

**Enfield Board of Selectmen
Whitney Hall
Enfield, New Hampshire**

MINUTES of May 5, 2014

Board of Selectmen: Fred Cummings, Chairman; Donald J. Crate, Sr.; John W. Kluge

Administrative Staff: Steven Schneider, Town Manager; Alisa D. Bonnette, Executive Assistant; Jim Taylor, Director of Public Works; Richard A. Crate, Jr., Chief of Police

Others: Dan Kiley, James Bonner, Norm Bernaiche, Kurt Gotthardt, David Dow, Leah Wood, Donald Plante and Paulette.

BUSINESS MEETING

I. CALL TO ORDER

Mr. Cummings called the meeting to order at 6:00 PM.

II. APPROVAL OF MINUTES

Mr. Kluge moved to approve the regular session minutes of April 21, 2014 as printed, Mr. Cummings seconded, vote unanimous in favor of the motion.

Mr. Kluge moved to approve the non-public session minutes of April 21, 2014 as printed, Mr. Cummings seconded, vote unanimous in favor of the motion.

III. COMMUNICATIONS

Notice of Final Tax Bill:

The final tax bill for 2013 property taxes was mailed on November 8, 2013.

Town Clerk's Report – April 2014:

Revenues are about \$12,000 over revenues at this time last year.

Tax Collector's Report – April 2014:

2013 property taxes are at 97% collected, the same as this time last year.

IV. BOARD REPORTS

Planning Board:

Mr. Kluge reported a well-attended Planning Board meeting on April 23rd. The Board heard a proposal from the Enfield Outing Club proposal to more or less double the size of their operation. A great deal of concern was expressed regarding lead contamination, noise contamination, and water contamination. Private money making operations may affect their non-profit status. The Planning Board is seeking a legal opinion. There is not much the Planning Board can do except address the major expansion. Abutters can petition for water & soil testing.

Shaker Museum:

The Shaker Museum was recently notified by Yankee Magazine that the Museum was named finest cultural museum in New England.

V. TOWN MANAGER'S REPORT

Truck Equipment Bids:

Bids for 2 truck bodies and hoists and for 2 truck plows were received. The Highway Department recommended the body and hoist packages offered by Osgood's at a price of \$12,182 and the plow packages offered by Dyer's at a price of \$11,100.

Mr. Crate asked a few questions about the plows. He was informed by Mr. Taylor that the plows are not V plows, but have ears that extend and retract. The plows do not have wings. The trucks have been ordered and are due in June.

The Board was OK with the equipment purchases as recommended.

Community Building HVAC:

Jim Taylor met with a representative of Hayward Refrigeration to discuss the HVAC needs of the building. A blower door test and energy audit were done. Recommended projects include:

- 1) Replace the existing air conditioning unit with one designed to work in low ambient temperatures, sized according to the building square footage and measured heat loss
- 2) Replace the existing furnace with a propane fired unit. Propane units work well with A/C units sharing ductwork and also draw combustion air from outside.
- 3) Add 1-2 heating zones and controls to allow temperature management in all individual meeting spaces
- 4) Insulate the foundation. This showed up on the energy audit as a project that will pay for itself in about 6 years
- 5) Add interior storm windows
- 6) Install an air exchanger
- 7) Install a separate A/C unit in the kitchen.

Money encumbered from last year should accomplish the first three of these projects.

Mr. Taylor asked the Selectboard to ratify the proposal. Mr. Taylor had one expert opinion, but there are other options. What direction does the Board want us to go?

Mr. Schneider pointed out that the issue is keeping the building cool enough in warm months and at full occupancy.

Mr. Taylor added that when it's cooler outside the A/C unit doesn't run when there are 100 people in the building so it gets hot inside. A unit designed for cooler climates should alleviate this problem.

Mr. Kluge asked if the building needs a new furnace. He was informed by Mr. Taylor the existing furnace already had a major repair which is at the other end of its expected life. We got through this past, cold winter OK, but it should be replaced.

Mr. Crate asked if the ductwork was OK.

Mr. Taylor explained that to zone the building some ductwork will need to be added, but it's all run through the suspended ceiling. They work is planned for the week after July 4th.

The Board had no objections to having items 1 – 3 completed.

Mr. Cummings asked for prices to complete items 4 – 7.

Mr. Taylor said the person who did the energy audit estimated a cost of \$5,500 for the foundation insulation.

Community Building Generator Hookup:

Mr. Crate asked about the generator hook up for the Community Building. He was informed that it was scheduled to be done two weeks ago, but a necessary part did not arrive in time. It will be rescheduled as soon as the part comes in. It will take one day to complete the work.

Community Building Acoustics:

Mr. Schneider met with RSG from White River Jct., VT. Mr. Schneider explained that in order to address the acoustic some testing is needed. RSG proposed the following scope of work at an estimated cost of \$2,050:

- 1) Reverberation time testing
- 2) Reverberation time modeling
- 3) Mitigation development
- 4) Memo summarizing their findings

The Board agreed the Town should proceed with this.

VI. PUBLIC COMMENTS

Kurt Gotthardt – Community Building Acoustics:

Mr. Gotthardt informed the Board that in the new building at Cardigan Mountain School the space is similar to the Community Building hall. They had something on the ceiling that was offset by 1” to 2” and the acoustics in the space were very good. He wondered if what they did might work for the Community Building.

VII. BUSINESS

David Dow – Class VI Road:

Mr. Kluge announced that he would be recusing himself as an abutter and relative to Mr. Dow.

The Board received a copy of a brochure for Visions for Creative Housing Solutions which is a program that is the reason for the request Mr. Dow is making today. The Board and Mr. Dow also received a copy of the Town’s Class VI Road Policy.

Mr. Dow would like to subdivide off 8 acres from the existing property for a new house. Due to topography and to achieve the necessary sight distances, the only place to put a driveway is on the Class VI road, Dustin Road. He would only use about the first 30’. He’s been to the Planning Board and the consensus of the Planning Board seems that it’s OK. There is a water problem at the end of Dustin Road that would need improved drainage.

Mr. Taylor reported that Scott and Mike looked at it and are in favor of what Mr. Dow wants to do with the drainage.

Mr. Dow said he does have to back to the Planning Board for the subdivision.

Mr. Crate said he wants to take a look at it.

Mr. Gotthardt believes there is something in the zoning regulations about needed notifications.

Mr. Kluge pointed out that Dustin Road is a major logging access and nothing can be done to impede access to the remainder of the Class VI road. He also recommended that when plowing Mr. Dow not leave snowbanks in the middle of Dustin Road. If Mr. Kluge has any more logging done he will be using the Class VI road.

Mr. Dow said, if the project is approved, he plans to widen the end of the road to allow for parking and so no one blocks the driveway access.

Mr. Cummings and Mr. Crate had no problem with the proposal. They were informed that the Class VI Road Policy requires the Planning Board to provide a favorable recommendation. This is needed before the Selectmen can give approval. The Planning Board can be informed that the Selectmen are supportive of the project.

Norm Bernaiche – Assessing/Exempt Properties:

Mr. Bernaiche, the contracted Assessor for the Town, came before the Board to go over the applications for religious, educational and charitable exemptions.

Religious Exemptions –

The religious exemption applications were reviewed. Mr. Bernaiche recommends the status quo. Living Waters Bible Church puts in for an exemption on 48.8 acres which Mr. Bernaiche, in his professional opinion, does not rise to the threshold of being reasonably necessary to carry on their religious purposes. The buildings and 2 acres of land have in the past met the criteria and it appears they continue to do so.

Mr. Crate moved to approve the exemption for LaSalette of Enfield as recommended by Norm Bernaiche, Mr. Kluge seconded, vote unanimous in favor of the motion.

Mr. Kluge moved to approve the exemption for St. Helena's Church as recommended by Norm Bernaiche, Mr. Crate seconded, vote unanimous in favor of the motion.

Mr. Kluge moved to approve the exemption for Union Church of Enfield Center as recommended by Norm Bernaiche, Mr. Crate seconded, vote unanimous in favor of the motion.

Mr. Kluge moved to approve the exemption for United Methodist Church as recommended by Norm Bernaiche, Mr. Crate seconded, vote unanimous in favor of the motion.

Mr. Kluge moved to approve the exemption for Enfield Community Church Corporation as recommended by Norm Bernaiche, Mr. Crate seconded, vote unanimous in favor of the motion.

Mr. Kluge moved to go with the Assessor's recommendation to exempt 2 acres and the buildings of Living Waters Bible Church and the remainder of the property will be assessed, Mr. Crate seconded, vote unanimous in favor of the motion.

Educational Exemption –

Dartmouth College Trustees currently receive an educational exemption on 75% of the property with the remaining 25% remaining taxable. Hanover is very favorable to Dartmouth. The golf course in Hanover is exempt as the College has programs there. The property in Enfield is used for educational purposes but also has outside folks using the property. It was noted that if Dartmouth chose to fight the exemption status they could likely get a 100% exemption.

Mr. Kluge moved to recommend the same percentage exemption as last year (75%), Mr. Crate seconded. Mr. Kluge and Mr. Cummings voted in favor of the motion. Mr. Crate was opposed. Motion carried.

Charitable Exemptions –

In order for an entity to receive a charitable exemption there needs to be a public benefit. Mr. Bernaiche sees no reason to change the exempt status of Upper Valley Humane Society. He checked with other assessors in the State and they all exempt humane societies. Where would the Town otherwise keep stray animals?

Mr. Crate moved to grant a charitable exemption to Upper Valley Humane Society, Mr. Kluge seconded, vote unanimous in favor of the motion.

The Enfield Historical Society's use and occupancy remains unchanged. Mr. Bernaiche recommends granting them an exemption.

Mr. Crate moved to grant a charitable exemption to Enfield Historical Society, Mr. Kluge seconded, vote unanimous in favor of the motion.

New England Forestry Foundation has consistently applied for an exemption. Their purpose is to own and manage forests for the better of the mankind [sic]. Mr. Bernaiche said their goals are lofty but they manage and cut timber which then goes back into preservation of the land, but so do a lot of landowners. They have been denied an exemption in New London for years. They file to protect their non-profit status. Income does go back to the operation.

New England Forestry Foundation has two properties on Whitehouse Road and one on Potato Road.

Mr. Gotthardt stated that the Forest Society owns several hundred acres of land on Spectacle Pond and Grafton Pond and they don't ask for a charitable exemption.

Mr. Crate moved to deny a charitable exemption to New England Forestry Foundation, Mr. Kluge seconded, vote unanimous in favor of the motion.

Upper Valley Snow Sports Foundation, formerly known as Whaleback Ski Area, has requested a charitable exemption. Mr. Bernaiche is not sure skiing is something that lessens the government burden.

Mr. Kluge responded that the government wouldn't provide religion so he's not sure that's a good argument.

Mr. Bernaiche explained that the religious exemption is addressed under a different statute from that which addresses charitable exemptions.

Mr. Bernaiche went on to say that there's a cell tower that's on leased land. They have a long-term lease. That remains taxable. He explained that the closest comparison is the Champion Rink where an improvement society owns the rink which is located on land owned by the Town of Hanover. This is not a direct comparison.

Mr. Bernaiche was asked about the ski area in Claremont. Mr. Bernaiche can investigate this. Mr. Bernaiche suggested working with Upper Valley Snow Sports Foundation to some extent. This has been a troubled property and it might make sense for PILOT (payment in lieu of taxes) and as they make improvements increase the taxability of the property.

Mr. Schneider said they can be invited to the next meeting.

Mr. Kluge said he'd hate to deny them, but agrees that giving too much would not work either.

Mr. Cummings asked what the annual taxes are. He was informed by Mr. Bernaiche that they taxes are between \$6,000 and \$7,000 annually.

Upper Valley Snow Sports Foundation will be invited to the next meeting. Perhaps they can provide a benefit to Enfield residents.

Chief Crate stated they are a new group and trying to do new things. They are trying to get a community aspect out of it. It's very different than what the previous owners were doing. Upper Valley Snow Sports Foundation had a spring camp for kids at a reasonable cost.

Mr. Kluge would like to see it as a resource to the community.

Mr. Crate said everyone else has to pay their taxes.

Mr. Cummings said the Board needs a discussion with them. Everyone else does have to pay taxes. Maybe we can be creative, but he doesn't want to lose revenue every year.

Chosen Vale Inc. requested an exemption for the Shaker Museum property. Mr. Bernaiche toured the property with Dolores Struckhoff, Executive Assistant, as well as Mr. Bernaiche's own assistant. The only areas of concern are the bike shop which Mr. Bernaiche feels should be taxable and an apartment that is to be rented. These portions of the property are exclusively used and occupied by the Museum even though the revenues from the rentals are used to further the Museum's mission.

There was brief discussion of the rental of the upstairs rooms, but that is only an occasional use. The rooms are being restored to their original Shaker style so are still part of the museum.

Last year the museum was grants a complete exemption. Mr. Bernaiche mentioned a few court cases. He offered his recommendation that the use and occupancy of the bike shop and apartment rental should be taxed.

Mr. Crate moved to give Chosen Vale Inc. the same exemption as last time, Mr. Kluge seconded, vote unanimous in favor of the motion.

Enfield Outing Club (EOC) requested an educational exemption. They would not qualify for an educational exemption per State statute and should have filed for a charitable exemption. They have historically been granted an exemption. If Mr. Bernaiche was starting from day one a

shooting range would not necessarily qualify as a charitable purpose. If the EOC was used primarily by the police force it might qualify. An exemption would not be recommended for the EOC in its present form.

Mr. Crate asked if they are offering a hunter safety course.

Chief Crate said they have a youth shooting league.

The Planning Board has requested a legal opinion regarding the proposed EOC expansion and whether it is a commercial operation.

Mr. Crate said that years ago they were charitable. They still have Santa Claus.

Mr. Gotthardt didn't know how they filed. He assumed they filed as charitable as that's what they presented to the Planning Board. There was confusion at the Planning Board meeting about what kind of non-profit they were. Mr. Gotthardt researched it and an organization can be organized as non-profit, which has a legal definition of a corporation without stockholders. If it's not in a person's name the name has to be registered with the State. To receive an exemption they have to be one of three types of organizations. Charitable organizations have to register with the Department of Justice. The EOC is neither registered as a 501(c) 3 organization with the IRS nor as a charitable organization with the NH Department of Justice, Charitable Trust Division. Mr. Gotthardt read RSA 72:23-1, which defines the term "charitable." Per the EOC website the Executive Board has to vote you in as a member. They can deny membership so it is not open to the general public if they're going to be exclusive.

Mr. Crate noted that you also have to pay dues to be a member, so it's not really open to the public.

Mr. Bernaiche replied that paying fees doesn't negate you from qualifying as a charitable organization. Being approved by the Executive Board for membership is something Mr. Bernaiche was not aware of.

Chief Crate stated that you used to have to go to a meeting, you paid your dues and were a member. The Police Department has been able to use the EOC for a few years free of charge. The Police Department was asked to weigh in on the proposed expansion. What they do is sufficient. The Department has not requested and does not need an expansion.

Mr. Gotthardt reported that EOC dues is \$50 for the first year and \$30 every year thereafter. The EOC By-Laws, Section 2, state that you can become a member on vote by the Executive Committee and acknowledging a pledge, which Mr. Gotthardt read aloud.

Chief Crate stated that members of the Police Department haven't taken any of these oaths.

Donald Plante said it's a moot point. The Board of Selectmen hasn't been provided adequate information to make their decision.

Mr. Plante informed the Board of services provided at the EOC, one of which requires participants to have 1000 rounds of ammo. Mr. Plante also pointed out there is a large empty space between where they shoot at the EOC and his and his mother's homes. They live there and there is no physical protection. They have been working on this for many years, now the EOC wants to double it. Mr. Plante and his family have concerns about safety, etc.

Mr. Plante and his family have been enduring people coming into our community. Private firearms instructors are making profits. The EOC wanted to split and they did, but someone pointed out that they had to go to the Planning Board. The EOC has a huge credibility gap.

Mr. Plante stated it's also an unsafe environment to be in. Shooting is taking place in the dark. Neighboring residents have no idea which way they are shooting. One individual in a class of 6 or more is bringing in 1000 rounds of ammunition. That's 5 lbs. of lead from this class.

Mr. Schneider explained that the Selectmen are now talking about a charitable exemption application.

Mr. Crate asked what recourse the Board of Selectmen has if the Planning Board approves the expansion.

Mr. Kluge said there is nothing the Town can do about the EOC being in that location. The only thing the Town can do is make a decision on what they applied for.

Mr. Plante said there has already been an expansion; they just haven't told anyone. They're a commercial organization. What's being offered there, that's mercenary training. They are missing crucial information.

Mr. Cummings stated that if their application is not correct they have the opportunity to reapply with a corrected application. When that comes to the Board, if the Board doesn't feel it meets the exemption criteria, they can deny it. Based on what they know now, Mr. Cummings doesn't think an exemption will happen. The expansion question is in the hands of the Planning Board.

Mr. Plante contends that he and his mother have paid tens of thousands in taxes and the EOC has engaged in commercial firearms. Mr. Plante spoke of battling this issue for many years.

Mr. Cummings responded that he has been a member of the Board of Selectmen for the past 6 years and he didn't know Mr. Plante until this evening.

Mr. Bernaiche said he dealt with Mr. Plante during the last revaluation process. He has met with him at least one or two times during his tenure. Mr. Bernaiche recommended denial of the EOC exemption in the past, but the Board voted to grant the exemption.

Mr. Cummings explained that he voted in the past based on the presentation provided.

Mr. Bernaiche suggested Mr. Plante submit his concerns and questions to Julie Huntley. The EOC should be notified to amend their application to charitable. The Board of Selectmen has the

right to ask for more information. Any questions can be presented to the EOC and answers can be obtained.

Mr. Kluge asked Mr. Schneider is there is anything he thinks the Selectmen should convey to the Town's attorney.

Mr. Schneider explained the attorney is dealing with the expansion request to the Planning Board, not the exemption.

Mr. Crate stated that he does not agree with the expansion. He owns property a mile up the hill and doesn't know how neighbor's closer to the EOC deal with it. There should be regulated hours for when they can shoot.

Mr. Plante pointed out that years ago they had a dozen people and now there's commercial shooting.

Mr. Kluge mentioned that in the past the EOC wasn't open every day.

Mr. Plante noted that the EOC has changed the rules over time.

Mr. Kluge asked Mr. Plante if he had a picture of the old sign.

Mr. Plante replied that he did. Mr. Plante also has a picture of heavy firearms with people running and shooting. They should do it someplace safe. Mr. Plante wonders if the attorney knows the history of the property.

Mr. Schneider said that part of the information he gave the Town's attorney was there was commercial use of the property. We won't ignore Mr. Plante's request and will share new information with the Town's attorney.

Mr. Plante would like the Town's attorney to know it's a tax exempt charitable organization.

Mr. Bernaiche said that if anyone has concerns about the tax exempt status of this property they should submit those concerns to the Town. The expansion proposal with the Planning Board is a separate issue.

Mr. Crate asked how the Town's noise ordinance reads.

Chief Crate said the law is easier to prove than the Town's noise ordinance. At 2 PM shooting may be alarming to residents but if shooting is done after dark that should be reported to the Police Department at the time it is happening.

Mr. Plante contends he has done that in the past and no one came to talk to him.

Mr. Kluge stated that noise can't be used as a factor.

Mr. Plante stated that it's not a noise issue.

Mr. Kluge pointed out that the RSA's are not arguable. The Town has to go from where we are. The Board of Selectmen is concerned with the tax issue. The Planning Board is concerned with the expansion.

Mr. Kluge informed Mr. Plante that he can do water testing.

Mr. Plante replied that he has done water testing and 2 of 3 wells have lead. The Town needs to step up.

Mr. Cummings informed Mr. Plante that if he has lead in his wells to file what he needs to file against the EOC.

Mr. Plante said the EOC can continue to dump lead into that pile.

Mr. Cumming asked Mr. Plante why he wouldn't file.

Mr. Plante spoke to the NH Department of Environmental Services and they told him the Town needs to take action.

Mr. Schneider was asked to speak to the Town's attorney about this.

Mr. Gotthardt requested that if the EOC refiles as a charitable organization that the Town verify its legal standing.

Mr. Plante asked if there is any time they can talk more about this to the Board of Selectmen. He was informed that he can submit a request to Mr. Schneider or Ms. Bonnette to be placed on the Selectmen's agenda.

Mr. Kluge stated the Selectmen can't do anything about zoning, but they will listen.

Property Tax Abatement Applications –

The Board reviewed applications for property tax abatements.

Peterson, Meadow Lane: Due to the configuration of this property which consists of three tracts, only one of which has deeded water frontage, a reduction is recommended from \$652,200 to \$386,700 for 2013. Mr. Kluge moved to grant the Peterson abatement as recommended, Mr. Crate seconded, vote unanimous in favor of the motion.

Adams, Algonquin Road: A reduction in value from \$495,200 to \$442,300 is recommended after review of recent sales of comparable properties. Mr. Crate moved to grant the Adams abatement as recommended, Mr. Kluge seconded, vote unanimous in favor of the motion.

Metz, Brunner Lane: This property is posted “no trespassing” so the assessment was an estimate. The taxpayers granted access. Following physical review of the property a reduction is recommended from \$311,100 to \$182,600. Mr. Kluge moved to grant the Metz abatement as recommended, Mr. Crate seconded, vote unanimous in favor of the motion.

Melendy, Shaker Boulevard: Following physical review of the property and comparables a reduction is recommended from \$427,000 to \$383,500. Mr. Kluge moved to approve the Melendy abatement as recommended, Mr. Crate seconded, vote unanimous in favor of the motion.

Russo, Chosen Vale Lane: Following review of sales a reduction from \$432,200 to \$405,000 is recommended. Mr. Crate asked if this property was located on the water. Mr. Bernaiche said it is not on the water but it does have a better view. Mr. Kluge moved to approve the Russo abatement as recommended, Mr. Crate seconded, vote unanimous in favor of the motion.

LaCroix, Donahue Drive: This property had been assessed as having both water frontage and lake rights when, in fact, the property has an obstructed view and right-of-way to the lake. A reduction from \$192,200 to \$156,900 was recommended. Mr. Kluge moved to grant the LaCroix abatement as recommended, Mr. Cummings seconded. Mr. Kluge and Mr. Cummings voted in favor, Mr. Crate abstained, motion carried.

Hackeman, May Street: This property was a distressed sale that needed substantial improvements to make it useable. The owner has been dealing with sewer water issues on the land. Following inspection of the property a reduction is recommended from \$68,700 to \$38,100. Mr. Kluge moved to approve the Hackeman abatement as recommended, Mr. Crate seconded, vote unanimous in favor of the motion.

Weissman, Foster Circle: The taxpayer disputes the quality of the construction materials assessed. When this property was initially visited the house was under construction and the finish materials had not been applied. There also needs to be an adjustment for having no basement. A reduction is recommended from \$692,700 to \$634,300. Mr. Kluge moved to approve the Weissman abatement as recommended, Mr. Crate seconded, vote unanimous in favor of the motion.

West, Grafton Pond Road: Following a review of sales and an inspection of the property which identified an odd layout, a physical condition that is now 10 years old and other issues, a reduction is recommended from \$412,919 to \$357,219. Mr. Schneider asked what a connection to the fiber network would do. Mr. Bernaiche responded that they would find out with the overall analysis of data during the revaluation in 2014. Mr. Kluge moved to approve the West abatement as recommended, Mr. Crate seconded, vote unanimous in favor of the motion.

Darling, Sunset Walk: Due to the age and condition of the home a reduction is recommended from \$376,200 to \$294,800. Mr. Bernaiche informed the Board that people are now looking for newer, turn-key homes. Dated homes and those requiring renovation are valued lower. Mr. Kluge moved to approve the Darling abatement as recommended, Mr. Crate seconded, vote unanimous in favor of the motion.

Blais, Palmer Road: Due to a data error a reduction is recommended from \$267,700 to \$256,000. Mr. Kluge moved to approve the Blais abatement as recommended, Mr. Crate seconded, vote unanimous in favor of the motion.

Fieldstone Ridge: The taxpayer had indicated they may want to meet with the Board of Selectmen. This abatement application was tabled pending confirmation that a meeting is sought.

Administrative Items:

The Board reviewed and approved the following documents: Intent to Excavate, Current Use Applications, and Excavation Tax Assessments.

Mr. Crate moved to approve a disabled exemption as presented, Mr. Kluge seconded, vote unanimous in favor of the motion.

2011 Crown Victoria Cruiser Bid Results:

Four bids were received ranging from a low of \$3,150 to a high of \$4,348. The vehicle is in Massachusetts currently being stripped down of PD equipment and the high bidder is also in Massachusetts, so he can pick up the car there, once the work on it is completed. The Board had no objections to awarding the cruiser to the high bidder.

Mr. Cummings asked about the cost of radar. He recommends using the funds from the sale of the 2011 cruiser for new radar.

Chief Crate said he has options to look at, including rental. A radar unit can be rented for about \$40 per month.

Mr. Cummings recommended using the money to do with radar what needs to be done.

Chief Crate replied that if this is an option it may be a better use of resources. We do need to update equipment.

Mr. Kluge said it seems like a good use of funds.

Mr. Cummings said if we can get all new radars we should upgrade them all if we have the money to do that.

Tax Deeding:

The Selectmen were presented with five Tax Collector's Deeds for non-payment of taxes. Four are vacant land, one of which is a parcel where ownership is unknown. The lien and deeding process was followed as recommended by the Town's attorney. One deed is for a mobile home only. Mr. Crate thought the mobile home had been sold. The Board accepted the five Tax Collector's deeds.

Personnel:

Employee Issues – Mr. Schneider has one issue for non-public session, but this can be done at another time.

Health Insurance – The Board was presented a proposed employee payroll staffer relative to the Town Manager's plan to go out to bid for employee health insurance in 2014 and his desire to form a small employee committee to review the current plan and the effects of the Affordable Care Act (ACA) on our costs and benefits. Mr. Schneider wants to be sure the employee benefits fit our needs and meet requirements of the ACA.

Department Organization – The recent retirement of Patrol Sergeant Scott Thompson has created a vacancy in the position of Patrol Sergeant. After careful consideration and review Chief Crate recommends the promotion of Detective Roy Holland to the rank of Patrol Sergeant and Patrol Officer Tony Booth to the rank of Detective. Both of these individuals have been working in these positions since Scott Thompson's retirement and both are very well taking on those responsibilities. Chief Crate relayed a recent case worked on by Officer Booth which led to an arrest in Lebanon where 1450 packets of heroin were seized. The person arrested was also wanted in NJ.

Differential Pay – There have been requests from a couple of employees for differential pay for those who work odd hours and weekends. We have folks who work Saturday, Sunday, evenings and overnights. It is not uncommon to pay differentials for those types of shifts, but before Mr. Schneider put time into working something up he wanted to get the feel of the Board.

The Town has Public Works employees who work Saturdays year round and Sundays in the summer months. We have Library employees who work Saturdays. We have Police who work weekends and odd hours..

Mr. Cummings would like Mr. Schneider to work something up and come back to the Board with the costs to implement differential pay.

Mr. Kluge would like to know how many employees are involved and the costs associated with it.

Mr. Schneider explained that differential pay would only apply to regularly scheduled shifts. Overtime and emergency call in pay is handled differently.

Mr. Crate pointed out that the Transfer Station employees only work 5 days a week.

Mr. Kluge asked if they rotate shifts.

Mr. Schneider stated that Sunday is already overtime so there would be no stipend for Sunday.

Mr. Cummings explained that shift work often has differential pay because family time is significantly affected.

Mr. Kluge reiterated that he would like to see how many people would be affected, the kind of shifts affected, comparables, costs, etc.

Mr. Crate noted that the Police Department rotates every month. Why would we pay a differential for one month of that shift.

Chief Crate explained that some do that. It wouldn't be an increased hourly wage, but instead a regular hourly wage plus a small shift differential wage for the hours of an affected shift. We would need to look at the whole Town for something that is fair to everyone.

VIII. OTHER ITEMS

Next Meeting:

Monday, May 19, 2014, 6:00 PM, Whitney Hall Conference Room

Amended Minutes:

The Public Hearing minutes of April 7, 2014 relative to the grant application need to be amended to include a statement that a handout was available to the public and that Steven Schneider, Town Manager, is the designated CEO for this grant. While the handout was not pre-printed, it was available to anyone who should ask. The Board approved the amendment.

Streetlights:

It was asked if someone can be assigned to make a list of streetlights that are out. There are 2 or 3 on Baltic Street that are out intermittently, one at the Lutheran Church parking lot and 2 lights are out on the bridge.

Chief Crate said that the Police Department receives reports and relays them to a contact person at the utility company.

Mr. Cummings reported to Chief Crate last night that one of the windows at the Huse Park pavilion was smashed. Mr. Cummings wondered why the lights weren't on.

Mr. Taylor said the window has been taken to Dave's Glass Barn. It was the storm window that was broken.

The lights at the pavilion building are on a timer and should be set to remain on all night.

Shaker Bridge Theatre Lease:

Mr. Cummings asked when the lease would be up for discussion. He was informed it could be discussed at the next meeting. Mr. Cummings feels we need to stipulate that with certain notice we have the right to use the space. The curtains need to be addressed as does the storage of flammable materials.

Mr. Cummings asked if it was time for a rent increase.

Mr. Crate was unsure how much community involvement there was with the Theatre.

Mr. Schneider responded that the Theatre is quite active; still going strong.

Mr. Crate agreed that it does draw a lot of people to different businesses.

It was mentioned that it would be nice to have a discount available to Enfield residents all the time, not just the day of a show. And a clause that states if we need to use the room we are able to do so.

Mr. Taylor said he would like more time to make the room ready for elections and for picking up after voting. Clean up can be delayed if there's a storm as the crew will be out plowing.

The Board can look at the fees. Currently the fees are \$100/month.

Town Property/Gates:

Mr. Crate reported town properties with gates that are supposed to be closed and locked. Three times over the weekend the gate to the water storage tower was open. Mr. Crate closed it each time and the last time he locked it as well.

Today at the Shaker Recreation Park the gate near the storage shed was open, as it had been all weekend. Anyone could have driven in there and torn up the fields. Mr. Crate closed that gate as well.

The sewer truck was there on Friday or Saturday and Youth Sports League coaches park near the storage buildings there.

Mr. Schneider will pass on to the youth leagues that they need to close the gate.

Dog Park Parking:

Mr. Crate was not at the past meeting when discussion of the proposed dog park parking lot took place. He heard of the possibility of expanding the existing parking lot and he is not in favor of that. Mr. Crate expressed concern about winter maintenance, as well as the need to re-grade in the spring and pick rocks out of the grass after a winter of plowing.

Mr. Cummings spoke with a Planning Board member and one suggestion is that we not maintain the parking in the winter; that the park be closed between specific dates.

It was mentioned that the supports intend to use the park in the winter months.

Mr. Schneider said this situation is similar to that in Hartford where the dog park is close to playing fields. Abutters were nervous about access closer to Sloan Road.

Mr. Crate said he is not against a dog park but he is opposed to anything that we have to take care of. He feels the dog park parking lot should have its own access. He doesn't want to see the recreation field parking area torn up.

Mr. Cummings agreed.

CONFERENCE

I. NON-PUBLIC SESSION

Mr. Kluge moved to enter non-public session at 8:35 PM, RSA 91-A:3 II (a), Mr. Crate seconded. Roll call vote: Mr. Kluge – aye, Mr. Crate – aye, Mr. Cummings – aye. Vote unanimous in favor of the motion.

Mr. Kluge moved to come out of non-public session at 8:45 PM, Mr. Crate seconded, vote unanimous in favor of the motion.

II. ADJOURNMENT

Mr. Kluge moved to adjourn at 8:45 PM, Mr. Crate seconded, vote unanimous in favor of the motion, meeting adjourned.

B. Fred Cummings, Chairman

Donald J. Crate, Sr.

John W. Kluge
Enfield Board of Selectmen