



Londonderry Conservation Commission
Tuesday, June 23, 2015
Minutes

1 Present: Marge Badois, Chair; Gene Harrington, Vice Chair; Mike Speltz, Alternate Member;
2 Roger Fillio, Alternate Member; Paul Nickerson, Member
3

4 Not Present: Deb Lievens, Member; Mike Considine, Member;
5 Margaret Harrington, Alternate Member; Kellie Walsh, Member
6

7 M. Badois called the meeting to order at 7:30 PM. She appointed M. Speltz to vote for K. Walsh, and R. Fillio to
8 vote for D. Lievens. She stated the Town Manager's office was in receipt of Ben LaBrecque's resignation, and
9 that a posting will be placed in the paper to fill the position.
10

11 Woodmont Commons - Jeff Kevan, an engineer with TFMoran; Ari Pollack, a lawyer from the Gallagher firm in
12 Concord; and Jim Lamp, an engineer with Market Basket were in attendance to present two Conditional Use
13 Permits (CUP).
14

15 The first CUP – presented was for reconfiguring an existing detention basin on the Market Basket site (see
16 Attachment #1). They explained that as part of the Woodmont Commons development approximately 15,000
17 square feet of that detention basin will need to be filled in to allow an entrance boulevard to be put in off of
18 Garden Lane. J. Kevan, A. Pollack and J. Lamp stated:

- 19 - Impacts will be minimized;
- 20 - The drainage basin will be reconfigured to mitigate storage;
- 21 - The vegetation will be re-established;
- 22 - There is no cost savings with the reconfiguration;
- 23 - A dredge and fill application will be presented to the Commission;
- 24 - A new detention basin and wet pond will put in the development to help mitigate storm water storage;
- 25 - The new basin will connect to the duck pond and will allow for the same rates of run-off along with
26 better water quality and treatment;
- 27 - A new sewer line will be put in;
- 28 - The boulevard will be private road;
- 29 - It will consist of two lanes in each direction, a 5 foot wide bike lane, and a 16 foot panel with a wide
30 sidewalk on one side of the boulevard;
- 31 - Paving the sidewalk, trail and road that is within the buffer area would be best as sewer lines run under
32 it and vehicles will be crossing it, and that it would be easier for bicyclist, strollers, and pedestrians to
33 use;
- 34 - The boulevard will be a two lane road which will eventually be connected to Pillsbury Road;
- 35 - A traffic study will be performed to determine road usage and traffic pattern;
- 36 - There is no alternative placement of the boulevard and its alignment is already controlled by the
37 configuration of Garden Lane;
- 38 - They will work with the Town and State on a chloride/salt loading plan for the boulevard;
- 39 - Pavement will be removed along with the old Market Basket building and approximately 42,000 square
40 feet of that demolished area will be re-built out;
- 41 - There will be four out-parcels in front that will be left open for future development;
- 42 - Annie's Hallmark and the Liquor Store will be relocated into the building next to the new Market Basket;
- 43 - Two plans were handed out for review - one plan showed what exists today (see Attachment #3) and



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44 the other plan showed what is being proposed (see Attachment #4).

45 G. Harrington let J. Kevan, A. Pollack and J. Lamp know that next meeting will be at the end of July. He agreed
46 with M. Speltz that the sidewalk/trail is an allowed use, but that paving them isn't.

47
48 **G. Harrington made a motion that the Commission recommends to the Planning Board approval of the CUP
49 only, and not on the dredge and fill until that application is submitted. M. Speltz seconded. The motion was
50 approved, 5-0-0.**

51
52 The second CUP – presented was to allow work within the 50-foot Conservation Overlay District (COD) wetland
53 buffer as allowed by the Woodmont Commons Planned Unit Development (PUD) (see Attachment #2). J. Kevan,
54 A. Pollack and J. Lamp stated:

- 55 - In order to maintain proper design for a 25-30 mile an hour speed limit and alignment it was necessary
56 to propose the road within the buffer and that it was done that way for the best interest economically of
57 all property owners included within the Woodmont Master Plan project (Pillsbury Realty, Market Basket
58 and Lievens);
- 59 - The four open out-parcels (noted above) will be rented to tenants such as a restaurant, or a bank;
- 60 - That Market Basket is actually losing square footage.

61
62 M. Speltz and G. Harrington stated:

- 63
- 64 - They'd like to see the curve of the boulevard moved out of the buffer down into some of the open out-
65 parcel areas;
- 66 - This CUP is not properly completed and the fourth requirement regarding economic advantage was not
67 met;
- 68 - That economic advantage cannot be the sole reason for the proposed location;
- 69 - The Commission's purpose is to provide a recommendation to the Planning Board based on natural
70 resource considerations and not economic advantage for others;
- 71 - They are in agreement of not recommending this CUP to the Planning Board.

72
73 **M. Speltz made a motion that the Conservation Commission recommend to the Planning Board that the CUP
74 not be granted with the boulevard alignment as proposed. G. Harrington seconded.**

75
76 **Per M. Badois, the motion above was void due to lack of a vote and further discussion.**

77
78 **M. Speltz made a motion to recommend to the Planning Board that the CUP should be denied as it is
79 proposed because it appears that given the demolition of the existing old Market Basket there is adequate
80 room to move the alignment of Garden Lane out of the buffer. G. Harrington seconded.**
81 **The motion failed, 2-3-0.**

82
83 After the vote failed, there was more ongoing discussion by all parties on the following:

- 84 - Proper completion of the second CUP application;
- 85 - Agreeing on the wording of the ordinances in both the CUP and buffer sections in regards to economic
86 advantage;



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- 87 - Placement of the boulevard;
88 - Economic gain versus the loss for Market Basket and the other owners if a portion of the old Market
89 Basket building is left standing should the boulevard have to be moved out of the buffer;
90 - Paving in the buffer and water quality;
91 - Wildlife impacts.

92
93 **The Conservation Commission then decided to take a re-vote.**

94
95 **R. Fillio made a motion to recommend to the Planning Board that the CUP should be approved with the buffer**
96 **impact being reduced if at all possible. M. Speltz seconded for discussion. The motion was approved 3-2-0.**

97
98 Monitoring - Besides minor formatting updates, M. Badois recommended one change to the Land Steward job
99 description (see Attachment #5) that M. Speltz drafted. In Section 2 under Easement and Deed Restriction
100 Monitoring item "d" was added to say "Supervise a volunteer easement monitoring program if created in the
101 future". M. Badois will ask K. Smith for his approval. No vote was taken, so approval of the job description was
102 done by consensus by the Commission Members present.

103
104 Musquash Signage - Per M. Badois, M. Considine put up 25 trail marker signs by attaching them to trees. The
105 invoice will be paid out of the line item budget. She also approved the New Hampshire Fish & Game posting a
106 snake flyer on the Musquash kiosk.

107
108 Musquash Parking (Hickory Hill Entrance) - M. Badois will contact Elizabeth LaRocca from Eversource Energy
109 for an update.

110
111 Musquash Management Plan - M. Badois is waiting on Town Forester Charlie Moreno to get back to her on
112 when he can attend another meeting to present his three cost structured plans.

113
114 Carry In/Carry Out Signs - M. Badois signed off on the invoice for the metal signs which D. Lievens
115 ordered. Funds to pay for these signs will be taken out of the Conservation Line Item Budget.

116
117 Turtle Crossing Signs - M. Speltz stated a member of the public contacted him regarding her observing certain
118 unsafe issues in regards to the turtles on South Road. M. Speltz stated turtles also cross Hall Road. M. Badois
119 will research obtaining four signs to be place on both roads.

120
121 Appraisal Approval - Monies from the Conservation Open Space Fund will be used to pay for this appraisal for a
122 property that was discussed in an earlier non-public session. **M. Speltz made a motion to pay the invoice of**
123 **\$1,500.00. P. Nickerson seconded. The motion was approved, 5-0-0.**

124
125 Invoices for Invasive Species Removal - M. Badois will obtain invoices from D. Lievens. The topic will be
126 discussed at the next meeting.

127 Capital Improvement Plan (CIP) – M. Speltz noted he'd like to put something into the CIP regarding the
128 recreation plan. He asked other members to review the recreation plan to come up with ideas to propose at



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129 the July 28 meeting in order to complete the CIP/Capital Project Scoring Sheet. He stated that the deadline
130 for completing the CIP sheet was the end of July, and that John Vogl will be e-mailing M. Badois the sheet. **G.**
131 **Harrington made a motion to authorize that M. Speltz and M. Badois get together before the next meeting**
132 **to complete the form if the deadline is before the July 28 meeting. P. Nickerson seconded. The motion**
133 **was approved, 5-0-0.**

134 Moose Hill/Mack Monitoring - M. Considine will provide an update on this at the next meeting.

135 May 26, 2015 Minutes - **G. Harrington made a motion to approve the May 26, 2015 minutes as amended.**
136 **M. Speltz seconded. The motion was approved, 4-0-1 with P. Nickerson abstaining as he did not attend**
137 **the meeting.**

138 Miscellaneous -

- 139 1. There will be a FEMA meeting on Risk Mapping Assessment & Planning discovery meeting on Tues.,
140 July 7, 2015.
141 2. M. Speltz took the Continental Paving Annual Report to review. He'll return it to the Planning office.
142

143 Design Review Committee -

- 144 1. 11 Bancroft (Map 12 Lot 47) - No comments.
145 2. Wilson Road Subdivision (Map 16 Lot 9) - The plan does not show the conservation overlay district
146 boundaries and Drive 9 appears to go through the conservation overlay district boundary.
147

148 **G. Harrington made a motion to go into Non-Public Session per RSA 91-A:3 for the purpose of**
149 **discussing possible land acquisitions. M. Speltz seconded the motion. The motion was approved, 5-**
150 **0-0.**

151
152 **Roll call vote: Aye, Gene Harrington; Aye, Paul Nickerson; Aye, Mike Speltz; Aye, Marge Badois; Aye,**
153 **Roger Fillio.**

154
155 **G. Harrington made a motion to go out of Non-Public Session. M. Speltz seconded the motion. The**
156 **motion was approved, 5-0-0.**

157
158 **G. Harrington made a motion to seal the minutes of the Non-Public Session indefinitely. M. Speltz**
159 **seconded the motion. The motion was approved, 5-0-0.**

160
161 **G. Harrington made a motion to adjourn. M. Speltz seconded. The motion was approved, 5-0-0.**

162
163 The meeting adjourned at 10:18 PM.

164
165 Respectfully submitted by
166



Londonderry Conservation Commission
Tuesday, June 23, 2015
Minutes

167 Nicole Doolan, Planning & Economic Development Department Secretary



Civil Engineers
Structural Engineers
Traffic Engineers
Land Surveyors
Landscape Architects
Scientists

Londonderry Conservation Commission
Meeting Minutes - June 23, 2015
Attachment #1

Date: June 23, 2015

To: Cynthia May, Town Planner
Town of Londonderry Planning & Economic Development
268B Mammoth Road
Londonderry, NH 03053

Re: **Woodmont Commons Planned Unit Development
Market Basket Plaza Redevelopment
Conditional Use Permit Request
Tax Map 10 Lot 52**

Dear Cynthia,

On behalf of our client, Demoulas Super Markets, Inc., we respectfully request a Conditional Use Permit from Section 2.6.3.4 of the Town of Londonderry Zoning Ordinance to allow the filling of approximately 15,220 sq. ft. of wetlands in the existing detention basin for a proposed road, as allowed by the provisions outlined in Section 2.1.4 of the Woodmont Commons Planned Unit Development (PUD) Master Plan.

It is being proposed to redevelop the existing Market Basket plaza and remove 73,081 sq. ft. of existing building on the site and construct a 42,220 sq. ft. retail building. As part of this project, the Owner is proposing to construct the portion of the boulevard road for the Woodmont Commons Planned Unit development on their property. The wetland impacts are necessary for it to be feasible to construct the boulevard through the property to provide access to the development.

We appreciate your consideration in this matter. If you have any questions or comments, please do not hesitate to contact me at (603) 472-4488 or email jkevan@tfmoran.com.

Sincerely,
TFMoran Inc.



Jeffrey Kevan
Principal

48 Constitution Drive
Bedford, NH 03110
Phone (603) 472-4488
Fax (603) 472-9747
www.tfmoran.com

Application for a Conservation Overlay District Conditional Use Permit
Form A - For a Use permitted by Conditional Use Permit

Conditional Use permit is as part of a: Site Plan Subdivision

I. General Information:

A. Name of Project: WOODMONT COMMONS PUD

B. Location of Project: GARDEN LANE 10 52 § 54-1
(Street) (Map #) (Lot #)

C. Applicant:
Name: DEMOULAS SUPER MARKET, INC
Address: 875 EAST STREET
TENKSURY, MA 01876
Phone: 978 851-0200
Fax: _____

Signature: _____

II. Required Information:

- Plans showing existing and proposed conditions.
- Wetland delineation certified by a Certified Wetlands Scientist and mapped by a licensed land surveyor.
- Areas on plans highlighted to show areas where conditional use permit is sought
- Narrative description of project and conditional use permit request.
- Criteria for conditional use permit described (see below).

III. Optional Information:

- Aerial Photographs
- Site Photographs

IV. Conditional Use Permit Criteria

Address, in the provided boxes, the following criteria in accordance with Section 2.6.3 of the Zoning Ordinance:

1. The proposed construction is essential to the productive use of land not within the CO District.

IN ORDER TO CONSTRUCT THE ENTRANCE BOULEVARD TO THE WOODMONT COMMON PUD, IT IS NECESSARY TO FILL A PORTION OF THE EXISTING DETENTION BASIN (WHICH HAS WETLANDS VEGETATION) AND RECONFIGURE THE DETENTION AREA TO MITIGATE STORMWATER STORAGE. THE ALIGNMENT IS CONTROLLED BY THE CONFIGURATION OF GARDEN LANE.

2. Design and construction materials will be such as to minimize impact upon the wetlands and will include restoration of the site consistent with the permitted use.

DESIGN OF THE ENTRANCE BOULEVARD WILL BE SUCH TO MINIMIZE IMPACTS.

THE DRAINAGE BASIN WILL BE RECONFIGURED TO MITIGATE STORAGE AND RESTORED (RE-ESTABLISH VEGETATION).

3. There is no feasible alternative route on land controlled by the applicant that does not cross the CO District nor has less detrimental impact upon the wetlands. Nothing in this section shall limit the applicant from exploring alternatives with abutting property owners:

THERE IS NO ALTERNATIVE; THE ALIGNMENT IS CONTROLLED BY THE CONFIGURATION OF GARDEN LANE AND THE SURROUNDING DEVELOPMENT.

4. Economic advantage is not the sole reason for the proposed location of the construction:

THE PROPOSED BOULEVARD ENTRANCE HAS NO ALTERNATIVE ALIGNMENT. THERE IS NO COST SAVINGS WITH THE PROPOSED RECONFIGURING OF THE DETENTION BASIN.

5. Square Footage of Wetland Impacts: 15,220 SF

6. Square footage of Buffer Impacts: —



Civil Engineers
Structural Engineers
Traffic Engineers
Land Surveyors
Landscape Architects
Scientists

Londonderry Conservation Commission
Meeting Minutes - June 23, 2015
Attachment #2

Date: June 17, 2015

To: Cynthia May, Town Planner
Town of Londonderry Planning & Economic Development
268B Mammoth Road
Londonderry, NH 03053

Re: **Woodmont Commons Planned Unit Development
Market Basket Plaza Redevelopment
Conditional Use Permit Request – Buffer Impacts
Tax Map 14 Lot 49**

Dear Cynthia,

On behalf of our client, Demoulas Super Markets, Inc., we respectfully request a Conditional Use Permit from Section 2.6.3 of the Town of Londonderry Zoning Ordinance to allow impacts to the 100 foot wetland buffer as allowed by the provisions outlined in Section 2.1.4 of the Woodmont Commons Planned Unit Development (PUD) Master Plan.

Per Section 2.6.3 of the Zoning Ordinance and Section 2.1.4 of the Woodmont Commons PUD Master Plan, the following criteria must be satisfied in order for the Planning Board to grant the Conditional Use Permit:

1. The structure for which the exception is sought cannot feasibly, after consideration of all reasonable alternatives, be constructed on a portion or portions of the lot which lie outside the CO district OR the application of the CO district eliminates greater than 50% of the buildable area located on the parcel;

The proposed boulevard road is aligned off of the existing roadway to the Garden Lane intersection. In order to maintain proper design for speed and alignment, it is necessary to propose the road within the buffer. It would not be feasible to construct the road outside of the buffer while maintaining a proper design of the road to the existing intersection. Also, the corner of the existing site (original Market Basket building) currently sits within the buffer.

2. The proposed structure and use must be consistent with the intent of the CO district, and provisions must be made to ensure the structure's drainage will not adversely impact any wetlands and be consistent with the purpose and intent of Section VII;

The intent of the CO district is to protect natural water resources and habitats. The proposed use meets this intent in that we have designed the roadway so that we are not impacting or proposing any new construction within the wetland delineation area. A

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drainage analysis will be provided to show that we are treating stormwater and providing detention so that there will not be an adverse impact to the wetlands. No changes to the wetland area or related water bodies will be made as a result of this project.

3. Description of proposed best management practices:

During construction, double rows of perimeter erosion control measures will be installed. The slopes will be seeded within 48 hours of work being completed in each area. Perimeter erosion controls will not be removed until all work in the area has been completed and grass has grown to 85% and the slopes are stable.

We appreciate your consideration in this matter. If you have any questions or comments, please do not hesitate to contact me at (603) 472-4488 or email jkevan@tfmoran.com.

Sincerely,
TFMoran Inc.

Jeffrey Kevan
Principal

**Application for a Conservation Overlay District Conditional Use Permit
Form B - For a Buffer Reduction by Conditional Use Permit (Named Wetlands ONLY)**

Conditional Use permit is as part of a: Site Plan Subdivision

I. General Information:

A. Name of Project: Woodmont Commons Planned Unit Development

B. Location of Project: Garden Lane 10 41, 52 & 54-1
(Street) (Map #) (Lot #)

C. Applicant:

 Name: Demoulas Super Markets, Inc.

 Address: 875 East Street
 Tewksbury, MA 01876

 Phone: (978) 851-0200

 Fax: _____

 Signature: _____

II. Required Information:

- Plans showing existing and proposed conditions.
- Wetland delineation certified by a Certified Wetlands Scientist and mapped by a licensed land surveyor.
- Areas on plans highlighted to show areas where conditional use permit is sought
- Narrative description of project and conditional use permit request.
- Criteria for conditional use permit described (see below).

III. Optional Information:

- Aerial Photographs
- Site Photographs

IV. Conditional Use Permit Criteria

Address, in the provided boxes, the following criteria in accordance with Section 2.6.3 of the Zoning Ordinance:

1. The structure for which the exception is sought cannot feasibly, after consideration of all reasonable alternatives, be constructed on a portion or portions of the lot which lie outside the CO district **OR** the application of the CO district eliminates greater than 50% of the buildable area located on the parcel.

(see attached letter)

2. The proposed structure and use must be consistent with the intent of the CO district, and provisions must be made to ensure the structure's drainage will not adversely impact any wetlands and be consistent with the purpose and intent of Section VIII.

(see attached letter)

3. Description of proposed best management practices:

(see attached letter)

4. There shall be no construction of parking areas within the area for which the conditional use permit is sought.
5. The maximum building coverage in the outer-50 feet of the buffer area shall be no greater than 50%.
6. Square Footage of Wetland Impacts: 0 s.f.
7. Square footage of Buffer Impacts: 63,700 s.f.



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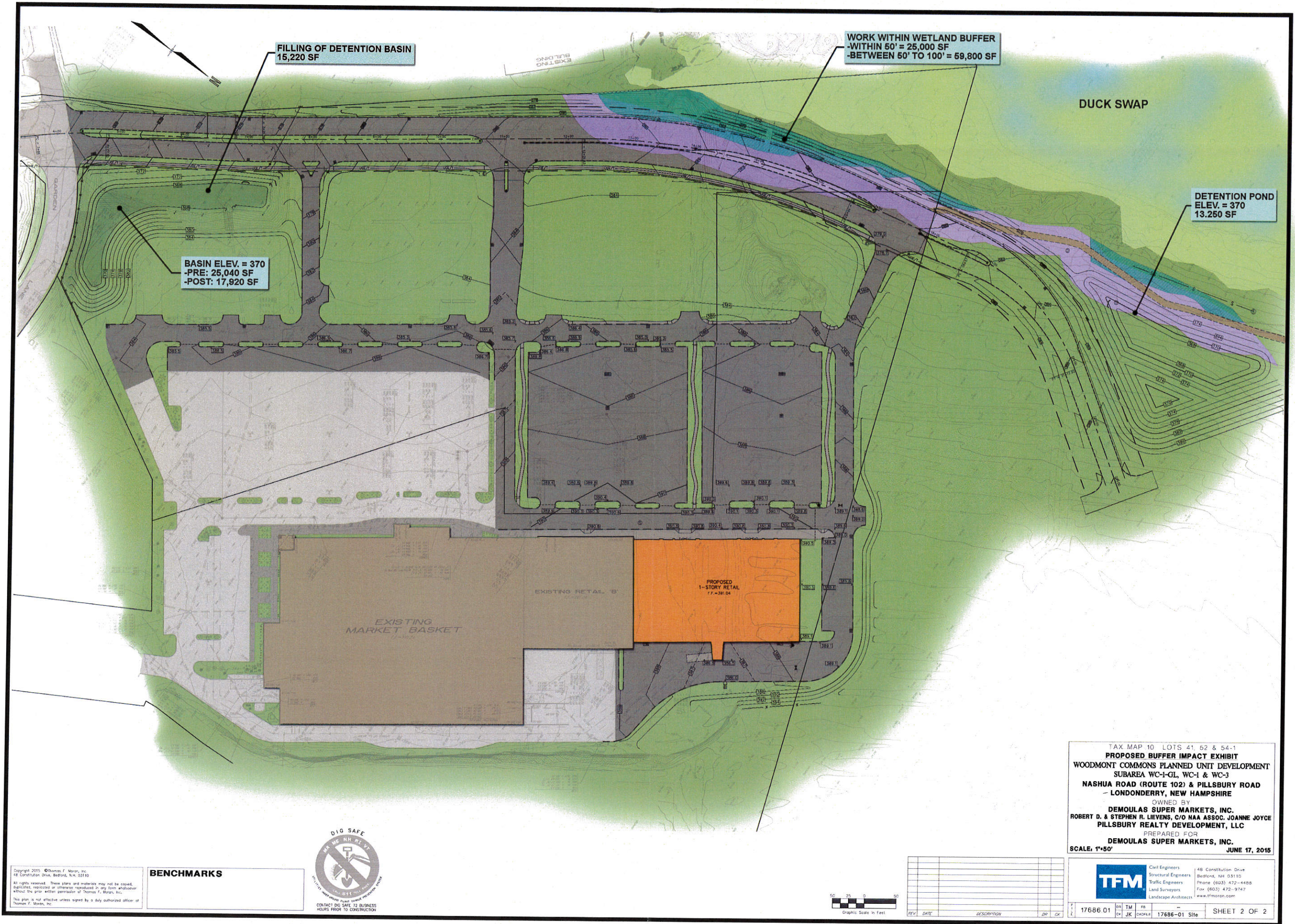
BENCHMARKS



REV	DATE	DESCRIPTION	DR	CK

TAX MAP 10 LOTS 41 52 & 54-1
EXISTING BUFFER IMPACT EXHIBIT
 WOODMONT COMMONS PLANNED UNIT DEVELOPMENT
 SUBAREA WC-1-G1, WC-1 & WC-3
 NASHUA ROAD (ROUTE 102) & PILLSBURY ROAD
 LONDONDERRY, NEW HAMPSHIRE
 OWNED BY
DEMOULAS SUPER MARKETS, INC.
 ROBERT D. & STEPHEN R. LIEVENS, C/O NAA ASSOC. JOANNE JOYCE
 PILLSBURY REALTY DEVELOPMENT, LLC
 PREPARED FOR
DEMOULAS SUPER MARKETS, INC.
 SCALE: 1"=50' JUNE 17, 2015

TFM	Civil Engineers	48 Constitution Drive			
	Structural Engineers	Bedford, NH 03110			
	Traffic Engineers	Phone: (603) 472-4488			
	Land Surveyors	Fax: (603) 472-9747			
	Landscape Architects	www.tfmoran.com			
17686 01	DR	TM	JK	17686-01 Site	SHEET 1 OF 2



TAX MAP 10 LOTS 41 52 & 54-1
PROPOSED BUFFER IMPACT EXHIBIT
 WOODMONT COMMONS PLANNED UNIT DEVELOPMENT
 SUBAREA WC-1-GL, WC-1 & WC-3
 NASHUA ROAD (ROUTE 102) & PILLSBURY ROAD
 - LONDONDERRY, NEW HAMPSHIRE
 OWNED BY
DEMOULAS SUPER MARKETS, INC.
 ROBERT D. & STEPHEN R. LIEVENS, C/O NAA ASSOC. JOAHNE JOYCE
 PILLSBURY REALTY DEVELOPMENT, LLC
 PREPARED FOR
DEMOULAS SUPER MARKETS, INC.
 SCALE: 1"=50' JUNE 17, 2016

TFM Civil Engineers 48 Constitution Drive
 Structural Engineers Bedford, NH 03110
 Traffic Engineers Phone: (603) 472-4488
 Land Surveyors Fax: (603) 472-9747
 Landscape Architects www.tfmoran.com

17686 01	TM	JK	17686-01 Site	SHEET 2 OF 2
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REV.	DATE	DESCRIPTION	DR.	CK.



BENCHMARKS

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DRAFT

Land Steward Job Description Town of Londonderry

Position Summary:

The Land Steward is responsible for ensuring that the Town of Londonderry fulfills its perpetual stewardship responsibilities for town-owned conservation land, 70 conservation easements and over 65 deed restrictions covering more than 4,000 acres. The Land Steward works directly with private owners of protected lands, the Londonderry Conservation Commission, and other Town professional staff to prepare current conditions reports and baseline supplements for the above properties in connection with ground monitoring visits. In addition to these formal reports the Land Steward serves as a day-to-day monitoring presence on town-owned land. This position is based at the Londonderry Town Hall within the _____ Department.

Essential Duties and Responsibilities:

1. Property Baseline Upgrades
 - a. Conduct research for and upgrade baseline documentation for older ownerships, easements or deed restricted properties through current conditions reports or baseline supplements in accordance with Land Trust Accreditation standards.
 - b. Research may include reviewing prior baseline documentation and identifying additional information needed.
 - c. Field work may include using a GPS device, camera, and compass, identifying natural communities, and locating monumentation for uncertain boundary lines.
 - d. Complete baseline upgrades in advance of renewal of Land Trust Accreditation.

2. Easement and Deed Restriction Monitoring
 - a. Perform ground monitoring visits, including meeting with landowners and land managers and walking properties, to prepare current conditions reports and baseline upgrades.
 - b. Refer any potential and actual violations to the Conservation Commission for further action.
 - c. Communicate with landowners through meetings and phone calls to schedule monitoring visits and create current conditions reports or baseline upgrades.
 - d. *supervise a volunteer easement monitoring program if created in the future.*

3. Town-owned Property Monitoring and Management
 - a. Visit town-owned properties on a routine basis to monitor conditions, check for abuse, report violations of town ordinances to the Conservation Commission and Londonderry Police Department.
 - b. Assist in the implementation of the Town Recreation Plan in support of priorities established by the Town.

3. Information Management/Administrative Functions

DRAFT

DRAFT

- a. Manage information consistent with the Conservation Commission Standing Operating Procedures and Land Trust Alliance Accreditation standards both in hard copy and electronic format.
- b. Document activities and communications.
- c. Work effectively with the GIS Manager in support of program activities.
- d. Other duties as required, including administrative tasks that are shared by all within the department.

Contributions/Outcomes:

- ☑ Upgrade baseline documentation in accordance with Land Trust Accreditation standards.
- ☑ Meet the Town's easement and deed restriction monitoring obligations.
- ☑ Cultivate and reinforce positive landowner relationships.
- ☑ Refer potential and actual easement violations to the Conservation Commission
- ☑ Record all communications and transactions in accordance with the Conservation Commission Standard Operating Procedure and Land Trust Accreditation standards.

Qualifications and Skills required:

- ☑ Associate's or higher degree in appropriate field related to conservation or natural resources and 1 to 2 year's experience in land conservation or natural resources field.
- ☑ Excellent written and oral communication skills and attention to detail.
- ☑ Self-motivated, willing to accept a challenge, and able to handle multiple priorities.
- ☑ Ability to communicate effectively with people of various backgrounds and interests.
- ☑ Familiarity with adhering to set procedures in support of potential legal challenges.
- ☑ Functional knowledge of GIS mapping and GPS data collection.
- ☑ Facility with the Microsoft Office suite of productivity applications.
- ☑ Ability to navigate in the forest alone with map and compass, sometimes in remote locations.
- ☑ Valid NH driver's license, proof of insurance, and access to a reliable vehicle.
- ☑ Dedication to the conservation mission of the Londonderry Conservation Commission.

Working Conditions:

The position includes a combination of office work, field work, and local travel. Field work may be in inclement weather on occasion.

Physical Requirements:

DRAFT

DRAFT

Ability to move over rough terrain for extended distances and to navigate alone in remote areas. Ability to drive a car.

DRAFT

Londonderry Conservation Land Steward Labor Calculations

Assumptions:	Value*	Units	
New baselines per year	1.0	each	
"Catch up" baselines per year	0.0	each	Contract seperately
Hours per baseline	15.0	hours	
Multi-parcel and large, complex easements held	14.0	each	
Simple easements held	57.0	each	
Hours to monitor complex easement	4.0	hours	
Hours to monitor simple easement	1.0	hours	
Hours per complex monitoring report	2.0	hours	
Hours per simple monitoring report	1.0	hours	
Disputes per year	1.0	each	
Hours per dispute (land steward only)	4.0	hours	
Town owned conservation parcels	55.0	each	
Hours per town owned cons. Parcel	1.5	hours	
New town owned purchases per year	1.0	each	
Hours per hazardous materials check	4.0	hours	
Coordination hours per month (CC, staff)	8.0	hours	
Patrol hours per week (annual ave.)	8.0	hours	
Deed restricted parcels (non-cons. Land)	66.0	each	
Hours monitoring per deed restricted parcel	1.0	hours	
Hours research per deed restricted parcel	0.5	hours	
Hours record maintainance/research per record	1.0	hours	

Task (see job description)	Hours	Comment
Meet with CE owners		Included in monitoring
Prepare baselines	15.0	
Maintain records	194.0	
Hazardous materials assessments	8.0	
Easement monitoring/dispute resolution	121.0	
Document prep for monitoring	85.0	
Coordinate with CC and town staff	96.0	
Coordinate with town forester on mgmt plans		Included in line above
Check town-owned/eased land for illegal use	416.0	
Develop a database of deed restrictions	0.0	Contracted separately
Report on activities		Included in coordination
Total annual hours for Conservation Comm.	935.0	
Total annual hours for parks/fields/town common		
Total annual hours for Land Steward	935.0	

***Adjusting values will automatically recalculate hours**