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# Town of Enfield



# Miscellaneous Reports

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# 2010 Town Meeting Minutes

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The following is not a complete copy of the Town Meeting minutes of March 13, 2010, but reflects the results of the discussion, amendment of articles at the deliberative session, if any, and a record of the actual vote by Official Ballot.

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Moderator David Beaufait called the meeting to order at 9:00am on Saturday, March 13, 2010 at the Enfield Village School. He led the audience in the pledge of allegiance. The Selectmen presented certificates of appreciation to outgoing board members. Meredith Smith, Chairman of the Heritage Commission, presented a certificate of appreciation to Tony Lozeau for his efforts restoring the Hewitt House and having it listed on the historic buildings national register. The Moderator introduced the head table: Selectmen Donald J. Crate, Sr., John Kluge and Fred Cummings, Town Manager Steven Schneider, Town Attorney James Raymond, Chairman of the Budget Committee Doug Pettibone, Budget Committee members, Alisa Bonnette, Executive Assistant, Town Clerk Carolee Higbee and Deputy Town Clerk Sandy Romano.

Articles 1 and 2 were voted on by Official Ballot on Tuesday, March 9, 2010.

## **Article 1. Town Officers elected:**

For Two Years:	<b>One Moderator</b>	
	David Beaufait	467
	<b>One Supervisor of the Checklist</b>	
	Robert Foley	472
For Three Years:	<b>One Selectman</b>	
	Donald J. Crate, Sr.	451
	<b>One Trustee of Trust Funds</b>	
	Ellen H. Hackeman	463
	<b>One Cemetery Trustee</b>	
	Richard M. Henderson	462

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**One Fire Ward**

Richard A. Crate 269

**One Library Trustee**

Francine R. Lozeau 486

**Two Zoning Board of Adjustment Members**

Robert J. Cavalieri 303

David Dow 422

**Three Budget Committee Members**

Samuel Eaton 346

Shirley A. Green 404

Gail Malz 375

For Six Years: **One Supervisor of the Checklist**

James C. Gerding Sr. 433

**Article 2. Article 2 passed as printed: Yes 276, No 151.**

Are you in favor of the adoption of **Amendment #1**, as proposed by the Enfield Planning Board, for the Town of Enfield Zoning Ordinance as follows?

To see if the Town of Enfield, N.H. will adopt the provisions of N.H. RSA Section 674:21:VI of Title LCIV, Planning and Zoning, Chapter 674 Local Land Use Powers as they relate to applying the “Village Plan Alternative” as an integral part of the Town of Enfield, New Hampshire’s Zoning Ordinance.

**The Enfield Planning Board recommends passage of this article by a vote of 4-3.**

**Article 3: Article 3 passed as printed by voice vote.**

To see if the Town will vote to raise and appropriate the Budget Committee’s and Selectmen’s recommended sum of four million, eight hundred seventy-six thousand, three hundred sixty-seven dollars, (**\$4,876,367**), for general municipal operations. This article does not include special or individual articles addressed. (Estimated tax impact \$5.51 per \$1,000 valuation.)

**The Board of Selectmen recommends this article by a vote of 3-0.**

**The Budget Committee recommends this article by a vote of 8-0.**

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**Article 4: Article 4 passed as printed by voice vote.**

To see if the Town will vote to raise and appropriate the sum of one hundred ninety thousand dollars (**\$190,000**) to purchase the following Public Works vehicles/equipment:

<b>Vehicle/Equipment</b>	<b>Appropriation</b>	<b>Est. Tax Impact/\$1,000 Valuation</b>	<b>Est. Tax Impact on \$200,000 Home</b>
Backhoe	\$140,000	25.455 cents	\$51
F550 1-Ton Dump Truck	\$50,000	9.091 cents	\$18
<b>Total</b>	<b>\$190,000</b>	<b>34.546 cents</b>	<b>\$69</b>

**The Board of Selectmen recommends this article by a vote of 3-0.**

**The Budget Committee recommends this article by a vote of 6-2.**

**Article 5: Article 5 passed as printed by voice vote.**

To see if the Town will vote to modify the Tax Incremental Finance (TIF) District Plan Section V. District Plan, Project List by adding Huse Park/Community Building site plan improvements.

**Article 6: Article 6 passed as printed by voice vote.**

To see if the Town will vote to amend the Tax Incremental Finance (TIF) District Plan, Section V. District Plan, Project List by adding the extension of the sewer main along Main Street.

**Article 7: Article 7 passed as printed by hand vote: 84 Yes, 29 No.**

**(By Petition)** Shall the Town of Enfield submit a request to the New Hampshire Department of Transportation to install STOP signs at the Main Street approaches to the Main Street/High Street/Shaker Hill Road intersection in downtown Enfield, creating a four way stop? This intersection has known safety issues arising from poor sight distances and deficient alignment.



**The Board of Selectmen does not recommend this article by a vote of 2-1.**

**Article 8: Article 8 passed as printed by paper ballot vote:  
85 Yes, 18 No.**

*(By Petition)* Shall the Town of Enfield raise and appropriate the sum of three thousand, four hundred seven-two dollars (**\$3,472**) in support the Tri-County Cap Community Contact Office? This is \$16.00 per household Tri-County CAP uses to assist with Fuel & Electric Assistance and Homeless Outreach. (Estimated tax impact is less than .631 cents per \$1,000 valuation.)

**The Board of Selectmen recommends this article by a vote of 3-0.  
The Budget Committee does not recommend this article by a vote of 8-0.**

**Article 9: Article 9 passed as printed by paper ballot vote:  
88 Yes, 15 No.**

*(By Petition)* Shall the Town raise and appropriate the sum of thirteen thousand nine hundred dollars (**\$13,900**) to help support the home health, maternal and child health, and hospice care provided in patients' homes and in community settings by the **Visiting Nurse Association & Hospice of VT and NH**? In 2009,

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the VNA & Hospice of VT and NH made 2,256 homecare visits to 220 residents and provided approximately \$141,561 of uncompensated care to Enfield residents. (Estimated tax impact 2.527 cents per \$1,000 valuation.)

**The Board of Selectmen recommends this article by a vote of 3-0.**

**The Budget Committee does not recommend this article by a vote of 8-0.**

**Article 10: Article 10 passed as printed by paper ballot vote:  
85 Yes, 16 No.**

*(By Petition)* Shall the Town raise and appropriate the sum of seven thousand two hundred fifty-eight dollars (**\$7,258**) for the Grafton County Senior Citizens Council for services for Enfield residents in 2010? These services include congregate meals, home delivered meals, transportation, adult in-home care, outreach support, ServiceLink support and more. In 2009, Grafton County Senior Citizens Council, Inc. provided services for 166 Enfield residents, and ServiceLink provided services for 88 residents, and the cost of providing these services was \$126,979.84. (Estimated tax impact 1.320 cents per \$1,000 valuation.)

**The Board of Selectmen recommends this article by a vote of 3-0.**

**The Budget Committee does not recommend this article by a vote of 8-0.**

**Article 11: Article 11 passed as printed by paper ballot vote:  
83 Yes, 19 No.**

*(By Petition)* To see if the Town will raise and appropriate the sum of five thousand two hundred fifty dollars (**\$5,250**) for Advance Transit for the 2010 calendar year. Advance Transit provides Enfield residents free rides to hospitals, shopping centers, schools, and regional agencies in the Upper valley. The service reduces traffic congestion, improves access to jobs and employment opportunities, and enhances mobility and transportation options for residents with disabilities. Support for the Advance Transit program will help to sustain this free service for the benefit of the community. (Estimated tax impact is .955 cents per \$1,000 valuation.)

**The Board of Selectmen recommends this article by a vote of 3-0.**

**The Budget Committee does not recommend this article by a vote of 8-0.**

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**Article 12: Article 12 passed as printed by paper ballot vote:  
82 Yes, 18 No.**

*(By Petition)* Shall the Town of Enfield raise and appropriate the sum of five thousand four hundred ninety one dollars (**\$5,491**) for the support of professional mental health services provided by West Central Behavioral Health? This appropriation will be used to pay West Central Behavioral Health for services provided to uninsured and underinsured Enfield residents who use West Central Behavioral Health's psychological, psychiatric, case management and emergency mental health services. Last year one hundred and thirty nine (139) Enfield residents were patients of West Central Behavioral Health. Of the 139 served 69 were Enfield's children. Enfield's appropriation will only be used to support services to Enfield residents. (Estimated tax impact is .998 cents per \$1,000 valuation.)

**The Board of Selectmen recommends this article by a vote of 3-0.  
The Budget Committee does not recommend this article by a vote of 8-0.**

**Article 13: Article 13 passed as printed by paper ballot vote:  
81 Yes, 20 No.**

*(By Petition)* Shall the town raise and appropriate the sum of seven thousand dollars (**\$7,000.00**) for Headrest, Inc. for services for Enfield residents in 2010. These services include 24-hour Hotline, substance abuse counseling, residential detox, transitional living, NA meetings, and more. Headrest has always provided these services to the citizens of Enfield regardless of the ability to pay. (Estimated tax impact is 1.273 cents per \$1,000 valuation.)

**The Board of Selectmen recommends this article by a vote of 3-0.  
The Budget Committee does not recommend this article by a vote of 8-0.**

**Article 14: Article 14 passed as printed by paper ballot vote:  
81 Yes, 20 No.**

*(By Petition)* Shall the Town raise and appropriate the sum of two thousand three hundred dollars (**\$2,300**) to help support the crisis intervention and support services and community outreach and violence prevention program at WISE (Women's Information Service) located in Lebanon, NH and serving the Town of Enfield as well as twelve additional towns in the Upper Valley of Vermont and New Hampshire. (Estimated tax impact is .418 cents per \$1,000 valuation.)

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**The Board of Selectmen recommends this article by a vote of 3-0.  
The Budget Committee does not recommend this article by a vote of 8-0.**

**Article 15: Article 15 passed as printed by paper ballot vote:  
83 Yes, 16 No.**

*(By Petition)* Shall the Town of Enfield raise and appropriate the sum of three thousand four hundred sixty three dollars (**\$3,463**) for the support of public health program services provided by Mascoma Valley Health Initiative in 2010? This appropriation represents an allocation of 75 cents per capita. This appropriation will be used to pay Mascoma Valley Health Initiative for services provided to adult, youth and child residents of Enfield who use Mascoma Valley health Initiative's public health immunization, youth alcohol and drug prevention, after school program, outreach and referral services. In 2009, Mascoma Valley Health Initiative conducted a seasonal flu clinic in Enfield and immunized more than 500 individuals. This appropriation will be used to support MVHI's work to protect and promote the health of Enfield residents. (Estimated tax impact is .630 cents per \$1,000 valuation.)

**The Board of Selectmen recommends this article by a vote of 3-0.  
The Budget Committee does not recommend this article by a vote of 8-0.**

**Article 16: Article 16 passed as printed by voice vote.**

To hear the reports of agents, auditors, committees, or any other officers heretofore chosen and pass any vote relating thereto.

The Moderator declared the meeting closed at 1:56 pm.

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# Town of Enfield

## ~ Tax Relief Options ~

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**For the following programs, applications are available at the Board of Selectmen's Office and are due by March 1<sup>st</sup> after final tax bill of the year.**

**Abatements:** Per RSA 76:16, property owners who believe there is an error in their property assessment, or their assessment is disproportionate, may apply to the Board of Selectmen for an abatement. Applications are also on line at: <http://www.nh.gov/btla/forms/documents/abatementforweb.pdf>

**Blind Exemption:** Per RSA 72:37, residents who are legally blind, as determined by the administrator of blind services of the vocational rehabilitation division of the Education Department, may qualify for a \$15,000 exemption.

Blind Exemptions applied in 2010: \$15,000

**Disabled Exemption:** Residents who are deemed disabled under the Federal Social Security Act may qualify for a \$50,000 exemption. To qualify a person must be a resident of NH for the past 5 years. The taxpayer must have a net income of not more than \$18,400 (single) or \$26,400 (married), and not more than \$70,000 in assets excluding the value of the person's residence.

Disabled Exemptions applied in 2010: \$200,000

**Elderly Exemption:** Residents over 65 years old who meet income and asset limits may apply to the Board of Selectmen for an exemption of the assessment of their property.

Exemption amounts are:

- for a person 65 years of age up to 75 years, \$ 46,000;
- for a person 75 years of age up to 80 years, \$ 69,000;
- for a person 80 years of age or older, \$ 92,000.

To qualify, the person must have been a New Hampshire resident for at least 5 years, own the real estate individually or jointly, or if the real estate is owned by such person's spouse, they must have been married for at least 5 years. In addition, the taxpayer must have a net income of not more than twenty thousand

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dollars (\$20,000) or if married, a combined net income of less than twenty-eight thousand dollars (\$28,000); and own net assets not in excess of seventy thousand dollars (\$70,000) excluding the value of the person's residence.

Elderly Exemptions applied in 2010: \$1,715,300

**Veterans Tax Credit:** A resident who has served in the armed forces in any of the qualifying wars or armed conflicts, as listed in RSA 72:28, and was honorably discharged; or the spouse or surviving spouse of such resident may apply for a \$200 tax credit. The surviving spouse of any person who was killed or died while on active duty in the armed forces, as listed in RSA 72:28, so long as the surviving spouse does not remarry, may qualify for a \$1,400 tax credit. Any person who has been honorably discharged, and who has a total and permanent service connected disability or is a double amputee or paraplegic because of service connected injury may qualify for a \$1,400 tax credit.

Veterans' Tax Credits applied in 2010 \$54,600

**Tax Deferral Lien:** Per RSA 72:38-a, disabled residents or residents over 65 may apply for a tax deferral lien. This program allows a resident to defer payment of their residential property taxes, plus annual interest of 5%, until the transfer of their property or up to 85% of the property equity value.

**Low & Moderate Income Homeowners' Property Tax Relief:** You may be eligible for this program if you are: Single with Adjusted Gross Income equal to or less than \$20,000; Married or filing Head of a NH Household with Adjusted Gross Income equal to or less than \$40,000; and own a home subject to the State Education Property Tax; and resided in that home on April 1, 2010.

The Town has no authority in regards to this program. In the past the State has made applications available at the Selectmen's Office by April 15<sup>th</sup>, and required them to be filed to the State of New Hampshire between May 1<sup>st</sup> and June 30<sup>th</sup>.

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# **Right to Know Law**

## **~ A Guide to Public Access ~**

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### **1. What is the “Right to Know” Law RSA 91-A?**

It is New Hampshire’s Statute, which emphasizes that the business of the Town is the public’s business. It makes it clear that with very few exceptions, the public has access to Town records and meetings held in connection with Town Government.

### **2. Who does it cover?**

All of us, whether we are elected officials, employees, or volunteers serving on a Board of the Town of Enfield.

### **3. What does it cover?**

It covers all “meetings”. A meeting occurs whenever a quorum of a Board, Committee or Subcommittee gathers and discusses or acts upon a matter over which that Board, Committee, or Subcommittee has supervision, control, jurisdiction, or advisory power. The law also requires that the business of a Board be conducted at a meeting, rather than by telephone, E-mail, or private gathering of individuals. New legislation allows telephone participation at a meeting.

Boards may allow one or more members to participate by telephone or other electronic means if (1) physical attendance is not reasonably practical (note in minutes); (2) all members can simultaneously hear and speak with each other; (3) except in an emergency, a quorum is still physically present in the location where the public was told the meeting would occur; and (4) all parts of the meeting are audible or otherwise discernable to the public in that location. <sup>(1)</sup>

Legal meetings may never be conducted by email or any other format, which does not allow the public to hear, read or discern the discussion contemporaneously at the meeting location. <sup>(2)</sup>

Public bodies may only deliberate in properly held meetings, and may not use communication outside a meeting (such as sequential emails or phone calls) to circumvent the spirit or the purpose of the law. <sup>(3)</sup>

### **4. If it is a meeting, what does that mean?**

A notice of the time and place of the meeting must be posted at least 24 hours in advance (excluding Sundays and legal holidays) in at least 2 public places. As of July 1, 2008, the Town’s web site may now be counted as one of the two public posting locations.

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The public is entitled to attend and may record or videotape the proceedings with courtesy permission.

All votes, with the very few exceptions itemized below, must be taken in open session and not be secret ballot.

Minutes must be taken and made available to the public within 144 hours.

#### **5. When can we hold a Nonpublic Session?**

Rarely – the Right to Know Law lists certain limited situation, which allow a board to go into nonpublic session. Those situations are:

- Dismissal, promotion, or setting compensation for public employees, RSA 91-A:3 II (a).
- Consideration of the hiring of a public employee, RSA 91-A:3 II (b).
- Matters which, if discussed in public, would likely affect adversely the reputation of any person – however, this cannot be used to protect a person who is a member of your Board, Committee or Subcommittee, RSA 91-A:3 II (c).
- Consideration of the purchase, sale, or lease of real or personal property, RSA 91-A:3 II (d).
- Discussion of pending or threatened (in writing) litigation, RSA 91-A:3 II (e).

#### **6. How do we go into Nonpublic Session?**

A motion must be made which specifically identifies the statutory category which is the reason for going into nonpublic session and then, a roll call vote must be taken in which each member's vote on the motion must be recorded.

#### **7. If we go into Nonpublic Session, what then?**

Minutes must be taken just as you would in open session. You must stay to the subject which was the original reason for going into the nonpublic session' if there is need to discuss other matters which discussion would be covered by a different exemption, you need to first come out of nonpublic session and then vote to go back in under that different exception. It is only in this way that a proper record can be prepared for public review.

The Minutes from the nonpublic session must be made public within 72 hours unless two-thirds of the members, while in nonpublic session, determine that the divulgence of the information likely would adversely effect the reputation of any person other than a member of the Board, committee, or Subcommittee, or render the proposed action ineffective, under those circumstances the Minutes may be withheld until those circumstances no longer apply. Action will be required to sequester.

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**8. Which Governmental Records are accessible?**

The public has access to all records held by the town except to the extent they may fall under one of the exemptions listed above.

**9. How quickly do the records need to be supplied?**

If the requested record cannot conveniently be made available immediately, there is a deadline of five (5) business days for complying with the request.

**10. If there is a question as to whether something is open to the Public, what do I do?**

Consult with the Selectmen, and they will get advice from Town Counsel, if necessary.

**11. In what format can the public demand that Town records be produced?**

Most records are available for photocopying but the Right to Know Law also extends the right to obtain computer disks of material already in the Town's computers. A reasonable charge can be made to cover the cost of providing the copies or disks. In no case, however, does a member of the public have the right to demand that the Town collect, search for or arrange information that is not already pulled together for the Town's own purposes.

The above listed is intended as a general outline of the "Right to Know" Law, and is somewhat simplified for ease of description. If you have questions, please contact the Town Manager's Office at 632-5026 or [townhall@enfield.nh.us](mailto:townhall@enfield.nh.us).

<sup>(1)(2)(3)</sup> Excerpts from the NH Local Government Center overview of the Right to Know Law, published August 2008 and available at [www.nhlgc.org/LGCWebSite/PDFDocuments/Legal/RTKPoster\\_Elec.pdf](http://www.nhlgc.org/LGCWebSite/PDFDocuments/Legal/RTKPoster_Elec.pdf)

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## Town of Enfield Fee Schedule ~ 2011

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- Zoning Fees:

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Hearing fee	\$ 25.00
Mailing fee	5.00
Advertising	30.00
Sign permits	5.00
Copies of Zoning Ordinance	10.00

- Planning Fees:

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Boundary line adjustment	\$ 100.00
Revocation of Plat	100.00
Notice of Voluntary Merger	50.00
Subdivision:	
<u>Minor or Resubdivision:</u>	
Phase I Conceptual Review	No fee
Phase III Final Application	125.00
Phase III Final Hearing	125.00
<u>Major:</u>	
Phase I Conceptual Review	No fee
Phase II Preliminary Review	150.00
Phase III Final Application	250.00
Phase III Final Hearing	250.00
Plus \$100 Per Lot, Site or Apartment Unit over 5	
Site plan review:	
Phase I	No fee
Phase II	150.00
Phase III	50.00
Phase III	50.00
Plus \$100 Per Acre Over 2 Developable Acres	
Plus \$100 Per 1,000 Sq. Ft. over 1,000 Sq. Ft.	
Renovations and/or additions	
Application	50.00
Hearing	50.00
Plus \$100 Per 1,000 Sq. Ft. over 1,000 Sq. Ft.	

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Home occupations:	
No changes to site/structure	100.00
Mailing	\$5 per party
Advertising	35.00
Tax mapping	\$20 per lot
Filing Mylar with County	\$10 plus cost of registry
Cost for registry (subject to change):	
8½ x 11 – 11x 17	9.00
17 x 22	14.00
22x 34	24.00
Plus \$2.00 Document Recording Surcharge	
Plus \$25.00 Land Conservation Heritage Investment Program (LCHIP) Fee	
Master plan	25.00
Subdivisions Regulations	10.00
Site Plan Review Regulations	10.00
Signature on Perimeter Survey Map	10.00
Driveway permit	25.00
Address Assignment	25.00
Zoning/Floodplain ordinance	10.00

■ Building Fees:

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Permit Type:	Processing Fee	+	Inspection Fee (per Square Foot)
*Single Family Homes (stick built, double wide, modular)	\$40.00	+	\$0.12
*Mobile Homes (single wide)	\$25.00	+	\$0.08
*Garages & Barns	\$25.00	+	\$0.08
Additions & Renovations	\$35.00	+	\$0.12
Storage Buildings (no entry of vehicle), Decks & *Pools	\$25.00	+	\$0.06
*Multi-Family & Condominiums	\$100.00	+	\$0.15
*Commercial	\$100.00	+	\$0.15
Demolition	\$10.00	+	No Fee
Plumbing & Electrical (Included in above project packages*, fee only if applying as separate project.)	\$25.00	+	No Fee

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Permit Type:	Processing Fee	+	Inspection Fee (per Square Foot)
Mechanical (Included in above project packages*, fee only if applying as separate project.) REMINDER: OIL BURNER PERMIT OR LP GAS PERMIT <u>MUST</u> BE COMPLETED.	\$25.00	+	No Fee
Re-inspection Fee (If inspection is called for and project is not ready, or if project fails 2 times, fee will be charged.)	\$15.00		
Renewal (Only allowed to renew 2 times and must be done before permit expires)	\$50% of Original Permit Processing Fee		

The processing fee is payable upon submission of application. This fee is non-refundable.

The inspection fee is payable upon approval of application and issuance of permit.

Work must proceed within the 12-month period following the permit issue date.

Inspection fees for projects not undertaken are refundable per IBC 2000 code, this request must be done in writing to the Building Inspector within the current year of the permit.

▪ Police Fees

Special Detail (subject to change)	\$53.20 / hr.
Accident Reports	
To residents	Free
To any company or non-resident	10.00
Resident Pistol Permit	Free
Pistol Sales Permit	25.00
Games of Chance Permit	25.00

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▪ Library Fees

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Late fees:	
Books	\$0.05 / day / item
Videos	\$1.00 / day / item
Copies (dependent upon paper size)	.20 - .30
Fax (per page)	\$1.00

▪ Administrative Fees

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Photocopies (per page):	
8-1/2 x 11	\$ .25
11 x 17	.50
Lebanon Landfill ticket (per 10-punch ticket)	10.00
Beach parking (one day)	1.00
Beach parking (15 consecutive days)	10.00
Beach parking season (June 15 – September 15)	25.00
Blotter Book (hard copy)	50.00
Building Rental Fees (per day):	
Municipal/Community Functions w/kitchen use	50.00
Private Function – Residents	100.00
Private Function – Non-Residents	200.00
Diskettes	5.00
Fax (per page)	1.00
Cemetery fees (full body)	300.00
Cemetery fees (cremation)	75.00
Vehicle registration (for town to do state portion)	3.00
Vehicle title application	2.00
Marriage license	65.00
License	50.00
Certified copy	15.00
Dog license	
Intact	9.00
Spayed/Neutered	6.50
Group license (5 or more dogs)	20.00
Checklist	25.00
Vital records (birth, death, marriage, divorce):	
First copy	15.00
Subsequent copies	10.00

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- Sewer & Water Fees

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Water hookup application (non-refundable)	\$ 150.00
Sewer hookup application (non-refundable)	150.00
Water hookup connection fee	1500.00
Sewer hookup connection fee	1500.00
Meter costs & setting fees:	
Meter, meter horn & fittings (Market cost adjusted annually)	115.00
Meter setting	100.00

- Transfer Station & Recycling Center Fees

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*(Effective January 1, 2011)*

CFC's	\$ 20.00
Fire Extinguisher	10.00
Microwave	10.00
Propane Tank 20#	10.00
Car Tires	\$3 each or 2 for \$5
Truck Tire	10 .00
Equipment Tire	30.00
Small TV	10.00
Medium TV	15.00
Large TV or Console	25.00
Computer Monitor, CPU, Printers	20.00
Computer Component	10.00
Stereo Equipment/VCR/DVD Players	5.00

# Town of Enfield, NH 2011 Organizational Chart

