AGENDA CHICHESTER BOARD OF SELECTMEN April 7, 2020 6:30pm

IN LIGHT OF THE COVID 19 (CORONA VIRUS) SOCIAL DISTANCING ADVICE MADE BY THE GOVERNOR AND CDC, THE TOWN OF CHICHESTER FOLLOWING A DECLARATION OF EMERGENCY BY THE GOVENOR, THE SELECTBOARD CHAIRPERSON, IS PROVIDING A MEETING PARTICIPATION VIA TELEPHONE CONFERENCE FOR YOUR SAFETY.

If you would like to participate in the telephone conference, please call this number from home: **+ 1 301 715 8592** and enter this code: **Meeting ID: 422 034 436 & Password: 018594**. Follow along using a digital copy from our website at: ChichesterNH.org. We will also be streaming the meeting as a webinar which you join by going to this link: https://zoom.us/j/422034436?pwd=Wk5FWmRsL2k3WkxCYmcwT0w5eWlCZz09

Appointments

Department Heads

General Business/Board Discussion

Draft Road Agent Job Description COVID-19 – Emergency Policies Committee and Commission Appointments

Outstanding Items:

ADJOURNMENT

Town of Chichester Job Description Highway Department Road Agent

<u>General Position description:</u> Responsible for the planning, directing, conducting and administration of all functions of the Highway Department. This job description is meant to be illustrative and is in no way all-inclusive. It shall be used as a tool or guide in the job performance of the employee it applies to.

Equipment used: Computer, telephone, calculator, office machines, engineering tools, backhoes, loaders, hand and power tools, dump trucks, plow and sanders, mowers, and other light and heavy equipment.

Environment: Inside: 30% Outside: 70%

<u>Duties and responsibilities:</u> Except as specifically noted, the following functions are considered essential to this position. The following are indicative of the duties and responsibilities associated with this position, but are not intended to be all-inclusive.

- Organize, direct and control all resources of the department.
- Ability to attend to many items simultaneously, and/or in sequence.
- Maintain equipment and personnel at a level consistent with budget.
- Develop, present and administer departmental budget.
- Organize, maintain and administer the policies of the Department.
- Work harmoniously with other departments, public, public agencies, and private organizations, and the general public.
- Thorough knowledge of the skills, methods, tools, equipment, and materials used in construction, maintenance and repair of streets, curbs, and related structures.
- Ability to read and interpret engineering plans and specifications; estimate and plan jobs, and prepare reports, maintain records.
- Provide direct and indirect supervision of all department personnel. .
- Conduct field inspections of construction sites and subdivision developments, relative to Town roads, drainage and surveys.
- Provide recommendations relative to improving services, controlling costs, and general planning.
- Assist with or operate trucks with front plow and wings, and other equipment for snow removal and other seasonal clean up operations, on an emergency and seasonal basis.
- Perform all the tasks listed under the duties and responsibilities section of the Driver/Equipment Operator/Laborer job description, incorporated herein by reference.
- Issue driveway permits and Perform driveway inspections
- Train employees in safe work procedures and ensure that proper safety standards and procedures are followed by Department employees.
- Perform duties set out in the town's Emergency Operations Plan.
- Perform other duties as deemed necessary and appropriate by the Town Administrator and Board of Selectmen

Support: Provide support to the Town Administrator by efficiently operating the Department.

<u>Financial Data:</u> Prepare, implement and oversee annual budgets. Supply data for road reconstruction projects

<u>Computer Operation:</u> Daily operation of computer software and hardware such as email, memos, letters, correspondence, etc.

Cognitive and Sensory Requirements:

- Vision: Necessary for visual operation in all aspects of the position such as equipment use, observance of vehicle traffic, paperwork, observing safety of co-workers, public, etc.
- Hearing: Necessary for receiving instructions and for safety while working.
- Speaking: Necessary for communicating with employees, residents, and the general public.
- Taste and Smell: Necessary for detecting fumes, gases and other smells, which may indicate a hazard or a proper safety function.
- Dexterity: Necessary for operating equipment, handwriting, computer hardware operations, etc.
- Mobility: Needed to walk around the department locations, job sites, and different locations as required.

Physical Requirements:

Lift up to 10 pounds: regularly required. Lift 11 to 25 pounds: occasionally required. Lift 26 to 50 pounds: occasionally required.

Lift over 50 pounds: occasionally required. Assistance may be available.

Carry up to 10 pounds: regularly required.
Carry 11 to 25 pounds: occasionally required.
Carry 26 to 50 pounds: occasionally required.

Carry over 50 pounds: occasionally required. Assistance may be available.

Push/pull: frequently required.

Reach above shoulder height: frequently required. Reach at shoulder height: constantly required. Reach below shoulder height: frequently required.

Balancing: frequently required.
Sit: three total hours per day.
Stand: six plus total hours per day.
Walk: four plus hours per day.
Twisting: rarely required.
Bending: frequently required.
Crawling: rarely required.
Squatting: rarely required.

Squatting: rarely required.
Kneeling: rarely required.
Crouching: rarely required.
Climbing: regularly required.

Hand Manipulation:

Grasping: constantly required. Handling: constantly required. Torque: occasionally required. Fingering: frequently required.

Controls and equipment: Hand and power tools, light and heavy equipment, motor vehicles, office

equipment, engineering tools.

<u>Work Surfaces:</u> Inside and outside surfaces. Equipment and vehicle interiors and exteriors. Rough, harsh, dangerous, wooded, flooded, ground surfaces and/or areas. Grass, dirt, gravel, mud, asphalt, concrete, linoleum, ceramic tile surfaces. Rain, snow, sleet, hail, ice and flooded areas and surfaces. Vertical and horizontal step surfaces.

Summary of Occupational Exposures:

- May be exposed to herbicides, pesticides, fuels, paints, solvents, hydraulic fluids, fertilizers, etc.
- May be exposed to long periods of sunlight and unfavorable climatic conditions.
- Extended periods of exposure to sunlight, wind, snow, rain, and extreme temperature. Exposure to hazardous materials, fuels, lubricants, solvents and fluids.
- May be exposed to solid waste components, herbicides, pesticides, paints, solvents, hydraulic fluids, and fertilizers
- May be exposed to poison ivy, oak, or sumac; and insects such as wasps, hornets, bees, etc.
- Work in severe climatic conditions of heat, cold, wet, snow, and ice.

Other training, skills and experience requirements:

- Five years experience in street or highway construction and maintenance work, supplemented by technical study in management.
- Five years experience in a supervisory capacity.
- Five years supervisory experience in road or related construction.
- Five years experience in operating heavy equipment.
- Five years experience in estimating and field layout, i.e. grade stakes, elevations.
- Effective leadership and communication skills to include the effective motivation of employees.
- Medical screening /examination is required.
- Shall be a capable heavy equipment operator and a skilled road supervisor.
- Any equivalent combination of education and experience, which demonstrates possession of the required knowledge, skills, and abilities.
- Knowledge of NH statutes relative to public highways helpful.
- Any equivalent combination of education and experience, which demonstrates possession the required knowledge, skills and abilities.

License/Certification Requirements:

- NH CDL-A or B drivers license.
- High school diploma or G.E.D.
- Flaggers' Certification.
- Any equivalent combination of education and experience, which demonstrates possession of the required knowledge, skills, and abilities.

Schedule:

- Monday through Thursday 6:30am 5:00pm.
- Possible overtime if and when needed or required; may be expected to work shifts of up to 16 hours.
- Evening and weekend meetings are required.
- Must be available 24 hours a day.



Town of Chichester

Office of the Selectmen

54 Main Street Chichester, New Hampshire 03258 (603) 798-5350 Fax (603) 798-3170 www.chichesternh.org

Selectmen

Richard Bouchard, Chairman Edward Millette Jason Weir **Administration**

Jodi Pinard, Town Administrator Kristy Barnouski, Administrative Assistant

TOWN OF CHICHESTER, NEW HAMPSHIRE

Emergency Policies Adopted in Response to the COVID-19 Global Health Pandemic

I. Background and Purpose

After being discovered in December 2019 an outbreak of respiratory illness due to a novel coronavirus (a disease now known as COVID-19) has impacted most countries around the world. On March 11, 2020 the World Health Organization declared COVID-19 a pandemic. On March 13, 2020 Governor Chris Sununu issued Executive Order 2020-04, which declared a State of Emergency in the State of New Hampshire effective 11:59 p.m. on Sunday March 15, 2020. Subsequently both the State and Federal governments have issued further executive orders and legislation, which this policy intends to document and customize to Chichester as applicable. On March 26, 2020, the Governor ordered an Emergency Stay at Home order but that order exempts local government from the stay-at-home order. It does however, urge exempt organizations to:

- Prohibit all gatherings with more than 10 individuals;
- Keep all personnel six feet apart;
- Encourage employees to stay home when sick, and send home those who report feeling ill or display symptoms; and
- Encourage all employers to continue their operations through remote means and telework when possible.

II. Authority

These policies are adopted by the Board of Selectmen in accordance with RSA 31:39 as it relates to the management of the Town's prudential affairs.

III. Effective Date

These policies are adopted effective April 7, 2020 (unless otherwise stated) and until rescinded.

IV. Definitions

A. **Full time employees** are those assigned to a position that is expected to continue for an indefinite duration and works a shift schedule which would total no less than 1,820 hours per year (35 or more hours per week).

- B. **Part time employees** are those assigned to a position that is expected to continue for an indefinite duration and works a shift schedule which would total fewer than 1,820 hours per year (fewer than 35 hours per week).
- C. Emergency Responders for the purpose of this policy are defined as employees who may be excluded from paid sick leave or expanded family and medical leave by their employer under the FFCRA, an emergency responder is an employee who is necessary for the provision of transport, care, health care, comfort, and nutrition of such patients, or whose services are otherwise needed to limit the spread of COVID-19. This includes but is not limited to military or national guard, law enforcement officers, correctional institution personnel, fire fighters, emergency medical services personnel, physicians, nurses, public health personnel, emergency medical technicians, paramedics, emergency management personnel, 911 operators, public works personnel, and persons with skills or training in operating specialized equipment or other skills needed to provide aid in a declared emergency as well as individuals who work for such facilities employing these individuals and whose work is necessary to maintain the operation of the facility. In Chichester the current employees that meet this definition are: Town Administrator, and employees of the following departments: Fire Department, Police Department, and Highway.

V. Policies

Emergency Sick Leave

The Emergency Paid Sick Leave Act ("Emergency Sick Leave") was enacted on March 18, 2020. This act will go into effect on **April 1, 2020**, and will remain effective until December 31, 2020.

All eligible employees will receive up to two weeks of "COVID sick leave" based on their two week hours worked effective April 1, 2020. Full time salaried and hourly employees will receive 80 hours of COVID sick leave. Part time employees will be granted leave equivalent to their average hours worked in a two-week period (for example, if any employee works an average of 12 hours per week that employee will receive 24 hours of sick time). If a part-time employee's normal hours scheduled are unknown, or if the part-time employee's schedule varies, the Town will use a six-month average to calculate the average daily hours. COVID sick leave is available for immediate use, after April 1, 2020, and will not carry over from year to year; any unused COVID sick leave will expire at the end of 2020.

COVID sick leave may be used under the following circumstances:

- i. an employee subject to a state, federal or local isolation order related to COVID-19;
- ii. an employee who has been advised by a health care provider to self-quarantine related to COVID-19;
- iii. an employee who is experiencing symptoms of COVID-19 and is seeking a medical diagnosis;
- iv. an employee caring for an individual subject to an order described in (i) or self-quarantine as described in (ii) above;
- v. an employee caring for a child whose school or place of care is closed, or the child care provider of the child is unavailable, due to COVID-19 related reasons; or
- vi. an employee who is experiencing any other substantially similar condition specified by Department of Health & Human Services (DHHS) in consultation with the Treasury and US Labor Departments.

If the employee's reason for leave is i-iii, above, the employee will receive 100% of their regular pay, with a cap of \$511 per day and \$5,110 in total.

If the employee's reason for leave is iv-vi, above, the employee will receive 2/3 of their regular pay, with a cap of \$200 daily and \$2,000 total. Employees may supplement this leave with other paid leave time.

Verification of the above will be required. Requests to use COVID sick leave should be submitted to the employee's supervisor in writing and given to the Town Administrator. Denials may be appealed to the Board of Selectmen.

Employees who encounter one of the circumstances above should use COVID sick leave prior to using other sick or vacation leave. Once COVID sick leave is exhausted employees may use other accrued paid leave in accordance with Town policy as approved by their supervisor.

The Town may exempt employees who are healthcare workers and first responders from COVID-19 paid sick leave. Exempted employees are not eligible for COVID sick leave, unless approved in writing by the employee's supervisor and the Town Administrator.

Emergency Family Leave (EFMLEA)

The Emergency Family and Medical Leave Expansion Act ("EFMLEA") was enacted on March 18, 2020. This act will go into effect on **April 1, 2020**, and will remain effective until December 31, 2020. The new federal act expands FMLA leave in response to the ongoing COVID-19 outbreak.

However, please note that current Department of Labor guidance states that "certain public sector employers" are covered by the expanded FMLA law. The Department of Labor has not yet specified which public sector employers are covered. The policy below is subject to Department of Labor confirmation that the Town is covered by the law.

The Town of Chichester will provide up to 12 weeks of EFMLEA leave for employees who have been working for the Town for at least 30 days and:

- Who are unable to work or telework because they have to care for a minor child if the child's school or place of childcare has been closed; or
- Who are unable to work or telework because their child care provider is unavailable due to circumstances related to COVID-19.

Employees with issues related to childcare are encouraged to contact the Town Administrator for a list of childcare providers. Requests to use COVID FMLA leave should be submitted to the employee's supervisor in writing and given to the Town Administrator. Denials may be appealed to the Board of Selectmen.

The first 10 days of leave shall be unpaid, unless COVID Sick Leave or other accrued paid leave is used concurrently. For subsequent days of leave after the first 10 days, the employee will receive a payment from the Town equal to at least two-thirds of their normal pay rate. For full time employees this will be two-thirds of their weekly base pay as of April 1, 2020. Part time employees will be paid based on two thirds of their average hours worked in a two-week period (for example, if any employee works an average of 12 hours per week at \$10.00 per hour, \$120 per week, that employee would be eligible for a payment of \$79.20). If a part-time employee's normal hours scheduled are unknown, or if the part-time employee's schedule varies, the Town will use a six-month average to calculate the average daily hours. The paid leave is capped at \$200 per day and \$10,000 in total.

The Town may exempt employees who are healthcare workers and first responders from EFMLEA. Exempted employees are not eligible for COVID sick leave, unless approved in writing by the employee's supervisor and the Town Administrator.

Unemployment

In response to COVID-19, New Hampshire and the Federal Government are expanding unemployment benefits. If you experience a reduction in hours or otherwise lose work because of COVID-19 you should contact New Hampshire Employment Security at http://www.nhes.nh.gov, or by calling 603-271-7700.

Workers Compensation

Employees of the Town of Chichester may qualify for Workers Compensation as follows related to COVID-19:

- An employee who contracts COVID-19 through a known positive source as a result of employment will be covered for their resulting medical expenses and lost wages for both the prescribed quarantine and recovery periods.
- O An employee who is required to quarantine following an actual or potential exposure to COVID-19 as a result of employment, but who does not contract the virus, will receive coverage for the cost of the prescribed testing and prophylaxis, and for the lost wages resulting from quarantine for a period of up to fourteen days. This coverage remains in effect during the Governor's State of Emergency and may be extended by Primex should conditions related to this pandemic warrant.

Employees who believe they qualify should alert their supervisor immediately, who should then contact the Town Administrator who shall file the Workers Compensation claim with Primex, the Town's Workers Compensation Risk Pool.

This update responds to the economic hardship that precautionary quarantine may create for member public entities, their first responders and other employees. Wage replacement coverage during precautionary quarantine is extended with the understanding that quarantines should occur in alignment with medical, public health and/or professional standards. It does not include if you decide to quarantine yourself.

Short Term Disability

Employees who receive a positive test for COVID-19 may qualify for Short Term Disability insurance and should notify their supervisor immediately, who should contact the Town Administrator to begin the process of filing the Short Term Disability claim. Short Term Disability will not cover 14 day quarantine and there is an 8 day grace period for all illnesses.

Finally, we understand that the Federal Government is in the process of enacting a Stimulus Bill that may provide additional unemployment benefits and other financial benefits to employees. We will be following that legislation.

Appointments for April 7, 2020

Carolee Davison	Deputy Treasurer	April 1, 2021 expires
Donna Stockman	Welfare Director	April 1, 2023 expires
John Martell	Emergency Management Director	April 1, 2023 expires
Fred Shaw	Cemetery Trustees	March 17, 2022 expires
Carolee Davison	Cemetery Trustees	March 17, 2021 expires
Ewen MacKinnon	Parks & Rec Member	April 1, 2023 expires
John Healy	Planning Board Alt-Member	April 1, 2023 expires

NEW HAMPSHIRE DEPARTMENT OF REVENUE ADMINISTRATION **FORM** NOTICE OF INTENT TO CUT WOOD OR TIMBER PA-7 (Assigned by Municipality) OP# YR TOWN For Tax Year April 1, 20 to March 31, 21 8. Description of Wood or Timber To Be Cut PLEASE TYPE OR PRINT (If filling in form on-line; use TAB Key to move through fields) **Estimated Amount To Be Cut Species** White Pine 15-20.000 1. Town/City of: CHICHESTER MBF 2. Tax Map/Block/Lot or USFS Sale Name & Unit No. Hemlock MBF Red Pine MAP 2 LOT 72A MBF 3. Intent Type: Original Supplemental Spruce & Fir MBF (Original Intent Number) Hard Maple MBF 4. Name of Access Road: TRAP RD White Birch MBF 1.5 5a. Acreage of Lot: 4.17 Acreage of Cut: Yellow Birch MBF 5b. Anticipated Start Date: 4/1/2020 Oak MBF 6. Type of ownership (check only one): Ash a. Owner of Land and Stumpage (Sole Owner) MBF b. Owner of Land and Stumpage (Joint Tenants) Soft Maple **MBF** Beech/Pallet/Tie & Mat Logs/ c. Owner of Land and Stumpage (Tenants in Common) **MBF** Pine Box d. Previous owner retaining deeded timber rights Other (Specify) MBF e. Owner/Purchaser of stumpage & timber rights on public Pulpwood Tons lands (Fed., State, municipal, etc.) or Utility Easements Spruce & Fir REPORT OF CUT / CERTIFICATE TO BE SENT TO: Hardwood & Aspen OWNER () OR LOGGER / FORESTER (Pine 60 BY MAIL E-MAIL OR Hemlock 7. I/We hereby accept responsibility for reporting all timber cut within 60 60 **Biomass Chips** days after the completion of the operation or by May 15, whichever comes first. I/We also assume responsibility for any yield tax which may Miscellaneous be assessed. (If a corporation, an officer must sign.) High Grade Spruce/Fir Tons Attach a signature page for additional owners. Cordwood & Fuelwood Cords 9. Species and Amount of Wood or Timber For Personal Use or WNER(S) OR CORPORATE OFFICER(S) Exempt.See exemptions on back of form. Species Amount: PRINT CLEARLY OR TYPE NAME OF OWNER(S) OR CORPORATE OFFICER(S) 10. By signing below, the Logger/Forester or person responsible for cutting hereby accepts responsibility for verifying the volumes SIGNATURE (in ink) OF OWNER(S) OR CORPORATE OFFICER(S) DATE SIGNED of wood and timber to be reported by the owner, and certifies that they are familiar with RSA 227-J, the timber harvest laws PRINT CLEARLY OR TYPE NAME OF OWNER(S) OR CORPORATE OFFICER(S) SIGNATURE (in ink) OF PERSON RESPONSIBLE FOR CUT 490 MAILING ADDRESS MATTHEW MAGOON PRINT CLEARLY OR TYPE NAME OF PERSON RESPONSIBLE FOR CUT Hennikur CITY OR TOWN ZIPCODE 863 ROUTE 129 econtered MAILING ADDRESS erik E-MAIL ADDRES NH 03307 LOUDON CITY OR TOWN STATE ZIPCODE 508-523-95 CELL PHONE (Enter number without dashes) HOME PHONE (Enter number without dashes) (603) 435-9918 magoonlogging@comcast.net PHONE NUMBER E-MAIL ADDRESS FOR MUNICIPAL ASSESSING OFFICIALS ONLY Any timber tax bond required has been received. The Selectmen/Municipal Assessing Officials hereby certify that: 1. All owners of record have signed the Intent; 5. The tax collector will be notified within 30 days of receipt 2. The land is not under the Current Use Unproductive category; pursuant to RSA 79:10. 3. The form is complete and accurate; and 6. This form to be forwarded to DRA within 30 days. SIGNATURE OF MUNICIPAL ASSESSING OFFICIAL DATE SIGNATURE OF MUNICIPAL ASSESSING OFFICIAL DATE SIGNATURE OF MUNICIPAL ASSESSING OFFICIAL DATE

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