•SUNAPEE BOARD OF SELECTMEN MEETING AGENDA

6:30PM Town Office Meeting Room Monday, June 15, 2020

1. REVIEW OF ITEMS FOR SIGNATURE:

CZC's:

Parcel ID:0144-0013-0000 19 Heather Way, Matthew & Whitney McKnight

2. APPOINTMENTS

7:00PM-Steve McGrath, Potential Capital Improvement Committee Member

7:20PM-Accept Nutting Farm Conservation Easement

7::40PM-Scott Hazelton-Summer Paving Schedule & Building Maintenance/Transfer Station

- 3. PUBLIC COMMENTS:
- 4. SELECTMEN ACTION
- •Webb Forest Annexation
- •Waive Property Taxes-57 & 59 Hamel Road
- •Sign MS-232
- •Health Officer Stipend
- 5. CHAIRMAN'S REPORT
- •Update on past due employee annual performance reviews.
- •Update on road paving projects.
- •Update on number of COVID-19 cases in Sunapee and surrounding towns.
- •Update on public bathrooms availability and cleaning protocols.
- •Update on Town operations & employee morale.
- •Review mental health services available as part of Town health insurance program.
- •Discuss when to invite the Library Trustees to a future BOS meeting to hear about responsible phased re-opening plan for library.
- •Discuss when to invite the Thrift Shop committee to a future BOS meeting to discuss the future of the Thrift Shop.
- •Discuss whether to utilize currently unemployed high school graduates to staff Information Booth and/or Thrift Shop.
- •Share feedback on how citizens are faring given current health situation and economic situation.

6. TOWN MANAGER REPORTS

- Discussion on Modified Opening Process
- •Monday, June 29th BOS Meeting
- •Heavy Equipment Discussion-Boat & Dock Ordinance Update
- •Continued Items:

Scott Brown, Request to Waive Late Tax Bill Interest

7. UPCOMING MEETINGS:

06/16-5:00PM-Energy Committee, Town Meeting Room

06/17-6:30PM-Firewards, Town Meeting Room

06/24-6:30PM-Firewards, Town Meeting Room

06/25-5:30PM-Water & Sewer Commission, Town Meeting Room

ATTORNEY GENERAL DEPARTMENT OF JUSTICE

83 CAPITOL STREET CONCORD, NEW HAMPSHIRE 08801-6897

GORDON J. MACDONALD ATTORNEY GENERAL

JANE E. YOUNG DEPUTY ATTORNEY GENERAL



April 10, 2020

Mr. Andy Deegan
Land Protection Specialist/Stewardship Manager
Ausbon Sargent Land Preservation Trust
PO Box 2040
71 Pleasant Street
New London, NH 03257

Re: Webb Forest Conservation Amendment/Ausbon Sargent Land Preservation

Dear Mr. Deegan:

Thank you for your email dated April 7, 2020, requesting review of a proposed "Amendment of and Addition to Conservation Easement Deed" located in Sunapee, New Hampshire. I write to inform you that the Charitable Trusts Unit has completed its review of the proposed amendment.

For the following reasons, we hereby issue this "no action" letter, effective April 10, 2020.

In 2000, R.H. Webb Forest Preserve, LLC ("R.H. Webb") granted in perpetuity to the Town of Sunapee a conservation easement over approximately 370 acre of land in Sunapee, New Hampshire, and granted an executory interest in the conservation easement to the Ausbon Sargent Land Preservation Trust ("Ausbon Trust"). R.H. Webb has since acquired an additional approximately six (6) acres adjacent to the existing Conservation Easement Property and wishes to extend the existing easement over the additional 6 acres of adjoining property on the same terms and conditions as the original conservation easement. Both the Ausbon Trust, by vote of its Board of Directors on January 15, 2020, and the Town of Sunapee, by vote of the Board of Selectmen on January 27, 2020, have agreed to accept the 6 acre addition to the conservation easement.

The proposed amendment is considered to be a "low risk" amendment in that it simply adds land to an existing conservation easement consistent with the purpose of the original easement. The Ausbon Trust has verified that the proposed amendment meets the seven principles set forth in the publication, Amending or Terminating Conservation Easements: Conforming to State Charitable Trust Requirements, in that it provided information that:

Mr. Andy Deegan April 10, 2020 Page 2

> 1. The amendment serves the public interest in that it adds conservation land to an existing easement and is consistent with Ausbon's mission to conserve land;

2. The amendment complies with applicable federal, state, and local laws;

3. The amendment will not jeopardize Ausbon's tax exempt status;

4. The amendment will not result in private inurement or impermissible private benefit; 5. The amendment is consistent with the purposes and intent of the original easement to

protect open space, valuable soils, and scenic resources in that it adds valuable

agricultural soils and scenic views from Stagecoach Road;

6. The amendment is consistent with the documented intent of the donor to protect open space and scenic views, and the terms and conditions of the original easement will apply to the additional acreage; and

7. The amendment will have a beneficial effect on the conservation values protected by the easement because it adds acreage to the existing easement on the same terms and conditions, and the additional acreage contains valuable agricultural soils and offers scenic views from Stagecoach Road.

If you have any questions, please do not hesitate to contact me.

Very truly yours,

Diane Murphy Quinlan

Assistant Director of Charitable Trusts

(603) 271-3591

diane.quinlan@doj.nh.gov

DMQ/d

This is a non-contractual conveyance pursuant to New Hampshire RSA 78-B:2 and is exempt from the New Hampshire real estate transfer tax.

Please Return to:

ASLPT, PO Box 2040, New London, NH 03257

Amendment of and Addition to Conservation Easement Deed

This Amendment of and Addition to a Conservation Easement Deed is made as of the date of the last signature below by and between R.H. WEBB FOREST PRESERVE, LLC, with a mailing address of 428 Stagecoach Road, Sunapee, New Hampshire 03782 (hereinafter referred to as the "Grantor"), the TOWN OF SUNAPEE, a municipal corporation with its principal office at 23 Edgemont Road, Sunapee, New Hampshire 03782 (hereinafter "Town" or the "Grantee", as the context may require), and the Ausbon Sargent Land Preservation Trust, a New Hampshire Voluntary Corporation organized under the provisions of NH RSA Chapter 292, with its principal office located at 71 Pleasant Street, New London, New Hampshire (mailing address: PO Box 2040, New London, NH 03257-2040) (hereinafter referred to as "ASLPT" or the "Executory Interest Holder"), with respect to a certain parcel of land located in Sunapee, New Hampshire and being depicted as Tax Map 234, Lot 7 on a Plan entitled "Plan of Standard Property Survey, Nutting Family Trust, Sunapee NH" prepared by Pennyroyal Hill Land Surveying and Forestry, LLC, dated October 16, 2019, recorded as Plan No. 5304 at the Sullivan County Registry of Deeds (hereafter referred to as the "Plan");

RECITALS:

WHEREAS, by Conservation Easement Deed dated September 18, 2000 and recorded October 6, 2000 at the Sullivan County Registry of Deeds at Book 1237, Page 123, the Grantor, R.H. Webb Forest Preserve, LLC granted in perpetuity to the Town of Sunapee a conservation easement for the public benefit consistent with RSA 477:45-47 (the "Conservation Easement Deed" or "Easement"), with respect to a certain parcel of land, with any improvements thereon, containing approximately 370 acres, situated in the Town of Sunapee, County of Sullivan, and State of New Hampshire, and more particularly bounded and described in Appendix A of said Conservation Easement Deed (the "Conservation Easement Property"); and

WHEREAS, the said Conservation Easement Deed, Grantor also conveyed an executory interest in the Conservation Easement to the Ausbon Sargent Land Preservation Trust; and

WHEREAS, the Grantor has since acquired an additional approximately six (6) acres adjacent to the existing Conservation Easement Property by Warranty Deed dated December 20, 2019 and recorded at the Sullivan County Registry of Deeds at Book 2092, Page 485; and

WHEREAS, the Grantor wishes to extend the existing Conservation Easement to include Tax Map 234 Lot 7 ("the Conservation Easement Property Addition") as shown on the Plan, and the Grantee and Executory Interest Holder are willing to accept such addition; and

WHEREAS, the Grantor wishes to ensure that this Conservation Easement Property Addition being added hereby and incorporated into the Conservation Easement Property shall not be subdivided or conveyed separately from said Conservation Easement Property in accordance with Section 2.B of the Conservation Easement Deed; and

WHEREAS, the entire parcel of property consisting of the original Conservation Easement Property and the Conservation Easement Property Addition (hereinafter referred to collectively as the "Property") shall not be subdivided, in accordance with Section 2.B of the Conservation Easement Deed;

NOW THEREFORE, the GRANTOR, GRANTEE, and Executory Interest Holder, each in consideration of the agreements of the other herein contained, hereby amend the said Conservation Easement Deed as follows:

I. The Grantor, in consideration aforesaid, hereby grants in perpetuity to the Grantee, WITH WARRANTY COVENANTS, and the Grantee hereby accepts, as an addition to the Conservation Easement Property, a CONSERVATION EASEMENT on the lot described below, subject to the terms and conditions of the Conservation Easement Deed dated September 18, 2000 and recorded October 6, 2000 at the Sullivan County Registry of Deeds at Book 1237, Page 123, which terms, conditions, restrictions, obligations and provisions are fully incorporated herein by reference, and subject to the condition that the Conservation Easement Property Addition so added shall not be subdivided or separately conveyed from the Conservation Easement Property, and furthermore that the collective Property shall also not be subdivided.

The Conservation Easement Property Addition to be added to the Conservation Easement Property is shown as Tax Map 234, Lot 7 on the Plan, and is more particularly bounded and described as follows:

Beginning at an iron rod set in the ground on the Southerly edge of the right-of-way for Stagecoach Road, so-called, said point of beginning being the Northwesterly corner of land of Robert and Tanya Wilkie, and the Northeasterly corner of the tract described herein; thence South 24°53'01" West two hundred twenty-two and thirteen hundredths (222.13) feet to a stone bound; thence South 18°00'47" West four hundred eighty-nine and fifty-eight hundredths

(489.58) feet to an iron pipe set in the line of a stone wall at land of Webb Forest Preserve LLC, the previous two courses having been against said Wilkie land; thence North 78°01'52" West one hundred forty-nine and fifty hundredths (149.50) feet to a point; thence North 80°59'33" West seventy-two and twenty-five hundredths (72.25) feet to an iron rod set in a corner of stone walls at land of MacDeux Partners LLC, the previous two courses having been along a stone wall and against said land of Webb Forest Preserve LLC; thence North 25°25'32" West fifty-seven and one hundredth (57.01) feet to a point; thence North 09°55'51" West one hundred forty-four and sixty-two hundredths (144.62) feet to a point; thence North 16°59'31" West one hundred fifty-five and eighty hundredths (155.80) feet to a point; thence North 21°28'33" West two hundred seventy-one and eighty-seven hundredths (271.87) feet to an iron rod set in a drill hole at a corner of stone walls on the Southerly edge of the right-of-way for said Stagecoach Road, the previous four courses having been along a stone wall against said land of MacDeux Partners LLC; thence North 87°29'11" East six hundred fifty-seven and fifty-nine hundredths (657.59) feet along the Southerly edge of the right-of-way for said Stagecoach Road to the point of beginning; consisting of 6.11 acres or 265,970 square feet, more or less.

As Amended hereby and in all other respects said Conservation Easement Deed is reconfirmed and ratified in full force and effect.

This is not a homestead property	
IN WITNESS WHEREOF, we have	ve hereunto set our hands this day of, 2020
	R.H. Webb Forest Preserve, LLC
	BY: VAN O. WEBB SOLE MEMBER MANAGER

STATE	OF	NEW	HAMP	SHIRE
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This instrument was acknowledged by VAN O. WEBB, SOLE MANAGING MEMBIO of the subscribing party was determined any):	ged before me on this day of ER OF THE R.H. WEBB FOREST PRESERVE, by (check box that applies and comple	LLC. The identity
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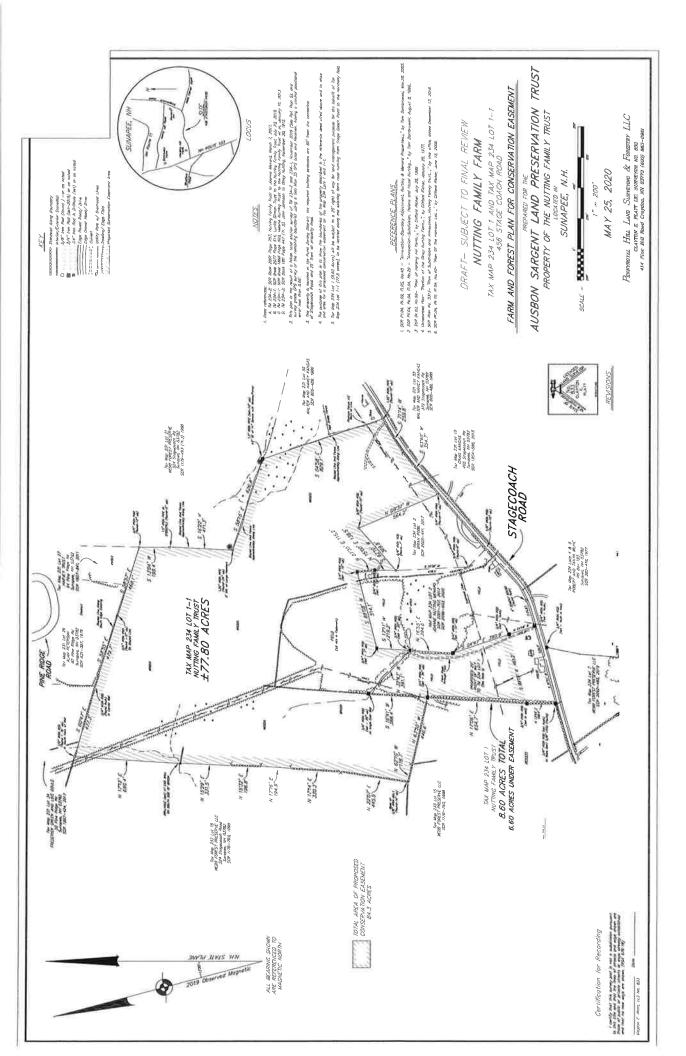
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	Timothy Fleury, its Chair Duly Authorized			
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		FRANCES HARRIS		

Its Chairman, Duly Authorized

STATE OF NEW HAMPSHIRE COUNTY OF MERRIMACK

This instrument was acknowledged before me on this day of, 2020 by FRANCES HARRIS, Chairman, The Ausbon Sargent Land Preservation Trust, a New Hampshire Voluntary Corporation. The identity of the subscribing party was determined by (check box that applies and complete blank line, if any):
My personal knowledge of the identity of said person OR
The oath or affirmation of a credible witness, (name of witness), the witness being personally known to me OR
The following identification documents:(driver's license, passport, other).
Notary Public/Justice of the Peace
My Commission expires:(Notary Seal)

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State Use: 1031 MAP ID: 0147/ 0033/ 0001// Bldg Name: Property Location: 59 HAMEL RD 1 of 1 Card 1 of 1 Print Date: 05/19/2020 11:39 1 of 1 Sec #: Vision ID: 2066 Account # 2853 Bldg #: CONSTRUCTION DETAIL (CONTINUED)

Element Cd, Ch, Description CONSTRUCTION DETAIL

Cd. Ch. Description Element Mobile Home BAS Model Mobile Home DESIGN/APPEAL04 Average +10 Stories Occupancy MIXED USE Code Description
1031 MH NO LAND Exterior Wall 1 Pre-finsh Metl Exterior Wall 2 Roof Structure Gable/Hip Roof Cover Metal/Tin Interior Wall I Plywood Panel COST/MARKET VALUATION
Adj. Base Rate: Interior Wall 2 Interior Fir I Carpet WDK 38,451 Interior Flr 2 Net Other Adj: Replace Cost 3,300.00 41,751 Heat Fuel Heat Type Hot Air-no Duc AYB 1970 20 A/C EYB 1935 Total Bedrooms 3 Bedrooms Dep Code Total Bthrms Remodel Rating Total Half Baths Year Remodeled Total Xtra Fixtrs Dep % Functional Obslnc Total Rooms External Obsinc Bath Style Average Cost Trend Factor Kitchen Style Average Condition % Complete Overall % Cond Apprais Val Dep % Ovr 12,500 Dep Ovr Comment Misc Imp Ovr Misc Imp Ovr Comment Cost to Cure Ovr Cost to Cure Ovr Comment OB-OUTBUILDING & YARD ITEMS(L) / XF-BUILDING EXTRA FEATURES(B) Code Description Sub Sub Descript LB Units Unit Price Yr Gde Dp Rt Cnd %Cnd Apr Value BUILDING SUB-AREA SUMMARY SECTION

tion Living Area Gross Area Eff. Area Unit Cost Undeprec. Value
924 924 924 924 37,59 Code BAS WDK Description First Floor 212 21 Deck, Wood Ttl. Gross Liv/Lease Area: 924 1,136 945



2020 MS-232

Report of Appropriations Actually Voted

Sunapee

For the period beginning January 1, 2020 and ending December 31, 2020 Form Due Date: **20 Days after the Annual Meeting**

GOVERNING BODY CERTIFICATION

This is to certify that the information contained in this form, appropriations actually voted by the town/city meeting, was taken from official records and is complete to the best of our knowledge and belief. Under penalties of perjury, I declare that I have examined the information contained in this form and to the best of my belief it is true, correct and complete.

Name	Position	Signature
		M M
		*
	- :- ×	

This form must be signed, scanned, and uploaded to the Municipal Tax Rate Setting Portal: https://www.proptax.org/

For assistance please contact:
NH DRA Municipal and Property Division
(603) 230-5090
http://www.revenue.nh.gov/mun-prop/



New HampshireDepartment of Revenue Administration

2020 MS-232

Appropriations

ccount	Purpose	Article	Appropriations As Voted
eneral Govern	ment		
1130-4139	Executive	17	\$332,502
1140-4149	Election, Registration, and Vital Statistics	17	\$245,986
4150-4151	Financial Administration	17	\$228,848
4152	Revaluation of Property	17	\$116,644
4153	Legal Expense	17	\$18,000
4155-4159	Personnel Administration	17	\$1,000
4191-4193	Planning and Zoning	17	\$57,839
4194	General Government Buildings	17	\$262,206
4195	Cemeteries	17	\$13,636
4196	Insurance	17	\$8,068
4197	Advertising and Regional Association	17	\$14,272
4199	Other General Government	17	\$31,128
	General Government Sul	btotal	\$1,330,129
Public Safety		17	\$886,577
4210-4214	Police		\$61,886
4215-4219	Ambulance	17	\$236,998
4220-4229	Fire	17	\$250,998
1010 1010	Building Inspection		D)
4240-4249		4=	¢200
4240-4249 4290-4298	Emergency Management	17	
		17	\$149,955
4290-4298 4299 Airport/Aviatio	Emergency Management Other (Including Communications) Public Safety Su n Center	17	\$149,955 \$1,335,61 6
4290-4298 4299	Emergency Management Other (Including Communications) Public Safety Su n Center Airport Operations	17 btotal	\$200 \$149,955 \$1,335,616 \$0
4290-4298 4299 Airport/Aviatio	Emergency Management Other (Including Communications) Public Safety Su n Center	17 btotal	\$149,955 \$1,335,616 \$0
4290-4298 4299 Airport/Aviatio	Emergency Management Other (Including Communications) Public Safety Su n Center Airport Operations Airport/Aviation Center Su	17 btotal	\$149,955 \$1,335,616 \$(
4290-4298 4299 Airport/Aviatio 4301-4309	Emergency Management Other (Including Communications) Public Safety Su n Center Airport Operations Airport/Aviation Center Su	17 btotal	\$149,955 \$1,335,616 \$0 \$ 0
4290-4298 4299 Airport/Aviatio 4301-4309 Highways and	Emergency Management Other (Including Communications) Public Safety Su n Center Airport Operations Airport/Aviation Center Su	17 btotal	\$149,955 \$1,335,616 \$0 \$ 0
4290-4298 4299 Airport/Aviatio 4301-4309 Highways and 4311	Emergency Management Other (Including Communications) Public Safety Su n Center Airport Operations Airport/Aviation Center Su Streets Administration	17 Ibtotal	\$149,955 \$1,335,616 \$0 \$ 0 \$1,750,762
4290-4298 4299 Airport/Aviatio 4301-4309 Highways and 4311 4312	Emergency Management Other (Including Communications) Public Safety Su n Center Airport Operations Airport/Aviation Center Su Streets Administration Highways and Streets	17 Ibtotal	\$149,955 \$1,335,616 \$6 \$6 \$1,750,76
4290-4298 4299 Airport/Aviatio 4301-4309 Highways and 4311 4312 4313	Emergency Management Other (Including Communications) Public Safety Su n Center Airport Operations Airport/Aviation Center Su Streets Administration Highways and Streets Bridges	17 abtotal	\$149,955 \$1,335,616 \$6 \$6 \$1,750,76 \$ \$16,80
4290-4298 4299 Airport/Aviatio 4301-4309 Highways and 4311 4312 4313 4316	Emergency Management Other (Including Communications) Public Safety Su n Center Airport Operations Airport/Aviation Center Su Streets Administration Highways and Streets Bridges Street Lighting	17 Ibtotal 17 17	\$149,955 \$1,335,616 \$6 \$1,750,76 \$16,80
4290-4298 4299 Airport/Aviatio 4301-4309 Highways and 4311 4312 4313 4316	Emergency Management Other (Including Communications) Public Safety Su n Center Airport Operations Airport/Aviation Center Su Streets Administration Highways and Streets Bridges Street Lighting Other	17 Ibtotal 17 17	\$149,955 \$1,335,616 \$6 \$1,750,76 \$ \$16,80 \$ \$1,767,56
4290-4298 4299 Airport/Aviatio 4301-4309 Highways and 4311 4312 4313 4316 4319	Emergency Management Other (Including Communications) Public Safety Su n Center Airport Operations Airport/Aviation Center Su Streets Administration Highways and Streets Bridges Street Lighting Other	17 Ibtotal 17 17	\$149,955 \$1,335,616 \$(\$1,750,76) \$ \$16,80 \$ \$1,767,56
4290-4298 4299 Airport/Aviatio 4301-4309 Highways and 4311 4312 4313 4316 4319	Emergency Management Other (Including Communications) Public Safety Su n Center Airport Operations Airport/Aviation Center Su Streets Administration Highways and Streets Bridges Street Lighting Other Highways and Streets Su	17 Ibtotal 17 17	\$149,955 \$1,335,616 \$6 \$6 \$1,750,76; \$16,80 \$ \$1,767,56
4290-4298 4299 Airport/Aviatio 4301-4309 Highways and 4311 4312 4313 4316 4319 Sanitation 4321	Emergency Management Other (Including Communications) Public Safety Su n Center Airport Operations Airport/Aviation Center Su Streets Administration Highways and Streets Bridges Street Lighting Other Highways and Streets Su Administration Administration Administration Administration	17 Ibtotal 17 17	\$149,955 \$1,335,616 \$1,750,76; \$16,80 \$1,767,56
4290-4298 4299 Airport/Aviatio 4301-4309 Highways and 4311 4312 4313 4316 4319 Sanitation 4321	Emergency Management Other (Including Communications) Public Safety Su n Center Airport Operations Airport/Aviation Center Su Streets Administration Highways and Streets Bridges Street Lighting Other Highways and Streets Su Administration Solid Waste Collection	17 Ibtotal 17 17 17 ubtotal	\$149,955 \$1,335,616 \$6 \$1,750,76 \$ \$16,80 \$ \$1,767,56 \$ \$ \$558,24
4290-4298 4299 Airport/Aviatio 4301-4309 Highways and 4311 4312 4313 4316 4319 Sanitation 4321 4323 4324	Emergency Management Other (Including Communications) Public Safety Su n Center Airport Operations Airport/Aviation Center Su Streets Administration Highways and Streets Bridges Street Lighting Other Highways and Streets Su Administration Solid Waste Collection Solid Waste Disposal	17 Ibtotal 17 17 17 ubtotal	\$149,955 \$1,335,616 \$0



New HampshireDepartment of Revenue Administration

2020 MS-232

Appropriations

Account	Purpose	Article	Appropriations As Voted
Water Distribu	tion and Treatment		
4331	Administration		\$0
4332	Water Services		\$0
4335	Water Treatment		\$0
4338-4339	Water Conservation and Other		\$0
	Water Distribution and Treatment Subtotal		\$0
Electric			
4351-4352	Administration and Generation		\$0
4353	Purchase Costs		\$0
4354	Electric Equipment Maintenance		\$0
4359	Other Electric Costs		\$0
	Electric Subtotal		\$0
Health			
4411	Administration	17	\$5,323
4414	Pest Control	17	\$500
4415-4419	Health Agencies, Hospitals, and Other	17	\$15,176
Welfare	Administration and Direct Assistance	17	\$42.354
4441-4442	Administration and Direct Assistance	17	\$42,354
4444	Intergovernmental Welfare Payments		\$0
4445-4449	Vendor Payments and Other		\$0
Culture and Da	Welfare Subtotal		\$42,354
Culture and Re 4520-4529	Parks and Recreation	17	\$164,297
4550-4559	Library	17,31	\$439,402
4583	Patriotic Purposes	17	\$200
4589	Other Culture and Recreation	17	\$5,000
	Culture and Recreation Subtotal		\$608,899
Conservation a	and Development		
4611-4612	Administration and Purchasing of Natural Resources	17	\$3,775
4619	Other Conservation		\$0
4631-4632	Redevelopment and Housing		\$0
4651-4659	Economic Development		\$0
	Conservation and Development Subtotal		\$3,775



New HampshireDepartment of Revenue Administration

2020 MS-232

Appropriations

Account	Purpose	Article	Appropriations As Voted
Debt Service			
4711	Long Term Bonds and Notes - Principal	17	\$263,609
4721	Long Term Bonds and Notes - Interest	17	\$51,520
4723	Tax Anticipation Notes - Interest	17	\$1,000
4790-4799	Other Debt Service		\$0
	Debt Service Su	btotal	\$316,129
Capital Outlay			
4901	Land		\$0
4902	Machinery, Vehicles, and Equipment	28	\$110,000
4903	Buildings		\$0
4909	Improvements Other than Buildings	18,30	\$216,000
	Capital Outlay Su	ibtotai	\$326,000
Operating Tran			\$(
4912	To Special Revenue Fund		\$(
4913	To Capital Projects Fund		
4914A	To Proprietary Fund - Airport		\$000.00
4914E	To Proprietary Fund - Electric	17	\$283,60
49140	To Proprietary Fund - Other		\$0
4914S	To Proprietary Fund - Sewer	16,17	\$1,184,220
4914W	To Proprietary Fund - Water	15,17	\$952,720
4915	To Capital Reserve Fund	19,20,21,22,2 3,24	\$390,000
4916	To Expendable Trusts/Fiduciary Funds	25,26,27	\$60,800
4917	To Health Maintenance Trust Funds		\$0
4918	To Non-Expendable Trust Funds		\$0
4919	To Fiduciary Funds		\$
	Operating Transfers Out Su	ubtotal	\$2,871,34
	Total Voted Appropri	ations	\$9,181,054



COVID-19 REOPENING GUIDANCE

GOVERNOR'S ECONOMIC REOPENING TASKFORCE



UNIVERSAL GUIDELINES

Universal Guidelines for All New Hampshire Employers and Employees

These guidelines apply to businesses and organizations that have been deemed essential and remained open during the "Stay at Home Order" and those that are re-opening all or a portion of their operations.

These guidelines are based on recommendations from the <u>U.S. Centers for Disease Control</u> and <u>Prevention</u> (CDC), <u>Equal Employment Opportunity Commission</u> (EEOC) and <u>Occupational Safety and Health Administration</u> (OSHA). To ensure the safety of all Granite Staters and to reduce the impact of the COVID-19 outbreak on businesses, workers, and customers, all employers and employees must take steps to either stay open or reopen safely. These guidelines are based on what is currently known about COVID-19 and are intended to protect the public's health and allow New Hampshire to remain open for business.

Businesses and their employees should follow guidance issued by the CDC, as well as any applicable federal or state regulatory requirements to reduce transmission among employees and customers; maintain healthy business operations; and maintain a healthy work environment. In addition to these general guidelines for all Granite State employers and employees, each business should refer to and follow their industry-specific guidelines, as those guidelines are set forth.

Employers must comply with the following guidelines:

- 1. Employers must require all employees who are sick or not feeling well to stay home, and employees must notify their supervisor by phone. Possible symptoms of COVID-19 include:
 - a. Fever
 - b. Respiratory symptoms such as runny nose, sore throat, cough, or shortness of breath
 - c. Flu-like symptoms such as muscle aches, chills, and severe fatigue
 - d. Changes in a person's sense of taste or smell
- 2. Employers must develop a process for screening all employees reporting for work for COVID-19 related symptoms as follows:
 - a. Identify a location and assign a person who will screen each employee every day before they enter the work-place. Such plans should be clearly communicated with employees. The person performing the screening should wear a cloth face covering/mask. All employees (see guidance below) should also wear a cloth face covering while at work and in potential close contact with others.



UNIVERSAL GUIDELINES

- b. The screener should ask the following questions:
 - i. Have you been in close contact with a confirmed case of COVID-19?
 - ii. Have you had a fever or felt feverish in the last 72 hours?
 - iii. Are you experiencing any respiratory symptoms including a runny nose, sore throat, cough, or shortness of breath?
 - iv. Are you experiencing any new muscle aches or chills?
 - v. Have you experienced any new change in your sense of taste or smell?
- c. Document the temperature of all employees daily before their shift:
 - i. Employers should take the temperatures of their employees on-site with a non-touch thermometer each day upon the employees arrival at work.
 - ii. If this is not possible, temperatures can be taken before arriving as long as it can sufficiently be authenticated by the employee. Normal temperature should not exceed 100.0 degrees Fahrenheit.
- 3. Employers must handle employee(s) who exhibit COVID-19 symptoms (e.g. Answers "yes" to any of the screening questions or who is found to have a fever) as follows:
 - a. Instruct the employee to leave the premises immediately and to seek medical advice (see employee guidance below). Per EEOC and other pertinent guidelines, employers must maintain the confidentiality of employee health information.
 - b. Prevent stigma and discrimination in the workplace. Do not make determinations of health risk or health status based on race or country of origin.
- 4. Employers must strongly promote frequent hand hygiene and alcohol-based hand sanitizer must be made readily available as follows:
 - a. Monitor employee hand washing or use of hand sanitizer and encourage frequent hand hygiene. If possible, employers should make available individual bottles of hand sanitizer to each employee and place hand sanitizer in frequently visited locations for both employees and customers.
- 5. **Implement workplace cleaning and disinfection practices:** These practices should <u>follow CDC guidelines</u> with regular sanitation of high-moderate touch surfaces at least every two hours. Employers must develop policies for worker protection and provide training to all staff prior to assigning cleaning tasks.



UNIVERSAL GUIDELINES

- 6. **Mitigate exposure:** Employers must reduce the risk to employees in the workplace by supporting the use of cloth face coverings in areas where social distancing is difficult to maintain, implement social distancing guidelines, and modify employee schedules, where possible, to reduce the number of physical interactions. Meetings, for example, should be conducted by phone or computer conferencing applications when able; in-person meetings should be limited and employees should maintain a safe distance of at least 6 feet from others at all times.
 - a. Employers should also take steps to limit self-servicer options. For example, customer samples, communal packaging, food/beverages (e.g. candy dishes, common creamers at coffee stations).
 - b. Employers should promote etiquette for coughing, sneezing and handwashing. Employers should provide employees and the public with tissues, no-touch trash cans, soap and water, and hand sanitizer with at least 60% alcohol. Discourage workers from using other workers' phones, desks, offices, or other work tools and equipment, when possible.
 - c. If an employee becomes sick during the day, they should be sent home immediately. Surfaces in their workspace should be cleaned and disinfected.
- 7. **Allow Employees to work from home as much as practical:** Work from home policies assist in limiting exposure and maintaining social distancing. This is encouraged as much as possible while still allowing a business to open.
- 8. **Plan for potential COVID-19 cases:** Implement plans to continue your essential business functions in case you experience higher than usual absenteeism. Employers should work with state and local officials when needed to monitor and investigate cases of COVID-19. In all cases, employers must work in a manner to ensure privacy rights.
- 9. Covered employers and employees should be reminded of the provisions of the federal <u>Families First Coronavirus Response Act</u>: This law allows for paid sick leave or expanded family and medical leave for specified reasons, such as for self-quarantining or seeking a medical diagnosis for COVID-19 symptoms.
- 10. **Update the Employee Illness Policy:** Employers must review their policies to make sure that policies and practices are consistent with public health recommendations and are consistent with existing state and federal workplace laws. Employers should amend or update their internal policies to include symptoms of COVID-19 or create a COVID-19 specific policy. Employers should maintain flexible, non-punitive policies that permit employees to stay home if ill or to care for a sick family member. These policies should incorporate any sector specific recommendations by the state of New Hampshire. All staff should sign the policy,



STAV AT HOME 2.0 UNIVERSAL GUIDELINES

and the policy should be posted for confirmation.

11. Communicate frequently with both employees and customers about steps being taken to prevent spread of COVID-19 in the workplace: Employers should communicate expectations to employees with recommendations on steps everybody can take steps to prevent spread of COVID-19. Post extensive signage on health policies, including the following documents in the workplace to help educate building occupants on COVID-19 best practices. Communicate with customers about steps being taken to protect them from COVID-19 exposure in the workplace.

Employees must comply with the following guidelines:

1. Stay home when feeling ill: Employees who have symptoms (see list of symptoms above) should notify their supervisor and stay home. When exposed to COVID-19 or if diagnosed with COVID-19, employees must stay home. Exceptions can be made for asymptomatic exposed employees who are NOT diagnosed with COVID-19 if they are considered essential workers, and these individuals could return to work only with approval from public health officials and their employer after certain protections have been put in place.

Employees who are particularly vulnerable to COVID-19 according to the CDC, either due to age or underlying health conditions are encouraged to consider their individual risk and whether they are safer to work from home.

- 2. Employees who develop symptoms of COVID-19, even mild symptoms, should consult their primary care providers about COVID-19 testing, or seek testing through one of the public testing options, such as through a State-run testing center, local health department, or ConvenientMD.
- 3. Increase hygiene practices, including:
 - a. Wash hands and use hand sanitizer frequently
 - b. Avoid touching the face, eyes or mouth
 - c. Practice good respiratory etiquette. This includes coughing and sneezing into a tissue or your elbow rather than into your hands.
- 4. **Wear a cloth face covering:** While at work and in public, employees should wear a cloth face covering to help protect against the spread of the virus. Employees should review the CDC's guidance on <u>use of cloth face coverings</u>. Medical-grade masks should be reserved for healthcare workers or first responders.
- 5. **Practice social distancing:** To the greatest extent possible, all employees should maintain safe social distancing, which means keeping a distance of at least 6 or more



STAY AT HOME 2.0 UNIVERSAL GUIDELINES

feet between one another at all times.

6. **Abide by employer, local and state guidelines:** Employees should follow all guidelines issued by their employer, local or state officials. This may include the use of gloves, social distancing practices and increased sanitation and disinfection practices.

As previously noted, these guidelines are to be followed in addition to the industry specific guidelines. Industry-specific guidelines have been created with the input of private sector working groups in partnership with the Governor's Economic Re-Opening Task Force. Protocols are subject to change and may be released on a rolling basis. New Hampshire companies doing business in the state must follow these guidelines and other best practices set forth in this document.

To learn more, please visit the New Hampshire COVID-19 website for the latest COVID-19 information, resources and guidance: https://www.nh.gov/covid19/ or https://businesshelp.nheconomy.com/hc/en-us.





COVID-19 REOPENING GUIDANCE

GOVERNOR'S ECONOMIC REOPENING TASKFORCE



RETAIL

Safeguarding Guidance:

The Governor's Economic Re-Opening Task Force recommends protocols for safeguarding all New Hampshire businesses and individuals during the coronavirus disease 2019 (COVID-19) pandemic. This industry-specific guidance is based on what is currently known about COVID-19 and is intended to protect the public's health and allow New Hampshire to remain open for business.

The intent of these recommendations is to reduce transmission of COVID-19 among employees and customers; support healthy business operations; and maintain a healthy work environment.

In addition to strict adherence to <u>U.S. Centers for Disease Control and Prevention (CDC)</u>, <u>Equal Employment Opportunity Commission (EEOC)</u> and <u>Occupational Safety and Health Administration (OSHA)</u> guidance, and <u>US Food and Drug Administration (FDA)</u>, the State of New Hampshire recommends policies and procedures to protect consumers and employees, including.

These guidelines apply to retail establishments who are currently open and providing Essential Services, as well as retail establishments who are re-opening their physical locations and resuming in person operations pursuant to Emergency Order #40.

Effective on May 11, 2020, all retail establishments may open their physical facilities to workers, customers, and the public and resume in person operations if they operate in accordance with the following guidelines. Retail establishments who are currently open due to provision of Essential Services must begin operating in accordance with these guidelines immediately.

Employee Protection:

- 1. All staff must wear cloth face coverings at all times when in the retail facility and in public locations or shared staff areas (e.g. break rooms), even if other individuals are not immediately present.
- 2. Provide training on cloth face coverings based on CDC guidance for <u>Use of Cloth</u> Face Coverings.
- 3. People wearing face coverings must not touch their eyes, nose, mouth, or face, or adjust their facemask without first sanitizing hands. After touching face or adjusting mask, hands must be sanitized.
- 4. Alcohol-based hand sanitizer must be made readily available for both staff and consumers at entrances and exits to the retail facility, at checkout locations, and in staff breakrooms and other commonly used staff areas.
- 5. Stagger shifts, breaks, and meals, in compliance with wage and hour laws and regulations to maintain social distancing.



RETAIL

- 6. Provide regular updates and training for employees about personal COVID-19 mitigation and store safeguards based on CDC guidelines.
- 7. Require all employees to report any symptoms of COVID-19 or close contact to a person with COVID-19 to supervisor.
- 8. Staff must be screened (questioned about) for symptoms of COVID-19 before each shift. Staff with any symptoms must not be allowed to work.
- 9. Staff should be instructed to maintain a distance of at least 6 feet from others (staff and customers) at all times. Prohibit congregating in break rooms or common areas and limit capacity of such areas to allow for a safe social distancing of at least 6 feet whenever possible.
- 10. Restrict interaction between employees and outside visitors or delivery drivers; implement touchless receiving practices if possible.

Consumer Protection:

- Develop a process for limiting the number of customers inside a store at a given time, excluding employees and representatives of third-party delivery companies, to 50 percent or less of store occupancy based on New Hampshire's Building and Fire Code.
- 2. Ensure any waiting line outside the store has demarcations spacing customers at least 6 feet apart.
- 3. Customers should wear cloth face coverings at all times when inside the store. Signage and staff should request this before customers enter the store.
- 4. Consider dedicated shopping hours or appointment times for the elderly and medically vulnerable persons.
- 5. If feasible and reasonable, establish one-way aisles and traffic patterns for social distancing.
- 6. Where appropriate and possible, implement pay-ahead and curbside pickup and/or delivery service options to minimize contact and maintain social distancing.
- 7. Assign dedicated staff (i.e. a safety officer) to monitor social distancing and compliance with protective actions, and to prompt customers and other staff about the importance of social distancing, hand hygiene, and use of cloth face coverings.
- 8. Add social distancing reminder signage, personal and floor stickers in key areas in the store (e.g. check-out counters)
- 9. Offer self-checkout and/or self-bagging options when possible



RETAIL

Business Process Adaptations:

- 1. Services should preferably be paid for electronically, but retailers may accept cash or check.
- 2. Establish enhanced cleaning protocols that follow <u>CDC guidance</u> relating to cleaning and disinfection for COVID-19. This includes cleaning and disinfecting shared resources and frequently touched surfaces every two hours. Check-out lanes should be wiped down and cleaned between each customer.
- 3. When possible, use a clearly designated entrance and a separate clearly designated exit to maintain social distancing.
- 4. Use plastic shields or barriers between customers and clerks at service counters and clean them frequently.
- 5. Adjust store hours to allow time for enhanced cleaning.
- 6. Continue to prohibit the use of reusable bags.
- 7. Suspend the sampling of food and personal hygiene products.
- 8. Task management-level employees within a store (i.e. a safety officer) to monitor compliance.
- 9. Respect the right of business owners to have requirements over and above these recommendations.

