 – Special Permit**

This amendment changes the “Special Permit” definition so it is broader for future needs. As currently written, the definition implies that the only uses and/or activities requiring a Special Permit are those impacting Zone G (Conservation District) land. In fact, Special Permits are also required for other situations, such as construction of a Dwelling–Two Family Unit (duplex). By changing the definition to be less specific and by stating that the Zoning Ordinance will identify which uses and activities require Special Permits, the definition becomes flexible enough to address future requirements for Special Permits.

**A YES vote** will make the definition of “Special Permit” impacting Zone G more flexible.

**A NO vote** will maintain the current definition, which is specific to Conservation Districts.

**Reasons why some voters might vote yes:**

- To increase the flexibility of the definition
- In development projects, Special Permits are needed for more than just the Conservation Districts

**Reasons why some voters might vote no:**

- To leave the definition as is

**References:**

1. Community Development Department.
2. Raymond Zoning Ordinance is available online at <https://www.raymondnh.gov/> on the Community Development Department page or as a paper copy at the Town Hall.
3. Contact the Planning Office for complete text of the proposed amendment

2. See Raymond’s 2017 Official Zoning Map A at <https://www.raymondnh.gov/community-development-planning>.
3. Contact the Planning Office for complete text of the proposed amendment.

**Article 5: Zoning Change: Rezone 2 Parcels**

This amendment changes the zoning designation for two adjoining parcels of land (approximately 9.73 acres) (1) from Zone D, Industrial to Zone B, Residential/Agricultural in order to make it compatible with neighboring lots. This land is located in a residential corridor abutting Walmart on the west side of Prescott Road. (2) Residential/Agricultural Districts are designed to permit uses that are compatible with and protective of certain areas that have been and are being developed for water quality preservation, residential use and public use. (3)

**A YES vote** changes the zoning designation from Zone D, Industrial to Zone B, Residential/Agricultural to match the surrounding residential area.

**A NO vote** keeps the current designation of these parcels as Zone D, Industrial.

**Reasons why some voters might vote yes:**

- To match the existing use of those parcels and of that area

**Reasons why some voters might vote no:**

- To maintain the current classification

**References:**

1. Tax map 24-Lot 3 (3.48 acres) and tax map 24- lot 4 (6.25 acres).
2. See Raymond’s 2017 Official Zoning Map A at [https://docs.wixstatic.com/ugd/e2e37e\\_1892909e740045a389fe2055b10635cd.pdf](https://docs.wixstatic.com/ugd/e2e37e_1892909e740045a389fe2055b10635cd.pdf).
3. Raymond Zoning Ordinance is available online at <https://www.raymondnh.gov/> on the Community Development Department page or as a paper copy at the Town Hall.
4. Contact the Planning Office for complete text of the proposed amendment.

**Article 4: Zoning Change: Rezone 1 Parcel**

This amendment changes the zoning for one parcel of land comprising approximately 1 acre located across from the intersection of Fremont Road/Route 107 and Brown Road. The amendment makes that parcel more consistent with the current zoning of the adjacent commercial properties. Commercial Districts are designed for the purpose of centralizing the provision of basic goods and services, according to the Raymond Zoning Ordinance. (1) The frontage of Fremont Road is a commercial corridor. (2)

**A YES vote** changes the zoning designation from Zone B Residential to Zone C.1 Commercial.

**A NO vote** retains the current designation of this parcel as Zone B Residential.

**Reasons why some voters might vote yes:**

- This parcel is located among parcels zoned commercial, so rezoning it to be commercial would make it compatible with neighboring lots

**Reasons why some voters might vote no:**

- To retain the parcel’s current zoning

**References:**

1. Raymond Zoning Ordinance is available online at <https://www.raymondnh.gov/> on the Community Development Department page or as a paper copy at the Town Hall.

**Article 6 - Zoning Amendment: Article VI, Section 6.8 Conservation Development:**

This amendment relates to the role of the Conservation Commission as advisors to the Planning Board when the Planning Board is reviewing an application for a Conservation Development. The purpose of a Conservation Development is to “maintain rural character, preserve farmland, forest and rural views, and conserve open land, including those areas containing unique and sensitive natural features such as woodlands, steep slopes, streams, floodplains, and wetlands, by setting them aside, in perpetuity, from development.” (1) The role of the Conservation Commission is to advocate “...for the proper utilization and protection of the natural resources and for the protection of watershed resources of a town or city.” (2)

Currently the Planning Board asks for input from the Conservation Commission when the plan under review will impact a wetland. The request for input can come to the Conservation Commission after the Planning Board has begun their deliberations, which has strict time limits for granting or denying the application. The Conservation Commission needs sufficient time to review the plans with regard to identifying and including the “areas containing the unique and sensitive natural features” (1) before responding to the Planning Board. This amendment is considered a housekeeping item.

**A YES vote** would add wording to the Zoning Ordinance that all



applications for Conservation Subdivision development are sent to the Planning Board and Conservation Commission concurrently.

**A NO vote** would maintain the current wording and require that the Planning Board review the application first and determine if it should be forwarded to the Conservation Commission for its review.

**Reasons why some voters might vote yes:**

- To achieve more timely decisions for Conservation Development applicants
- To clearly and precisely state when the Conservation Commission can begin to carry out its advisory function to the Planning Board

**Reasons why some voters might vote no:**

- To maintain the current procedure

**References:**

1. Raymond Zoning Ordinance: 6.8.
2. RSA 36-A:2.

**Article 7 Operating Budget / Default Budget:**

This article will raise \$8,352,209 to fund the Town’s Operating Budget, or if the article fails, will raise the \$8,428,175 to fund the Default Budget. (1) The amounts above do not include other money warrant articles on this year’s ballot. These amounts do include the Water Department Budget, which is self-funded by water users and has no tax impact. (2)

The proposed Town Operating Budget (without Water Department) is \$7,570,131.

**Cost increases this year include:** Salaries for all town employees will increase 2.25%. Most budget increases include salaries/wages and retirement expenses as well as vacation buy-outs. \$60,000 for one full-time Firefighter was added at Deliberative Session. Elections will increase \$17,143 (or 159.13%) in anticipation of mid-term federal elections. Department of Public Works increases \$27,517 (or 20.49%) due to adjustments in operating expenses including consulting and engineering, salaries/wages, retirement, office supplies and computer expenses.

**Cost decreases this year include:** Assessing decreases \$24,661 or (23.37%) due to a reduction in revaluation costs. Legal expenses decreased \$10,500 (or 14.89%).

Summary: The annual tax cost of the proposed 2018 Operating Budget is \$5.198 per thousand of tax valuation or \$1,039.60 for a \$200,000 house. The annual tax cost of the Default Operating Budget is \$5.275 per thousand of tax valuation or \$1,055.00 for a \$200,000 house.

The total annual tax cost of all additional warrant articles, should they pass, would be an additional estimated \$1.144 per thousand of tax valuation, or about \$228.80 for a \$200,000 house, and this amount would be added to whichever budget passes.

**A YES vote** raises \$8,352,209 to fund the town’s Operating Budget and the Town’s Water Budget.

**A NO vote** raises \$8,428,175 to fund the Town’s Default Budget and the Town’s Water Budget.

**Reasons why some voters might vote yes:**

- To fund the proposed Town’s Operating Budget

**Reasons why some voters might vote no:**

- To fund the Town’s Default Operating Budget

Schedule can be found at Town Hall.

**References:**

1. The Town’s default budget is defined by state law. RSA 40:13, IX (b): “Default budget” as used in this subdivision means the amount of the same appropriations as contained in the operating budget authorized for the previous year, reduced and increased, as the case may be, by debt service, contracts, and other obligations previously incurred or mandated by law, and reduced by one-time expenditures contained in the operating budget. For the purposes of this paragraph, one-time expenditures shall be appropriations not likely to recur in the succeeding budget, as determined by the governing body. RSA 40:13 X and XVI: The default budget is automatically in place if the proposed operating budget fails and if the Town opts not to revise its proposed budget and call a special meeting.
2. The Water Budget is a is self-funded by all users of town water according to a rate schedule set by the Selectmen. The Water Rate Schedule can be found at Town Hall.

**Article 8: Collective Bargaining Agreement**

This article asks voters to approve the cost items included in the 5-year collective bargaining agreement for salaries and benefits that was reached between the Town of Raymond and the Police and Dispatch members of the Teamsters Union Local 633. (1) Estimated increases in salaries and benefits at the current staffing level (with tax impact shown in parentheses) are: 2018: \$132,339 (\$ 0.142); 2019: \$57,823 (\$ 0.062); 2020: \$65,195 (\$ 0.070); 2021: \$39,405 (\$ 0.042); 2022: \$51,528 (\$ 0.055); 2023 (3 months): \$13,123 (\$ 0.014).

The Raymond Police Department is experiencing a high turnover rate (7 officers in 3 years). Since Raymond offers the lowest salary in the area, Officers and Dispatchers are often recruited to apply to police departments in other towns. Turnover has a significant cost and consequences. (2) The Raymond Police Department’s current starting pay is: Officer \$38,143 Yearly (\$18.33/hour); Dispatcher \$32,597 (\$15.67/hour). The proposed contract increases starting salaries to: Officer \$44,039 yearly (\$21.17/ hour); Dispatcher \$38,241 yearly (\$18.38/hour).

Current employees will receive the following wage adjustments/increases:  
April 1, 2018 \$2.00/hour  
April 1, 2019 2.25%  
April 1, 2010 \$1.00/hour  
April 1, 2021 2.25%  
April 1, 2022 \$.75/hour

Other contract changes: sick leave credit (8 additional sick hours, total of 12 per year); new military experience stipend; dispatch uniform & cleaning allowance; special detail rates; weekend shift differentials. Members will continue to pay 15% of their health insurance costs.

Estimated tax impact for 2018 increases is \$.142 per thousand of property tax valuation or about \$28.40 on a home valued at \$200,000.

**A YES vote** approves the wage and benefits increases and funds the first year of the contract.

**A NO vote** does not approve the wage and benefits costs in this contract and does not fund the first year.

**Reasons why some voters might vote yes:**

- To provide a pay increase for each of the following five years
- To provide additional benefits provided for in the contract
- To encourage Police Officers to remain in Raymond
- To reduce costs associated with employee turnover



**Reasons why some voters might vote no:**

- To reject the wage and benefit increases specified in the collective bargaining agreement
- Objections to any or all of the terms of the agreement

**References:**

1. Included are 18 full-time positions (10 Patrol Officers, 1 Detective, 1 Corporal, 1 Animal Control Officer, and 5 Dispatchers) and 8 part-time positions (4 Patrol Officers, 4 Dispatchers). Not included: Chief, Captain, Sergeants, Secretaries, Prosecutor, Dispatch Supervisor, and Sexual Assault Detective.
2. David Salois, Chief of Police. The cost of hiring and training a new officer is \$53,743.53 and the average starting pay in NH is \$20.98.

**Article 9: Collective Bargaining - Special Meeting**

If the collective bargaining agreement in Article 8 does not pass, this article gives the Town the authority to call one special meeting, at its option, to address costs items in the collective bargaining agreement between the Town and Teamsters Local 633 of NH.

**A YES vote** allows the Town to call one special meeting to address Article 8.

**A NO vote** means that there can be no special meeting.

**Reasons why some voters might vote yes:**

- To give the Town the opportunity to renegotiate the contract and present it to the voters
- To save legal fees that the Town would incur to petition the court to hold a special meeting

**Reasons why some voters might vote no:**

- To avoid the cost of an additional meeting

**References:**

1. RSA 32:20 Municipal Budget Law.
2. Special meetings cost about \$1,200 if a simple ballot is used. Cost would be more if a printed ballot must be used.

**Article 10: Scholarship Fund:**

This article will raise \$2,000 for the Town of Raymond Scholarship Fund for Raymond High School (RHS) graduating seniors and Raymond residents attending their first year of college. Recipients are chosen by the Board of Selectmen, which also determines the amount of each scholarship. (1) Estimated 2018 Tax impact: \$0.002 per thousand or \$.40 on a \$200,000 home.

**A YES vote** will add \$2,000 to the Scholarship Fund.

**A NO vote** will not add to the Scholarship Fund this year.

**Reasons why some voters might vote yes:**

- To add to the Scholarship Fund

**Reasons why some voters might vote no:**

- To spend down the Scholarship Fund balance (2)

**References:**

1. Raymond awarded two \$1,000 scholarships in 2017 per Town Manager Craig Wheeler and RHS Administration.
2. The Scholarship Fund has a balance of \$7080.15 per the Town Manager Craig Wheeler.

**Article 11: Purchase of Public Works Vehicle:**

This article will raise and appropriate \$205,000 for the purpose of purchasing a Freightliner FL80 truck for the Department of Public Works (DPW). This type of truck is used as both a plow and sand truck in the winter months as well as a dump truck for projects throughout the rest of the year. The current Highway Department Heavy Equipment fleet is aged and deteriorating; the current four Freightliner trucks are 12 to 18 years old and two of them are considered in “urgent” need of replacement. (1) Due to other needs within the Highway department and the underfunded Capital Improvement Plan (CIP) (2), there are not currently enough monies to replace a plow truck. This is the third year the CIP committee has recommended funding trucks for the DPW truck fleet. Past warrant articles, which requested bonding for *multiple* trucks, did not pass, therefore the CIP committee recommended the purchase of *one* truck this year. (3) Tax impact: \$0.220 per thousand or \$44.00 on a \$200,000 home.

**A YES vote** approves raising monies to purchase one DPW vehicle for snow plowing/sanding and dump truck projects.

**A NO vote** does not approve funds for a DPW vehicle.

**Reasons why some voters might vote yes:**

- Direct purchase avoids paying interest on a bond to fund said vehicle
- A newer, more reliable truck can assist in providing quality road conditions during winter months as compared to an aging vehicle which can interfere with the quality of road travel during winter storms
- To avoid spending monies in the DPW budget or in the general fund allocated for other necessary services including road quality and safety
- Downsizing the truck fleet could result in more time needed to plow the town, affecting residents’ safety and convenience (4)
- To take a first step in replacing aged DPW fleet

**Reasons why some voters might vote no:**

- Disagree with the purchase described
- Prefer to fund a truck through other means
- Preference to use current fleet

**References:**

1. 11/7/17 CIP Minutes - Highway Department Vehicle Replacement 1999 Truck 15 Freightliner FL80 l – Urgent; 2001 Truck 17 Freightliner FL80 l - Urgent; 10/17/17 CIP minutes - The classes of priority, based on age and wear & tear are: urgent, necessary, desirable, deferrable, premature, and inconsistent.
2. The current balance of the Highway Vehicle Fund is \$53,000.00-- Minutes CIP 10/31/17.
3. In 2016 and 2017, Warrant Articles to bond for DPW vehicles and equipment failed.
4. Minutes CIP 10/31/17.

[www.raymondvip.org](http://www.raymondvip.org)

## Article 12: Social Service Agencies

This article will raise \$71,724 for twelve (12) Social Service agencies that provide services to Raymond residents. (1) Per Board of Selectmen's (BOS) request in 2017, bid packets were sent out to currently supported Social Services and available to other Social Service organizations. No new Social Services agencies came forward. (2) The BOS chose to increase funding to one agency in recognition of stated agency needs and services provided to Raymond citizens. (3) Tax cost: \$.077 per thousand or \$15.40 for a \$200,000 home.

**A YES vote** will provide funding to the listed Social Service agencies that serve Raymond residents.

**A NO vote** will not provide any funding from Raymond to any Social Service agency.

### Reasons why some voters might vote yes:

- All the Social Service agencies contribute significantly more in services and financial support than they receive from the town
- Some Social Service agencies provide assistance that the Town Welfare Department would otherwise be required to fund according to RSA 165:1 Aid to Assisted Persons.

### Reasons why some voters might vote no:

- Personal objections to any or all of the agencies
- Personal objections to town funding any or all Social Service agencies

### References:

1. The following agencies are funded at the same amount as in 2017: HAVEN \$4,175; American Red Cross \$1,850; Area Homecare and Family Services \$4,000; Court Appointed Special Advocates (CASA) \$500; Lamprey Health Care \$6,500; Retired Seniors Volunteer Program \$600 and Rockingham Community Action \$36,000; Rockingham County Nutrition Program \$3,747. The following agency is funded at an increase: Child Advocacy Center \$2,000 (up \$500). These agencies are funded at lesser amounts as compared to 2017: Child and Family Services of NH \$5,597 (down \$403); Richie McFarland Children's Center \$ 3658 (down \$342); Seacoast Mental Health \$3,097 (down \$403).
2. BOS Minutes 7/24/17.
3. Social Services Information Packets: The Board was given the RFP (request for proposals) for the Social Services that are funded by the Town of Raymond. The two agencies that the Board would like to have come in for clarification will be Child Advocacy Center and Rockingham Nutrition. The Board members agreed. The social services packets are available for review at the town hall. BOS minutes 9/11/17.



"Photo Courtesy of Raymond Area News"

## Article 13: Mosquito Spraying

This article will raise \$40,000 to fund the mosquito control program in Raymond. The mosquito program monitors and controls mosquitoes carrying West Nile Virus, Eastern Equine Encephalitis (EEE), and Zika Virus primarily by larvicide and emergency spraying, and on-request spraying of public assembly areas including playgrounds and the Common. Sites are routinely treated and checked and the Selectmen receive regular updates on results. The funds requested are the same as last year and the year before, and include the cost of lab testing. Tax cost: \$.043 per \$1,000 of tax valuation or \$8.60 on a \$200,000 home.

**A YES vote** funds the mosquito control program in Raymond.

**A NO vote** will not fund the mosquito control program in Raymond.

### Reasons why some voters might vote yes:

- To reduce risk of exposure to West Nile Virus, EEE and Zika infection
- In 2017, mosquitoes carrying West Nile Virus (WNV) were found in Rye, Brentwood and Madbury while WNV positive mosquitoes were found in Manchester, Nashua and Keene. Jamestown Canyon Virus (JCV) was contracted by a Goffstown resident this year (1)
- Raymond tested positive in 2016 (2)

### Reasons why some voters might vote no:

- Raymond did not test positive in 2017 (1)
- Do not want a mosquito control program in Raymond
- This season, there was no Eastern Equine Encephalitis (EEE) or new Zika activity in NH as of October 1<sup>st</sup> (1)

### References:

1. Dragon Mosquito Control, Inc., Autumn Update 2017 report to Town.
2. Dragon Mosquito Control, Inc., August 2016 report to Town.

## Article 14: Capital Improvements

This article will raise and appropriate \$313,500 for the purpose of funding 7 existing Capital Reserve Funds (CRFs) for the Town of Raymond. (1) This year's CRF warrant article is ten (10%) higher than the previous year. In 2017, \$285,000 was approved and in 2016, \$250,000 was approved. The Capital Improvement Committee has recommended that the CRF warrant article be increased slightly each year in order to remain current with inflation and rising costs. Additionally, the CIP (Capital Improvement Plan) is an instrument that is required within the town Master plan and allows for the town to assess impact fees for new construction. (2)

Increases as compared to last year are:

General Government Buildings Maintenance & Improvements: \$46,750 a 211.66% increase from \$15,000 in 2017

Highway Department Vehicle Repair & Replacement \$96,750 a 13.82% increase from \$85,000 in 2017

Police Department & Dispatch Equipment, Vehicle & Facilities: \$40,000 a 14.29% increase from \$35,000 in 2017

Decreases are:

Bridge & Culvert (previously Bridge only) \$5,000 an 80% decrease from



\$25,000 in 2017

Remaining the same:

Highway Department Heavy Equipment: \$50,000

Fire Department Equipment and Vehicles: \$50,000

Parks Equipment, Vehicles and Facilities: \$25,000

Adding funds to these accounts is the same as putting money in a savings account. When funds are needed for a large expense that meets the established purpose of the fund, funds can be withdrawn from that account for that purpose. For example, it is projected that the fire department will need to replace a Fire Engine/Tanker in 2020 and a Rescue Van in 2021. By appropriating monies each year towards the purchase of these projects, the tax impact is leveled at a predictable rate. Essentially, this savings method allows the community to plan for major expenditures, which decreases the need for borrowing and paying interest, and it avoids sharp tax spikes. Tax impact: \$.336 per thousand or \$67.20 on a \$200,000 home.

**A YES vote** raises \$313,500 to fund the CRF’s in the Town CIP this year, a 10% increase from last year.

**A NO vote** raises no money for fund any CRF’s in the Town CIP this year.

**Reasons why some voters might vote yes:**

- To continue saving gradually for major purchases, to help avoid spikes in the tax rate that could occur if the total cost of a necessary purchase or repair must be paid in one year
- If a repair or purchase comes up unexpectedly, having some or all of the funding in place could speed up the process
- To avoid interest costs when capital improvements must be purchased through bonding

**Reasons why some voters might vote no:**

- Prefer to bond major purchases, as required
- Disagree with any of the purposes of this fund

**References:**

1. Capital Reserve Funds are established to purchase, repair or maintain town equipment and buildings in a variety of areas.
2. The Capital Improvements Committee reviews all departmental requests and creates a Capital Improvements Plan (CIP) that anticipates major expenditures over the next 6-10 years.



**Article 15 Capital Reserve Funds (Water Revenues)**

The purpose of Town Warrant Article 15 is to raise and appropriate \$60,000 to fund existing Capital Reserve Funds (CRFs) for the Raymond Water Department. CRFs are savings accounts for scheduled and big-ticket items with a lifespan of at least 5 years. The Capital Improvements Committee (1) determined that the Water Department Capital Improvement Plan (CIP) is significantly underfunded and will not be able to provide the necessary funding for required water department major expenditures. (2) The Capital Improvements Committee recommended that this CRF warrant article be increased from previous years. (3) There is no tax impact as funds are to be paid with revenues from Town water users.(4)

**A YES vote** puts the following funds into the CRF: \$28,000 - Construct, Repair & Maintain Town Water Treatment Facility; \$28,000 - Water System Infrastructure; \$3,000 - Water Storage Facilities; \$1,000 -Water Department Utility Replace Vehicle.

**A NO vote** will not add funding to any Water Department Capital Reserve Funds this year.

**Reasons why some voters might vote yes:**

- Adding to the fund will save long-term for anticipated major expenditures for Town water to maintain and repair the water treatment plant, water storage facilities and water infrastructure
- By appropriating monies each year towards the purchase of these projects, the overall water cost is more level and more predictable
- To avoid potential bonding with interest

**Reasons why some voters might vote no:**

- Preference to bond major purchases as required
- Disagreement with any of the items to be funded

**References:**

1. The Capital Improvements Committee reviews all departmental requests and creates a Capital Improvement Plan (CIP) that anticipates major expenditures over the next 6-10 years and prioritizes them by need.
2. The Water Department CIP was created in conjunction with Underwood Engineers during a water rate study. The Update to the 2013 Water Rate Study was completed and presented to the Board of Selectmen on January 9, 2017. Key anticipated costs for long-term maintenance and repair of the water system infrastructure include wells, water treatment plant, booster station, distribution system and storage tanks.
3. Voters approved adding \$30,000 in 2017 and \$28,000 in 2016 to the CRF Water Revenues. The CIP recommended incremental increases to various Water CRFs.
4. Changing water rates is the jurisdiction of the Board of Selectmen (BOS) and requires several steps. The Water Division By Laws (last updated in 1987) must be updated as they go hand in hand with the water rates and fees. Once the By Laws are completed, the Rate Study and the By Laws need to be discussed in a Public Hearing before the Board. Once the hearing has been completed the BOS can review all the information and input and decide how to proceed with raising rates, fees and the revised By Laws. The water rates go up if the Board of Selectmen vote to increase them.

“Voting is how we participate in a civic society - be it for president, be it for a municipal election. It’s the way we teach our children - in school elections - how to be citizens, and the importance of their voice.” Loretta Lynch, Former US Attorney General

Article 16: Road Reconstruction

This article funds \$300,000 for road reconstruction projects, as determined by the Director of Public Works. This appropriation can be held for two years, or until the road reconstruction work has been completed, whichever comes sooner. (1)

In the summer of 2016, STREETSCAN scanned all 70+ miles of Town-owned paved roads to collect pavement condition data and it was determined that 16 miles (22%) of the paved roads have deteriorated and require reconstruction. (2) Since then, the town has completed approximately 3.5 miles of road reconstruction of the original 16 as well as other road projects. (3)

The state will contribute \$247,000 this year towards the town’s road maintenance which would bring the total to \$547,000 plus or minus. Prior to last year, the town provided \$149,000 each year for the last ten years. Returning the road reconstruction fund to the \$149,000 level would not meet the requirements for making the most necessary repairs. (4) Tax impact: \$.321 per thousand of tax valuation or about \$64.20 for a \$200,000 home.

A YES vote allows the town to continue some of the most needed road reconstruction projects.

A NO vote results in roads receiving temporary repairs and not reconstruction.

Reasons why some voters might vote yes:

- To enable the Public Works Department to reconstruct some roads rather than continue to make repairs to those roads (2)
- To try to decrease the percentage of road miles in need of reconstruction (3)

Reasons why some voters might vote no:

- Disagreement with using funds for road projects
- Wish to fund Road repairs with State money only

References:

1. RSA 32:7: VI gives towns the authority to create non-lapsing funds.
2. Department of Public Works Director Steve Brewer, Board of Selectmen (BOS) Meeting 11/21/16.
3. Department of Public Works Director Steve Brewer, 01/17/2018.
4. Department of Public Works Director Steve Brewer BOS Meeting 11/21/16.

Article 17: Shim and Overlay Special Revenue Fund:

This Special Revenue Fund (SRF) was created to hold funds that can be saved year to year and used as needed when Raymond town roads need to be rehabilitated with gravel shim and asphalt overlay. This article authorizes funding and withdrawal of \$244,009 from the Department of Public Works Shim and Overlay SRF. (1)

There is no net impact to the Town’s Operating Budget because NH State Highway Block Grant revenue funds this SRF. There is no tax impact.

A YES vote authorizes the Department of Public Works to withdraw \$244,009 from its Shim and Overlay Special Revenue Fund and requires use of the money prior to December 31, 2020.

A NO vote means that the Department of Public Works will not be able to withdraw and use Shim and Overlay Special Revenue Fund money this year.

Reasons why some voters might vote yes:

- To reduce the number of roads in need of rehabilitation in Raymond

Reasons why some voters might vote no:

- Disagreement with the project(s) that the money will be spent on

References:

1. Since Raymond’s annual Operating Budget cannot accumulate funds year to year, Special Revenue Funds (SRF) must be used when the town needs to complete a project over several years. Voters must approve all withdrawals.

Article 18: Vacation and Sick Leave Non-Union Fund

This article asks voters to authorize spending \$20,000 from the unassigned fund balance and depositing it into the Vacation and Sick Leave Non-Union Expendable Trust Fund (1), which was established at the 2002 Town Meeting (Warrant Article 26) to ensure that the Town would have the money to pay for accrued sick and vacation leave when employees retire. Currently there are 30 non-union employees with between .67 years - 38 years of service. There are 6 employees who have 25+ years of Town employment or who possibly could retire in the next 5 years. If all 6 employees left at the same time, same year, the estimated cost for the total buyout would be in the range of \$200,000-\$250,000 (projected estimates only). (2) The payout amount is determined in the Town of Raymond Personnel Policy (3) which is undergoing review and revision which will then require review and approval by the Board of Selectmen. There is no tax impact.

A YES vote moves \$20,000 from the Town’s unassigned fund balance to the Vacation and Sick Leave Non-Union Expendable Fund.

A NO vote does not add any money to the Vacation and Sick Leave Non-Union Expendable Fund.

Reasons why some voters might vote yes:

- To help meet the obligation to Town employees
- This fund is currently underfunded with \$124.40 (4)

Reasons why some voters might vote no:

- Prefer to fund by some other means

References:

1. The unassigned fund balance, as explained by Town officials at Deliberative session, is a contingency fund for unexpected expenses. An “expendable” fund is a municipal trust fund created for maintenance and operation purposes. See RSA 31:19-a.
2. “From a practical standpoint if we were to achieve a ‘well-funded’ program of \$200,000 and continue to contribute to it on an annual basis, we would be covered.” Town Manager Craig Wheeler in an email to the VIP on 1/23/18
3. Inquire at Town Hall to view the complete Personnel Policy.
4. “According to the November CRF (Capital Reserve Funds) statement, the balance in the non-union (account) = \$124.40. The only way these funds increase is through a warrant article vote. There is some minor interest added to these balances.” Town Manager, Craig Wheeler, in an email to the VIP on 1/10/18.

“Every election is determined by the people who show up.” Larry J. Sabato, the founder and director of the Center for Politics at the University of Virginia, which works to promote civic engagement and participation.



## Article 19: Vacation and Sick Leave Union Fund

This article asks voters to authorize spending \$20,000 from the unassigned fund balance and depositing it into the Vacation and Sick Leave Union Expendable Trust Fund for Union employees. (1) The Union includes the American Federation of State, County and Municipal Employees (AFSCME) and Teamsters (Police Dispatch). This fund was established by voters at the 2004 Town Meeting to ensure that the Town would have the money to pay for accrued sick and vacation leave when union employees retire. There are 37 union employees (AFSCME - 18, Teamsters - 19) with 6 months to 26 years of employment. There are 3 employees who have 23 or more years who could possibly retire in the next 5-7 years. Based upon years of service and the overall salary requirements, it is estimated that a sufficiently "well-funded" account would be in the \$150,000-\$175,000 range. (2) The payout amount is determined in the Town of Raymond Personnel Policy (3) which is undergoing review and revision which will then require review and approval by the Board of Selectmen. There is no tax impact.

**A YES vote** moves \$20,000 from the Town's unassigned fund balance to the Vacation and Sick Leave Union Expendable Fund.

**A NO vote** does not add any money to the Vacation and Sick Leave Non-Union Expendable Fund.

### Reasons why some voters might vote yes:

- This fund is currently underfunded and contains \$25,148.78 (4)
- To help meet the Town's obligation to union employees

### Reasons why some voters might vote no:

- Prefer to fund by some other means

### References:

1. The unassigned fund balance, as explained by Town officials at Deliberative session, is a contingency fund for unexpected expenses. An "expendable" fund is a municipal trust fund created for maintenance and operation purposes. See RSA 31:19-a.
2. Town Manager, Craig Wheeler, in an email to the Voter Information Project on 1/23/18.
3. Inquire at Town Hall to view the complete Personnel Policy.
4. "According to the November CRF (Capital Reserve Funds) statement, the balance in the union (account) = \$25,148.78. The only way these funds increase is through a warrant article vote. There is some minor interest added to these balances." Town Manager, Craig Wheeler, in an email to the VIP on 1/10/18.

## Article 20: Veterans Credit

This article expands the Tax credit criteria for any Raymond resident who has served in the military or for the spouse or surviving spouse of a military member who is not eligible for the current tax credit of \$500. (1)

Currently in Raymond under RSA 72:28, certain wartime veterans, their spouses or surviving spouses receive a yearly \$500 tax credit towards their Raymond property taxes. Under RSA 72:35, the \$500 tax credit is also given to a permanently and totally disabled service-connected veteran, double amputee or paraplegic or their not remarried surviving spouse. (2) Tax credits are not combined: only one tax credit is allowed.

Since the number of Veterans who will apply for this expanded tax credit through RSA 72:28-b is unknown, the Selectmen have decided to phase the credit into three-year increments, arriving at the \$500 level on the third year. Any resident qualifying for the prior tax credits RSA 72:28 and RSA 72:35 will keep their current tax credit and will not have this

credit added to their already existing Tax credit. (3)

**A YES vote** gives a starting Tax credit of \$200 (moving up to \$300 in the second year and \$500 in the third year and thereafter) to any Raymond resident who served honorably in the military or is a spouse or surviving spouse of a military member who served more than 90 days.

**A NO vote** keeps a Tax credit for Raymond residents who meet the criteria of either RSA 72:28 or RSA 72:35 only.

### Reasons why some voters might vote yes:

- Wish to extend the number of Veterans and/or their Spouses who receive a Tax credit
- Agree that all Veterans regardless of where or when they served deserve a tax credit

### Reasons why some voters might vote no:

- Unknown number of Veterans who will receive credit could increase everyone's tax payment

### References:

1. <https://www.nh.gov/nhveterans/benefits/tax.htm>, RSA 72:28-b.
2. <https://www.nh.gov/nhveterans/benefits/tax.htm>, RSA 72:28 and RSA 72:35.
3. Budget Committee meeting 12/19/2017.

## Article 21: 4<sup>th</sup> of July

This article will raise and appropriate \$3,000 to help pay for the expenses associated with the free, public 4th of July community event. Expenses could include holiday and overtime pay for police, fire, public works employees and other town employees, and/or for food (hot dogs, popcorn, cotton candy, freeze pops, watermelon, baked goods, water) and/or entertainment (bands, clown cars, post-parade entertainment) which have traditionally been free at this event. This event has been taking place for over 20 years. In the past, costs have been shared among a local church, local businesses, and private individuals while many volunteers contribute their time. Tax impact: \$.003 per thousand or \$.60 on a \$200,000 home.

**A YES vote** raises \$3,000 through taxes to spend toward the public July 4th celebration.

**A NO vote** would not raise funds to defray costs of the July 4th celebration.

### Reasons why some voters might vote yes:

- To have the Town contribute to costs through taxes

### Reasons why some voters might vote no:

- Do not want to help pay for this event through taxes



## Article 22: Town Clerk / Tax Collector

This article approves changing the combined Town Clerk / Tax Collector job to separate positions in 2020 when the Town Clerk / Tax Collector's term expires. If this article is approved, the Town Clerk would still be elected, while the part-time Tax Collector would be appointed by the Board of Selectmen and under the supervision of the Town Finance Director. (1)

The Town Clerk / Tax Collector job was separated in the past. The duties of this position have become greater over the years with additional & new rules and regulations to apply, more accountability expected for late, non-payment, hardship or even prepaid taxes, despite the availability of some online services (i.e. vehicle registration, dog registration, water payments, property tax payments, & vital records requests). Additionally, by separating these positions, it could be possible to cross train the new Tax Collector to help at the counter directly serving the public to expedite services, as needed, to cover for illness, vacation or other absence. It was decided to introduce the article this year in hopes to clarify job duties and create the position to prepare for hiring. (2)

According to the Town website, the office of Tax Collector is "responsible for the issuance of all taxes assessed to property owners such as property, current use, yield, and excavation taxes. The office collects all monies owed on taxes current and past due. The office is charged with the lien and deeding process on all past due taxes as prescribed by the R.S.A.'s." (3)

The office of Town Clerk is the "keeper of all vital records, various documents and minutes of all committees and boards. The office of Town Clerk also administers and conducts elections in accordance with state and local laws. The office of Town Clerk is responsible for the issuance of the following: marriage licenses, dog licenses, vehicle registrations, boat registrations, tax bills, vital records, purchase of town trash bags, payment of dog fines and payment of parking tickets." (3) The tax impact, if any, has not been determined; position has not yet been created and salary is to be decided.

**A YES vote** would separate the Town Clerk and Tax Collector jobs in 2020.

**A NO vote** would maintain the current combined job.

### Reasons why some voters might vote yes:

- To consolidate the financial aspects of the job from the more administrative duties
- Want Tax Collector to be appointed rather than elected
- So the Town has supervisory authority over the appointed Tax Collector

### Reasons why some voters might vote no:

- To avoid hiring another Town employee
- Want to keep Town Clerk / Tax Collector as an elected official
- To retain voters' voice in filling the position

### References:

1. Raymond Area News, Board of Selectmen news, 12/19/17.
2. VIP phone conversation w Town Manager, Craig Wheeler 1/26/18.
3. <https://www.raymondnh.gov/town-clerk-tax-collector>

## Article 23: Ethics

This article amends the second paragraph of the section "Duty to Recuse" in the Raymond Code of Ethics. (1) It was proposed and approved by the Raymond Ethics Committee. It is considered a housekeeping item to bring the Raymond Code of Ethics up to date. (2)

**A YES vote means** that public servants who have recused themselves due to a conflict of interest will be allowed to remain in the hearing room and participate in discussion during the entire hearing process as long as the public servant states s/he is doing so as a member of the general public.

**A NO vote means** that the recused public servant must leave the hearing room once the public portion of the meeting is closed and deliberation and voting begin.

### Reasons why some voters might vote yes:

- To allow a public servant to participate as a member of the public, maintaining their right to be a part of the entire process
- Legal counsel has advised that the current section in the Raymond Code of Ethics should be changed so that public servants can participate as can all members of the public

### Reasons why some voters might vote no:

- Prefer to leave the Ethics Code as is
- Recused board or committee members who remain in the room during deliberation and voting may influence or appear to influence decision-making by gestures and other non-verbal action (3)

### References:

1. Raymond Code of Ethics 225:2, Adopted by Raymond voters March 2003, Revised March 2012. Section II B 2 Duty to Recuse.
2. Per Town Counsel and the NH Municipal Association; see Ethics Committee Minutes 10/10/17.
3. C. Christine Fillmore, Staff Attorney for the New Hampshire Municipal Association, in "I Recuse Myself," New Hampshire Town and City, July/August 2013, Regarding an official's recusal: "In any case, if the official remains in the room, they should not act in any way as a member of the board.... It is also advisable to refrain from using body language to indicate an opinion or try to influence a decision of the board. Remember: appearances count in this situation." <https://www.nhmunipal.org/TownAndCity/Article/52>

## Article 24: Citizen Petition - Keno

The Citizens' petition states: "Shall we allow the operation of Keno (1) (2) (3) (4) (5) (6) games within the Town?"

Currently, Keno, an electronic game which can only operate in establishments with a license to serve liquor, is not allowed in Raymond.

A representative from the NH Lottery Commission presented a description of the game to the Board of Selectmen. Keno was launched in NH on 12/15/17 and seven cities/towns currently allow the cash-based game in their establishments that serve liquor. Keno money from each town goes into a dedicated state fund, the NH Educational Trust Fund, to help support full-day Kindergarten programs statewide. (7) There is no tax impact.

**A YES vote** would allow Keno in Raymond.



A **NO** vote would not allow Keno in Raymond.

**Reasons why some voters might vote yes:**

- Agree with allowing Keno to operate in Town
- Want to increase funding for the NH Education Trust Fund to help pay for full-day kindergarten

**Reasons why some voters might vote no:**

- Disagree with allowing Keno to operate in Town
- Raymond does not need to allow Keno in order to receive the state-wide all-day kindergarten grant from the NH Education Trust Fund.

**References:**

1. A representative from New Hampshire Keno explained the electronic game and noted that it could be offered at nine establishments in Raymond if an article is put on the warrant and approved by the voters. Keno is administered by the New Hampshire Lottery and can be offered only in age-controlled establishments with a valid liquor license. Raymond Area News 1/8/18 - Board of Selectmen article "Raymond Police Officials Explain Contract Details".
2. <https://www.nhlottery.com/Keno.aspx>
3. <https://www.nhmunicipal.org/Resources/ViewDocument/882> "Keno Q&A" NH Municipal Association
4. Keno is offered at 42 locations in seven communities that approved the game: Berlin, Claremont, Franklin, Laconia, Manchester, Nashua and Somersworth. Five communities have rejected Keno. The Keno revenue is divided as follows: 70 percent as prize money, 19 percent to fund full-day kindergarten, 8 percent to the businesses hosting the game, 2 percent for administrative costs and 1 percent to the state Department of Health and Human Services for problem gambling. <http://www.unionleader.com/state-government/Keno-wagering-tops-500k-in-first-weeks-01112018>
5. [https://docs.wixstatic.com/ugd/e2e37e\\_0211f099c4804177b634d651e2ab720d.pdf](https://docs.wixstatic.com/ugd/e2e37e_0211f099c4804177b634d651e2ab720d.pdf)
6. RSA 284:41 Effective 7/1/17. "Keno" means any game where a player purchases a ticket from a field of 80 numbers and selects a specific amount of numbers. A random number generator employed by the lottery commission chooses 20 numbers at random and the player is paid out against his or her original wager.
7. Kelley-Jaye Cleland, representative from the NH Lottery Commission, in a presentation to the Board of Selectmen, 1/8/18.

**Article 25: Citizen Petition: Firefighter**

This article states: "Shall the Town of Raymond vote to raise and appropriate the sum of One Dollar (\$1) for the purpose of hiring one (1) full-time firefighter?"

Details were presented at Deliberative Session by the Petitioner and are available by watching RCTV <https://raymondvt.viebit.com/>. (1) The initial petition was lowered from \$60,000 to \$1 by the Petitioner after the amount needed for the fourth firefighter was added to the Operating Budget/Default Budget (Warrant Article 7) at Town Deliberative Session on 2/3/2018. (2)

Currently, there are 3 full-time Firefighters in the Raymond Fire Department: the Chief; the Captain; a Firefighter. There are also 30 call Firefighters on the roster. Since 1996, there have been 4 full-time Firefighters, but when Chief Paul Hammond filled the position of the retiring Chief, his previous position was not filled. (3) It was the intention of the Board of Selectmen to include the salary and benefits for a 4th Firefighter in the Operating Budget due to the promotion of Fire Chief Hammond, but because of deadlines in the budgeting process, they could not be included. (4) At Deliberative session, \$60,000 was added to the Town budget to fund a full-time Firefighter.

A **YES** vote approves \$1 towards hiring a full-time firefighter.

A **NO** vote does not approve said funds to hire a full-time firefighter.

**Reasons why some voters might vote yes:**

- Support the plan to bring full-time Fire staff back to four, based upon recommendation of Selectmen and Fire Chief

**Reasons why some voters might vote no:**

- Do not wish to hire a Full-time firefighter

**References:**

1. Petitioner, Tina Thomas.
2. <https://raymondvt.viebit.com/player.php?hash=8y5h7w6cmopP#>
3. Paul Hammond, Fire Chief.
4. To maintain a consistent level of service, another Firefighter is preferable, Town Manager to the Budget Committee, 1/9/18.



"Photo Courtesy of Raymond Area News"

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“My father once told me that American democracy is a people’s democracy at heart, and that it therefore can be as great as the American people... It depends on all of us. But our system is more fragile than we know. To sustain it, we must always cherish the ideals on which it was founded... and actively engage in the process of making it work.” George Takei, Actor (Hikaru Sulu on the Star Trek’s USS Enterprise)



Make your selections and bring your list to the polls

Town Warrant

- 1

Candidate Choices.....
- 2

Zoning: Area and Dimensional Tables..... Y ☐ N ☐
- 3

Zoning: Special Permit.....Y ☐N ☐
- 4

Zoning: Rezone 1 Parcel.....Y ☐ N ☐
- 5

Zoning: Rezone 2 Parcels.....Y ☐ N ☐
- 6

Zoning: Conservation Development.....Y ☐ N ☐
- 7

Town Operating/Default Budget.....Y ☐ N ☐
- 8

Collective Bargaining Agreement.....Y ☐ N ☐
- 9

Collective Bargaining Special Meeting.....Y ☐ N ☐
- 10

Scholarship Fund.....Y ☐ N ☐
- 11

Purchase Public Works Vehicle.....Y ☐N ☐
- 12

Social Service Agencies.....Y ☐ N ☐
- 13

Mosquito Control Program.....Y ☐ N ☐
- 14

Capital Improvements .....Y ☐ N ☐
- 15

CRF-Water Revenues.....Y ☐ N ☐
- 16

Road Reconstruction.....Y ☐ N ☐
- 17

Shim and Overlay.....Y ☐ N ☐
- 18

Vacation/Sick Leave Non-Union Fund.....Y ☐ N ☐
- 19

Vacation/Sick Leave Union Fund.....Y ☐ N ☐
- 20

Veterans Credit.....Y ☐N ☐
- 21

4<sup>th</sup> of July.....Y ☐N ☐
- 22

Town Clerk/Tax Collector.....Y ☐N ☐
- 23

Ethics Code Recusal Change.....Y ☐ N ☐
- 24

Citizen Petition: Keno.....Y ☐N ☐
- 25

Citizen Petition: Firefighter.....Y ☐N ☐

School Warrant

- 1

Candidate Choices.....
- 2

School Operating/Default Budge.....Y ☐ N ☐
- 3

REA Contract.....Y ☐ N ☐
- 4

REA Special Meeting.....Y ☐ N ☐
- 5

School Capital Improvement Fun..... Y ☐ N ☐
- 6

School Undesignated Fund Balanc.....Y ☐ N ☐

SEE YOU AT THE POLLS!

Iber Holmes Gove Middle School

1 Stephen K. Batchelder Parkway

Tuesday, March 13, 2018

7 AM to 7 PM

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