

RECORD OF PROCEEDINGS

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REGULAR MEETING  
TOWN OF GRAND LAKE BOARD OF TRUSTEES  
MONDAY, AUGUST 25, 2008 7:30 P.M.

CALL TO ORDER: The regular meeting of the Board of Trustees was called to order by Mayor Pro-Tem Aron Rhone at 7:30 p.m. at the Town Hall, 1026 Park Avenue.

PRESENT: Mayor Pro-Tem Rhone; Trustees Johnson, Lanzi, Lewis, and Peterson; Town Manager Hale, Town Clerk Kolinske, Town Code Enforcement Officer Korkowski and Town Planner Wittman.

ABSENT: Trustee Weydert.

APPROVAL OF MINUTES

August 11, 2008: Trustee Peterson moved to approve the minutes of the August 11, 2008 regular meeting as written, seconded by Trustee Johnson. All Trustees voted aye except Trustee Lewis, who abstained.

ANNOUNCEMENTS: Mayor Pro-Tem Rhone announced that it would be appreciated if cell phones were turned off during the meeting.

Mayor Pro-Tem Rhone announced that the Lord of the Valley Lutheran Church will hold its annual pie sale on Saturday, August 30 from 9:00 a.m. to 1:00 p.m. at the Town Square Pavilion.

Mayor Pro-Tem Rhone announced that the Grand Arts Council will hold its 11<sup>th</sup> Annual Tombstone tales on Sunday, August 31. Tickets are available at Grand Lake Art Gallery.

Mayor Pro-Tem Rhone then announced that school opens Tuesday, September 2. Please be cautious of school buses and drive carefully.

REPORTS: SALES TAX  
CASH FLOW REPORT  
FOR AUGUST 2008:

Mayor Pro-Tem Rhone asked Town Clerk Kolinske to present the sales tax cash flow report. Kolinske reported that the amount of revenue received in August for the month of June, 2008 is \$110,792. This amount is 4.78% below what was received through August, 2007.

REPORTS: 2ND QUARTER  
SALES TAX COLLECTION  
BY VENDOR:

Town Clerk Kolinske noted that the Town Treasurer provided a report consisting of Sales Tax Cash Flow for 2008 and a 2<sup>nd</sup> Quarter Sales Tax Collection by Vendor.

At 7:33 p.m. Trustee Johnson excused himself and left the room.

LIQUOR LICENSING AUTHORITY: **CONSIDERATION OF RENEWAL OF THE TAVERN LIQUOR LICENSE FOR GRUMPY'S INC., D/B/A GRUMPY'S CIGAR BAR** - Mayor Pro-Tem Rhone asked Town Clerk Kolinske to present this matter to the Board. Kolinske reported that the fees have been paid; the renewal documents are in order and indicate no changes from the previous renewal. The water, business license, and sales tax accounts are all current. She noted that the Grand County Sheriff's Department found no adverse information that would affect the status of the license. She concluded by saying that Gary Gates, Director, was present.

Trustee Peterson moved to approve the renewal of the Tavern Liquor License for Grumpy's, Inc., d/b/a Grumpy's Cigar Bar. Trustee Lewis seconded the motion and all Trustees voted aye.

LIQUOR LICENSING AUTHORITY: **CONSIDERATION OF RENEWAL OF THE 3.2 PERCENT BEER RETAIL LIQUOR LICENSE FOR MOUNTAIN FOOD MARKET, INC., D/B/A MOUNTAIN FOOD MARKET** - Since there was not a representative present, Trustee Peterson moved to table consideration of this matter until a representative can be present. Trustee Lewis seconded the motion and all Trustees voted aye.

LIQUOR LICENSING AUTHORITY: Mayor Pro-Tem Rhone announced that **CONSIDERATION OF A SPECIAL EVENTS LIQUOR PERMIT APPLICATION FROM THE GRAND LAKE AREA CHAMBER OF COMMERCE FOR THE "2008 FALL FOLK FESTIVAL"** was added to the agenda and asked Town Clerk Kolinske to present this matter to the Board. Kolinske explained that this request is for the "2008 Fall Folk Festival", to be held on Saturday, September 20, 2008 from 11:00 a.m. to 10:00 p.m. and Sunday, September 21, 2008 from 11:00 a.m. to 4:00 p.m. in Town Square. The application documents are in order and complete. The premises are required by statute to be posted for at least 10 days prior to approval of the permit. She suggested action at the September 8 regular Board meeting either as a Public Hearing or as a regular item of business. Kolinske noted that Brad Taylor, Executive Director for the Chamber, was present.

Trustee Peterson moved to act on this request as a regular item of business at the September 8, 2008 Board Meeting. Trustee Lewis seconded the motion, and all Trustees voted aye.

At 7:40 p.m. Trustee Johnson resumed his seat.

OLD BUSINESS:

**PUBLIC HEARING -- CONSIDERATION OF ORDINANCE NO. 8-2008, AN ORDINANCE AMENDING THE MUNICIPAL CODE OF THE TOWN OF GRAND LAKE BY AMENDING CHAPTER 12, ARTICLE 4, STREET DEVELOPMENT POLICIES, STANDARDS AND SPECIFICATIONS** - Mayor Pro-Tem Rhone asked Town Planner Wittman to present this matter to the Board. Wittman explained that the Town's current Street Standards were adopted in 1973 and staff has been working for the past few years on attempting to update the standards. She referred to the draft ordinance adopting new Street Development Policies, Standards and Specifications for the Town of Grand Lake. Once adopted, these standards will replace Chapter 12, Article 4 of the Municipal Code. As a reminder, Chapter 12, Article 4 of the Municipal Code does not require a Public Hearing prior to changes being made. At the July 28, 2008, regular meeting, the Board moved to hold a Public Hearing for this date. Legal Notice No. 531 was publishing in the Sky-Hi Daily News on August 7, 2008. No comments have been received. At the July 16, 2008, scheduled Planning Commission meeting, the Commission held a Public Hearing regarding the draft ordinance. Legal notice was published and no comments were received prior to or at the hearing. Wittman noted that the Planning Commission provided a favorable recommendation to the Town Board of Trustees for the adoption of Ordinance No. 8-2008. Staff recommends that the Board of Trustees open the Public Hearing and take comments on the proposed ordinance. After taking citizen comments, the Board should then close the Public Hearing and discuss the merits of this item. If satisfied, staff recommends the Board move to approve Ordinance No. 8-2008. She then referred to a table setting and said that there is a Section in the Town's Code that requires mandatory boardwalks throughout the community. She said that staff is currently working on updating this Section of the Code and will be presenting it to the Planning Commission and the Board after it has been reviewed by the Greenways Committee. Staff would like to discuss one item with the Board regarding mandatory boardwalks on 80' right-of-ways. In these areas, there is not ample room for an 8' boardwalk, 6' greenbelt, (minimum) 11' driving lane and 20' for parking. Town staff has measured the 80' Garfield right-of-way between Grand Avenue and Park Avenue. Staff has come to the conclusion that to provide all of the amenities required, it would be most probable to make a new requirement for 80' right-of-ways that would be: 5' boardwalk, 3' greenway, 20' parking area, and a 12' driving lane. Staff was able to gain direction from the Planning Commission at their regularly scheduled meeting held August 20. The Planning Commission was favorable to having a design standard for 80' rights-of-way. Staff would like to know if the Board is favorable and, if so, would amend the Street Standards to include an updated figure to include the boardwalks and greenways on the 80' rights-of-way.

Mayor Pro-Tem Rhone opened the meeting for public comment.

Marvin Fischer, Planning Commission Chairman, was recognized from the audience. He noted that the proposed standard requires a 2% slope to the curb for 100' rights-of-way. His concern was with Grand Avenue as it currently does not comply. He asked if Grand Avenue was ever redeveloped, would it have to then comply with the new standards.

Town Planner Wittman responded by saying that the standards require approval from the Town's Public Works Director and are site specific. So with the Public Works Director's approval Grand Avenue could be redone to slope to the center as it currently does for drainage.

Having no other comments, Mayor Pro-Tem Rhone closed the Public Hearing and turned the matter over to the Board.

Following brief discussion, Trustee Peterson moved to adopt Ordinance No. 8-2008, an Ordinance Amending the Municipal Code of the Town of Grand Lake by Amending Chapter 12, Article 4, Street Development Policies, Standards and Specifications with an updated figure to include the boardwalks and greenways on the 80' rights-of-way. Trustee Johnson seconded the motion and all Trustees voted aye.

OLD BUSINESS:

**QUASI-JUDICIAL – CONSIDERATION OF RESOLUTION NO. 11-2008, A RESOLUTION APPROVING A CONDITIONAL USE AT LOT 6, SHADOW POINTE ESTATES FOR A NIGHTLY RENTAL LICENSE IN A RESIDENTIAL NEIGHBORHOOD –**

Mayor Pro-Tem Rhone asked Town Code Enforcement Officer Korkowski to present this matter to the Board. Korkowski explained that this is a continuation of the July 28, 2008 hearing for a Conditional Use of a Nightly Rental License for Rhett Caltrider for his house located at 300 Lakeside Drive. At that hearing, the Board decided to continue the matter and not make any decisions about the Conditional Use or License until after the court proceedings with Mr. Caltrider were concluded. The court proceedings have concluded, and Mr. Caltrider has now satisfied all of the requirements for obtaining a Nightly Rental License. The Board of Trustees has several options available to them.

1. The Board may continue the Public Hearing.
2. The Board may grant the Conditional Use and Nightly Rental License.
3. The Board may grant the Conditional Use and Nightly Rental License with conditions.
4. The Board may deny the Conditional Use and Nightly Rental License.

If the Board decides to grant the Conditional Use for a Nightly Rental License, then staff recommends adoption of Resolution No. 11-2008. He noted that neither Mr. Caltrider nor a representative was present.

Following brief discussion, Trustee Lewis moved to continue consideration to this matter until either Mr. Caltrider or a representative can be present. Trustee Johnson seconded the motion and all Trustees voted aye.

NEW BUSINESS:

**CONSIDERATION OF ORDINANCE NO. 9-2008, AN ORDINANCE AMENDING THE TOWN OF GRAND LAKE MUNICIPAL CODES BY AMENDING SECTION 1, OF ARTICLE 2 OF CHAPTER 6, SIGN CODE** – Mayor Pro-Tem Rhone asked Town Code Enforcement Officer Korkowski to present this matter to the Board. Korkowski explained that Town staff has come across certain issues with the current Sign Code that were oversights in the last adoption of the Code. The following recommended changes to the Sign Code are a result of issues that have come up and are reflected in proposed Ordinance No. 9-2008. Two definitions were added for clarification purposes, and two types of signs were added to the ‘not requiring a permit’ section. Two types of signs needed further clarification as they could have conflicted with another section. The other changes are just renumbering to accommodate the new definitions. He said that the Planning Commission reviewed the proposed ordinance on August 20, 2008 and moved to provide a favorable recommendation to the Board for adoption of the ordinance. Staff recommends the Board of Trustees adopt proposed Ordinance No. 9-2008.

Trustee Johnson moved to adopt Ordinance No. 9-2008, an Ordinance Amending the Town of Grand Lake Municipal Codes by Amending Section 1 of Article 2 of Chapter 6, Sign Code. Trustee Peterson seconded the motion and all Trustees voted aye.

NEW BUSINESS:

**QUASI-JUDICIAL – CONSIDERATION OF A CONDITIONAL USE PERMIT FOR MORRIS KING TO CONSTRUCT AN INCLINED ELEVATOR (A/K/A “TRAM”) AT LOT 41, BLOCK 3, SUNNYSIDE ADDITION (1604 GRAND AVENUE)** - Mayor Pro-Tem Rhone asked Town Planner Wittman to present this matter to the Board. Wittman explained that the Town received a request to review a Conditional Use Permit Request for Lot 41, Block 3, Sunnyside Addition to the Town of Grand Lake. The applicant is proposing to construct a (approximately) 115’ of dual, powder coated track rail with a 41 5/8” x 47 1/2” carriage that will ride on a track rail. The inclined elevator (aka “Tram” - encompassing the track rail and carriage) will be painted to blend with the existing hillside to minimize the visual impact. The Tram is in compliance with the National Incline Elevator Industry Code and will be operated by electricity. The Tram will be inspected in much the same manner as an elevator. At the March 19, 2008, regular meeting of the Grand Lake Planning Commission, a Public Hearing was held to discuss the proposed construction of the Tram. Prior to the meeting comments were received from:

*Larry Broderick* – Mr. Broderick does not think that this is a very attractive system and inquired as to whether or not the system could be built in a more aesthetic way.

*Tom and Ginny Carr* – Mr. and Mrs. Carr wrote that they do not support the approval of this proposal because they feel that the tram looks more industrial, rather than residential, and that the approval of this tram would encourage others to make the hillside unsightly. They also noted that the preexisting stairway is presently encroaching onto their property and would like it removed.

Through a Power Point presentation, Town Planner Wittman showed pictures of King's property and the location of his house in relation to the lake. She said that the Commission provided a recommendation to the Town Board of Trustees to deny the application. It was the request of the applicant to submit more information, creating a new Conditional Use Permit request. At the August 20, 2008, Planning Commission Meeting, Mr. King re-presented his Conditional Use Permit request. The Commissioners did not feel that there was additional information to change the original recommendation. The Commission has provided a recommendation with this request and it is that the Board of Trustees should deny this request. You have many options available; you may vote to approve, modify or disapprove the recommendation of the Planning Commission by resolution. Or, if you prefer, you may hold a Public Hearing prior to going through the abovementioned process. If the Board would like to hold a Public Hearing, staff recommends setting the Public Hearing for September 22, 2008. She noted that Mr. King was present.

Morris King, 1604 Grand Avenue, was recognized from the audience. He explained that his house is the highest in elevation on Grand Lake, the property has a 90% + grade to the water and expressed the need for the Tram. He proposed to landscape along the railing to minimize the visual impact and that the cage will have wood siding to have the aesthetic affect of a boat house. He continued by saying that he thought that a stairway will have more of a visual impact.

Trustee Johnson asked about the chances of children running up and down the Tram. King responded by saying that the Tram will have an electric motor and will be equipped with a combination key pad for operation.

Trustee Lanzi asked why the Planning Commission recommended denial. Planning Commission Chairman Marvin Fischer was seated in the audience and responded by saying that the Planning Commission recommended denial of the request due to the aesthetics and because of the precedence that it would set.

Mayor Pro-Tem Rhone then asked about the breaking system. King said that if the Tram travels over a certain speed the electric breaking system will clamp down and lock. He said that there is also a cable breaking system. Mayor Pro-Tem Rhone expressed concern with the chance of a "free fall" if the power goes out or if there is ice and snow on the railing.

Planning Commission Chairman Marvin Fischer then questioned the operation in the event there are obstacles on the track.

During discussion Board Members asked King to provide an engineering report site specific to topography, location of the track and cart system, breaking system, noise, cart height from the track, provide a landscaping plan and visuals of what the cart will look like.

Trustee Lewis then moved to set a Public Hearing for September 22, 2008 to consider a Conditional Use Permit for Morris King to construct an inclined elevator (a/k/a "Tram") at Lot 41, Block 3, Sunnyside Addition (1604 Grand Avenue). Trustee Johnson seconded the motion and all Trustees voted aye.

NEW BUSINESS:

**CONSIDERATION OF RESOLUTION NO. 12-2008, A RESOLUTION REGARDING APPOINTMENT OF JUDGES FOR THE SEPTEMBER 23, 2008 TOWN OF GRAND LAKE SPECIAL MUNICIPAL ELECTION** - Mayor Pro-Tem Rhone asked Town Clerk Kolinske to present this matter to the Board. Kolinske explained that statutes require at least three election judges for a municipal election. The judges are sworn to "... studiously endeavor to prevent fraud, deceit, and abuse in conducting ..." the election. The only qualifications for a judge are to be a registered elector at least 18 years of age. The requirement that judges live within the boundaries of the body holding the election no longer is in effect, however, she has traditionally always chosen Town residents. She said that the judges in the April election were compensated one hundred fifty dollars and unless otherwise directed, she would like to do the same. Statute requires appointment of judges at least fifteen days before the election, and allows the governing body to delegate the authority and responsibility to appoint judges to the clerk, by resolution. Kolinske requested that the Board adopt Resolution No. 12-2008.

Trustee Johnson moved to adopt Resolution No. 12-2008, A Resolution Regarding Appointment of Judges for the September 23, 2008 Town of Grand Lake Special Municipal Election. Trustee Lewis seconded the motion and all Trustees voted aye.

NEW BUSINESS:

**CONSIDERATION TO APPROVE AN UNBUDGETED EXPENDITURE IN THE 2008 BUDGET FOR THE PURCHASE AND INSTALLATION OF A PUBLIC ADDRESS SYSTEM NOT**

**TO EXCEED \$8,200** – Mayor Pro-Tem Rhone asked Town Manager Hale to present this matter to the Board. Hale explained that on July 28, 2008, the Board approved Resolution No. 10-2008, granting a Conditional Use Permit to the Town of Grand Lake to install a public address system in the Town Square. Since it will be located on public property, the Town will be the actual owner of the system. As the Board is aware, the Louis & Gladys Heckert Fund is raising the money to purchase and install the system, under the direction of Peter Esmonde. However, because the Heckert Fund is not an established not-for-profit organization, it is not able to purchase the equipment tax exempt. Given the fact that it will be placed on public property, it makes sense to use our tax exempt status to purchase this equipment. The cleanest mechanism to accomplish this would be for the Town to purchase the equipment directly, with the understanding that it will be reimbursed by the Heckert Fund. The estimated cost for purchase and installation is \$8,160. Despite the fact that the cost will be reimbursed, the PA system is an unbudgeted expense, so the Board will need to authorize this additional expenditure. Mr. Esmonde has also asked whether the Town would consider making a donation towards the cost of the system. This PA system will benefit many organizations for events throughout the year, so it does seem appropriate to consider a level of participation by the Town. Staff recommends that the Board approve an additional expenditure in the 2008 budget for the purchase and installation of a public address system not to exceed \$8,160. Also, since it is Mr. Esmonde's goal to have this system installed by September 15<sup>th</sup>, this check would be cut immediately versus waiting for the September Accounts Payable.

Trustee Peterson moved to authorize an additional expenditure of \$8160 in the 2008 budget for the purchase and installation of a public address system with a reimbursement to the Town of \$8,000 resulting in the Town's donation of \$160. Trustee Lewis seconded the motion and all Trustees voted aye.

NEW BUSINESS:

**CONSIDERATION OF A PLEDGE OF SUPPORT FOR THE MOUNTAIN LIBRARIES CAPITAL CAMPAIGN** – Mayor Pro-Tem Rhone asked Town Manager Hale to present this matter to the Board. Hale explained that the Board was approached by Sue Luton, Juniper Library Branch Librarian, at a workshop session held August 11, 2008 to request a pledge in the amount of \$50,000 for their capital campaign. The library has requested a pledge that is payable over the next 10 years (\$5,000/year), which will help them pay down their capital debt incurred building both the Granby Library and the Juniper Library at Grand Lake, but more importantly, will help them leverage \$250,000 from the Gates Family Foundation (\$200k) and the Boettcher Foundation (\$50,000). Since this Board cannot encumber future Boards, the Town Board will still need to budget \$5,000 per year, so unforeseen

budget constraints can be addressed at the Board at that time if the need arises. He said that since the meeting on the 11<sup>th</sup>, he has been in contact with other municipalities in the County to see what their intentions are (everyone is being approached). The Winter Park Town Council has pledged \$50,000 over the next 10 years, contingent upon the same pledge from both Granby and Grand Lake; thus, our pledge could be viewed as necessary to secure \$350,000 in additional funding (foundations and both communities). It is important to mention that Winter Park had pledged \$50,000 when their library was built originally. Hale spoke to Granby's new Manager, who wasn't up to speed on this issue, but did intend to take the libraries request to his Board on Tuesday, August 26<sup>th</sup>. The Town of Fraser also funded \$50,000 towards the capital campaign when their library was constructed, but still found a way to pledge an additional \$25,000 on Wednesday, August 20<sup>th</sup>. He said that he knows that both Hot Sulphur Springs and Kremmling will be approached, but seriously doubt that either of them will participate. To be fair, since this debt was issued to build libraries in Grand Lake and Granby, even though it does effect the entire county, he thinks that it's overly generous for Winter Park and Fraser to participate at all, and don't really expect any the other communities to seriously consider funding this effort. Hale did mention to both Dave Torgler and Mary Anne Wilcox that it may be more palatable to this Board to support this effort to the same tune, but over 20 years versus 10 (\$2,500/year). The Board should discuss its desire to fund this effort, and if it deems it worthwhile, should also discuss how it would like to structure any monies that will be donated. The Board will need to authorize the Mayor Pro-Tem to sign any letter that it would like to send to the library district. He noted that Sue Luton, Juniper Library Branch Librarian, was present.

Trustee Peterson moved to authorize the Mayor Pro-Tem to sign a letter pledging support for the Mountain Libraries Capital Campaign in an amount of \$50,000 payable in increments of \$2,500 per year for the next 20 years. Trustee Lewis seconded the motion and all Trustees voted aye.

NEW BUSINESS:

**CONSIDERATION OF RESOLUTION NO. 13-2008, A RESOLUTION IN SUPPORT OF REFERENDUM O A REFORM ON THE STATE'S INITIATIVE PROCESS** - Mayor Pro-Tem Rhone asked Town Manager Hale to present this matter to the Board. Hale explained that existing referendum law requires the same requirements for amending the Constitution as it does for changing state statute. Thus, the Constitution in Colorado has been inundated and overrun with constitutional amendments, with 52 successful attempts since 1980, compared to 27 times in 220 years for the US Constitution (and that includes the Bill of Rights). This has lead to Constitutional conundrums (TABOR that limits tax increases, a statutory 5.5% limit on growth and an Education Amendment that increases school funding annually.) It has

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also lead to confusion (Ethics in Government amendment that may or may not make it illegal for any of your kids or mine to accept college scholarships). Finally, many things that may have been appropriate as statutes have instead ended up in the Constitution because it is every bit as easy, so we have placed into our constitution such items as: trapping, Sulphur Dioxide reductions and more recently, minimum wage increases. He said that for this election, you and other voters will be charged with deciding the fate of the following:

Amendment 46 - Prohibition on Discrimination and Preferential Treatment by Colorado Governments

Amendment 47 - Prohibition on Certain Conditions of Employment

Amendment 48 - Definition of Person

Amendment 49 - Limitation on Public Payroll Deductions

Amendment 50 - Limited Gaming

Amendment 51 - State Sales Tax for Services for Individuals with Developmental Disabilities

Amendment 52 - Severance Tax - Transportation

Amendment 53 - Liability of Business Entities and Their Executive Officials - Criminal Liability

Referendum L - Age Qualification for Serving in General Assembly

Referendum M - Elimination of Obsolete Constitutional Provisions Regarding Land Value Increase

Referendum N - Elimination of Obsolete Constitutional Provisions Regarding Intoxicating Liquors

Referendum O - Initiative Petition Requirements

While the Referendum were referred by the Legislature, every Amendment that you see was placed on the ballot because its supporters were able to garner enough signatures in the state; if they are adopted, they will be in the constitution for ever (with exception of 51 which is a statutory change). Hale mentioned this because he has neither signed, nor been asked to sign one of these petitions. His guess is that unless you happened to be on the Front Range, you haven't been asked to sign one of these petitions either. What this means is that well funded special interests from either side of the political spectrum can take a shot at amending the constitution quite easily, and then it's up to the public to try to discern what the law actually says, what it will actually do and who's ad is describing those features that they should believe. If adopted, Referendum O would change the referendum process as follows: It would be easier to refer a statutory change (signatures representing 4% of votes in previous Gubernatorial election), and would limit changing of that statute to a super-majority (2/3) of the legislature for five years following adoption. Conversely, it would make it more difficult to amend the constitution (signatures representing 6% of votes in previous Gubernatorial election). Furthermore, at least 8% of the total signatures required needs to be obtained in each Congressional district (so those of us in the rural areas may actually see a petition). As a final

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thought, this Referendum is a bi-partisan effort, beginning with the DU economic futures panel established by Governor Owens, and continuing with advocacy from Governor Ritter, and many others, including 16 Senate sponsors and 22 House sponsors. The staff recommendation is for the Board of Trustees to adopt Resolution 13-2008.

Trustee Johnson moved to adopt Resolution No. 13-2008, a Resolution in Support of Referendum O, a Reform on the State's Initiative Process. Trustee Peterson seconded the motion and all Trustees voted aye.

CITIZEN PARTICIPATION: None.

ADJOURNMENT: Trustee Peterson moved to adjourn, seconded by Trustee Johnson. All Trustees voted aye, and the meeting was adjourned at 8:43 p.m., August 25, 2008.

  
JOHN A. RHONE,  
MAYOR PRO-TEM

ATTEST:   
RONDA KOLINSKE, CMC  
TOWN CLERK