

AS AMENDED
Enfield Charter Revision Commission
Meeting Minutes
March 27, 2014 – 7:00 p.m.
Enfield Town Hall, Enfield Room

Call to Order

Chairman Marge Perry called the meeting to order at 7:00 pm.

Roll Call

Present: Chairman Marge Perry, Vice Chairman Earl Provencher, Secretary Judy Kilty, Lewis Fiore, Thomas Froment, Jeff Gentes, Thomas Joaquim, Debbi Kruzal, Michael Lally, Jack Sheridan, Edward McGuire and William Scheele

Also present: Christopher Bromson, Staff Liaison; Cynthia Mangini; Town Council Representative

Absent: Mayor Scott Kaupin and Lynn Nenni

Approval of Minutes

Tom Froment made a motion, seconded by Jeff Gentes to accept the minutes as submitted, for the March 13, 2014 Regular Meeting.

Tom Joaquim would like to correct number of members at the meeting for voting purposes, which was 11 vice 12; Chairman Perry was not in attendance.

Tom Froment also wanted to amend Chapter III Section 6, reflecting the towns website (homepage).

Lewis Fiore spoke to the additional paragraph in Chapter II, Section 1, needs to be deleted, duplicated.

Mike Lally would like to amend two motions that were first written as Jack Sheridan, which should reflect Mike Lally making both motions. Motions were concerning Chapter III, Section 1 Town Council and Section 11 Audit Report.

Tom Joaquim would like to amend the vote on Chapter II, Section 4 Vacancies, to read "2-9-0." Lewis Fiore made a motion, seconded by Debbi Kruzal, tabling the approval of minutes until the April 3, 2014. The motion was carried with a 13-0-0 vote.

Lewis Fiore stated the agenda has not been established, as the members have requested. The commission members have asked for certain items on the agenda, informing the citizens on the progress of the meetings, but also including items of discussion.

Chairman Perry will request the following items for April 3, 2014 agenda:

Call to Order, Roll Call, Approval of Minutes, Continue Charter Review, Miscellaneous Discussion, Next

Meeting Date/Time and Adjournment

Tom Froment stated the commission has requested the Town Attorney to attend the March 27, 2014 meeting. In regards to the agenda, the Town Attorney and/or Town Manager should be placed after Approval of Minutes. This information will inform the citizens who will be speaking at the meetings and what time they will be scheduled to speak.

Kevin Deneen, Town Attorney, stated the commission is keenly intent at possibly changing to a compliance using Freedom of Information rather than Roberts Rules, to inform the public. The commission does not necessarily need to have a separate line item on agenda for the Town Attorney or Town Manager's report. However, the commission would like direct feed back, implementing the Town Managers/Town Attorney's report. Possibly a better term to use on the agenda would be "continued deliberation of the charter review," instead of miscellaneous.

Vice Chairman Provencher asked Kevin Deneen, implying, the charter commission does not need a specific line in the agenda for a staff member, unless there was a specific reason for the staff member to report.

Chairman Perry asked the commission if the members would like the agenda to specifically name the town attorney or town manager. The members recommended the agenda to reflect town staff on the next agenda.

The new agenda items for April 3, 2014 meetings are as follows: Call to Order, Roll Call, Approval of Minutes (list dates), Staff Report, Continued Charter Deliberation, Miscellaneous, Next Meeting Date, Adjournment.

Debbi Kruzel stated she has received a few emails in regards to the wording of the Council members. The Charter Review members decided on a councilperson, however the referenced emails brought up the issue that any other commissions: Planning and Zoning, and Board of Education were member's, not a person. The citizens wanted Debbi to readdress this issue to the Revision commission members.

The members discussed that state law regulates the titles of members on certain boards. Lewis Fiore stated the revision members would be going over those sections tonight, he requested this issue be tabled until the committee reaches those sections. Debbi Kruzel agreed with that statement.

Tom Froment asked if all committee members received an email from Mr. T.R. Slade. Tom went on to ask if the email should be attached to the minutes as a matter of public record.

Chairman Perry stated the referenced email should be public knowledge. The members further discussed the policy in bringing further information and emails. Tom Joaquim asked, "What is the policy in responding to emails?" The members further discussed the possibilities of forwarding emails, should the Chair be the point of contact and only the Chair to reply. The members decided the Chair will reply to emails and the reply will be a thank you, acknowledging receipt of email.

Emails Appended to minutes.

Mike Lally stated he liked the idea of going section by section to get through the Charter. He added if there were questions or further discussion, to table those items and continue to next section.

Lewis Fiore stated the Town Attorney was present at the meeting tonight, at the request of the

committee. The sections that were tabled from the last meeting should be addressed first, since the Town Attorney is present.

Vice Chairman Provencher asked Kevin Deneen, if it was the intent to have a staff member from his office available at the meetings.

Kevin Deneen stated he would be present at the meetings but when a scheduling conflict was presented, he would delegate a staff member from his office to be present. Kevin has gone through this process with other towns that his office represents. He added as the committee moves through the process, it will be helpful to have someone on hand for questions to support the committee's efforts.

Miscellaneous

With the approval of the Chair, Vice Chairman Provencher started the process this evening. The members were directed to start at the sections where a note was made, tabling discussion until town attorney present.

SECTION 3. GENERAL GRANT OF POWERS

After some discussion, Lewis Fiore made a motion, seconded by Tom Joaquim to permanently remove this item from the table. Motion carried unanimously by a 13-0-0 vote.

CHAPTER II OFFICER AND ELECTIONS

SECTION 1. GENERAL

The members discussed making 2 changes in this section, deleting justices of the peace and adding constables.

Vice Chairman Provencher asked Town Attorney, Kevin Deneen, if the wording was correct.

Town Attorney, Kevin Deneen, stated constables are elected and Justices of the Peace are appointed.

Lew Fiore added Justice of the Peace is run through the Town Clerk's office.

Kevin Deneen will double check the language, and get back to the committee at the next meeting.

SECTION 2. MUNICIPAL ELECTIONS

Vice Chairman Provencher stated he had a note on (c) changing qualified to certified, what is considered qualified.

Kevin Deneen stated "Qualified" is an electoral term. He went on to explain that the secretary certifies the results of the election. Also stating: "Going through the process of a person being elected into office, they become qualified. Kevin will check the language and get back to the committee at the next meeting.

Lewis Fiore asked if the members want to take this section off the table.

Kevin Deneen answered the question about staggered terms for Town Council. Using CCM to research what other municipalities have written in to their town charters. It was discovered that Meriden and New Canaan both has staggered terms on the Town Council. But what remains the standard is that the vast majority of towns in Connecticut have a single electoral term. It is a little more prevalent on Boards of Education that have staggered terms, which roll over. Other than the two towns referenced above, Mr. Deneen has not located any other towns with staggered terms located within the State of Connecticut.

CHAPTER III THE TOWN COUNCIL

SECTION 1. THE COUNCIL

Lewis Fiore made a motion, seconded by Earl Provencher to take this section off the table for discussion with the Town Attorney.

Lewis Fiore stated town employees can run for Board of Education, Board of Education employees to run for Town Council, but they don't cross over. The committee had a presentation from town staff and town manager. It is legal, to why, town employees can not run for Town Council and Board of Education employees run for the Board of Education. Is it even legal in the State of Connecticut? The question was raised asking, "Is the charter doing something illegal?"

Kevin Deneen stated Board of Education employees could not run for the Board of Education in the district for which they are employed. There is a state statute stating this specifically. The provisions that Enfield, and other towns have enforce a practice of not allowing town employee's to run for town council. There is a state statute and a court case that overturned that; only Board of Selectman towns can allow a town employee to be bared from running for the Board of Finance position. There have been a number of bills presented to legislation, up to, and including last session, to undue that statutory interpretation. The court ruled and overturned all those provisions.

Kevin continued basically, if the committees desire to leave the prohibition in the charter, there is no true harm in that the individual cannot run until the state statute is either amended or changed. If the committee wants to take this out, one would not be breaking any laws, or violating any statutes. This is an issue that comes up repeatedly, involving towns throughout Connecticut.

Vice Chairman Provencher had a concern, is the committee banning a citizens constitutional right by having this language in the charter?

Kevin stated it's an ineffective provision in the charter. The way the state statutes and the courts determine this statute obviously causes the charter to be over ridden, as it is currently. The legislature may change this in the future, but at this moment, the charter provision would not be effected, preventing the town employee from running for office.

Mike Lally made a motion; seconded by Vice Chairman Earl Provencher, to strike this language and make it consistent with the state law; "Strike," that town employees cannot hold office.

Discussion by the members followed.

Lewis Fiore stated the town attorney alluded to there would be no harm in keeping the language as is, as the state statute over rides it. If the committee were to strike this from the charter and next year the state statute is upheld, the town would have to wait another 10 years for the next charter revision committee to add that statement back into the charter. Lewis stated he feels it's not always about today; the committee is here representing what the town will look like in the next 10 years.

Tom Froment stated in regards to what Mike Lally stated, not eliminating this statement completely but changing it to say, per state statute permits. This would be a compromise as to what Mike Lally would like to change and incorporate what Tom Froment's modification would be.

Kevin stated unless otherwise provided by law, the Status quo should remain in effect. In this regard, if the law changes, then the language would come into effect. If it doesn't change, then the current wording of the law stands.

Mike Lally agrees that the language is important, this will allow the Town Attorney to draft the proper language for the next meeting. Mike Lally rescinded his motion, seconded by Debbi Kruzel, to table the language change until the next meeting.

Lewis Fiore made a motion; seconded Debbi Kruzel to table is discussion until the next meeting. This will allow the Town Attorney to draft the proper language for this section.

Edward McGuire asked the Town Attorney for the wording of the state statute.

Kevin Deneen will get back to the committee with the wording of the state statute. He will provide a copy to all committee members.

Jeff Gentes asked the members to think about banning contractors to run for Town Council just to keep things consistent. The committee members discussed pros and cons on the subject. He asked the members to think about this issue for the next meeting.

Jeff proposed possible language: "No member of the council shall hold any office of profit under the government of the town of Enfield, or being a controlling shareholder, or a managing member of any company with a contract for the town of Enfield, equal in value to one hundred thousand dollars (\$100,000) in any given year."

Jeff further stated he would like employees to be treated the same as a contractor's with regards to the language in this section.

Kevin Deneen added his ethics insight in this matter.

Committee members voted to table the wording Chapter III, Section 1 until additional information from the Town Attorney. The motion carried with a 13-0-0 vote.

SECTION 8. INVESTIGATION

Lewis Fiore made a motion; seconded by Jeff Gentes to remove Section 8 off the table for discussion with the Town Attorney.

Lewis Fiore stated the members had a general legal question; the committee had previously struck out a line in the section.

Kevin Deneen stated the council does not have the power to compel a citizen other than thru the Town Manager, to come to its means. During an investigation this allows the Council to subpoena a citizen, without this language it can create a situation that impedes a council to get the necessary information during an investigation. The council will go to the court to apply for the required subpoena.

Kevin Deneen offered his direction on this language, recommending this stay in the Charter.

Lewis Fiore made a motion; seconded by Mike Lally, permanently removing this from the table and leave it as is, without change to any words or striking out in this section. The motion carried unanimously with a 13-0-0 vote.

Edward McGuire stated in the revisions he would like to amend homepage verses website, public electronically or as required by law and to strike publication in newspaper wording, or as required by law.

Kevin Deneen said in section 6, public hearing on and publication of ordinances, providing an example to possibly change this to say, by publication electronically, or as required by law. In the future, this law could change do due the financial expenses municipalities incur, due to wording in charters.

Members discussed the pros and cons of leaving newspapers in this section. Many citizens read newspapers and some don't have access to computers; however some citizens read newspapers online.

The members agreed to add by publication electronically or as required by law, in this section.

SECTION 9. Relation to administrative service.

After discussion by the members and a question to change, "shall direct" to "may direct", members decided to leave this it as is.

CHAPTER IV. TOWN MANAGER

Tom Joaquim stated he would like to change (a) to read, the council shall appoint a town manager hereinafter referred to as the Manager, to clarify.

Also it was a recommendation to change bachelor's degree to master's degree.

Tom Joaquim made a motion; seconded by Lewis Fiore to change bachelor's degree to master's degree and to add hereinafter referred to as the Manager.

Members discussed the pros and cons to changing the bachelor's degree.

Mike Lally stated he would like consistency within the charter; there were recommendations to change Town Librarian requirements to have a "master's degree," and changing Town Manager to have a "master's degree." There is no writ within the charter that indicates that the Public Safety Officer needs to have a master's degree.

Kevin Deneen stated, "What Jeff Gentes is saying makes sense, the Town Council, who is doing the hiring has their own requirements." He recommended leaving wording as is.

Edward McGuire stating the committee should go a step further by eliminating the field of study requirements; public administration of government.

The charter is the baseline for hiring administrators in the Town.

Lewis Fiore stated he is looking at the Town Council liaison, "This is the baseline that needs to be in the charter." The town wants to get the best candidate, so he recommends leaving the language.

Tom Joaquim rescinded his motion.

Tom Froment made a motion; seconded by William Scheele, to add hereinafter referred to as the Manager. The motion carried by a 13-0-0 vote.

Tom Joaquim stated there was a recommendation to consider term limits for the Manager. Tom stated he would like the Manager to remain an employee of the town, this way the taxpayers are able to hire and fire manager when needed. If the Manager had term limits, the town would have to pay out the remainder of his contract, if fired.

Vice Chairman Provencher agreed with Tom, he feels that it's not up to the Charter Revision committee to limit time of the Town Manager.

Tom Joaquim spoke to the changes he would like to make to Section 1 (b), add a period after manager, and delete who may all the way until such resolution.

Lewis Fiore stated there should be no changes within this section. This section speaks to the whole process, this section appears to be thought out and has been used in the past once or twice in the Town of Enfield. Unless the Attorney finds some wording that needs to be changed, it should remain as is.

Mike Lally asked Tom Joaquim why he suggested these changes. Tom Joaquim stated he felt it was a little wordy and he wanted to streamline this section a little.

The members agreed with Lewis Fiore, this section protects the Town Manager.

Tom Froment made a motion; seconded by Debbi Kruzel, to leave Section 1 (b) no changes to be made.

Jeff Gentes asked for a tweak at the bottom of sub paragraph (b), In the event of such removal, the manager shall be given termination pay equivalent to one month's salary, (he would like that to read), in the event of such removal without cause, the manager shall be given termination pay equivalent to one month's salary, or removal for cause. If the Manager were engaging in criminal activity, the citizens would not want the Manager to receive one month's salary.

Lewis Fiore stated this section is about protecting the Town Manager, not the town. This is about making it difficult for the politicians to remove a competent Town Manager because they are having a problem.

The members continued discussing this section, this section does not address removal for criminal reasons; there would be other avenues for that process.

Kevin's only comment is if the council is going to remove someone, they are going to say it's for cause.

Jeff Gentes will draft some language for the next meeting that will address the specifics to gross misconduct issues.

Tom Froment rescinded is motion.

Mike Lally suggested if the majority of the members would like to keep the language as is, even with Jeff drafting language, why table this section?

Mike Lally made a motion; seconded by Judy Kilty, to leave the language as is with out any changes. Motion is carried by a 7-6-0 vote.

Chris Bromson added there is more information in the job descriptions for the Town Manager; there is usually a contract. The Town has authorized for the Town Manager compensation for moving expenses, and allowances for a car that is not provided by the charter. There are a lot of items that are negotiated outside the charter to good candidate's as Town Manager.

The first Town Manager to come into this town was in a very procuress situation. The members continued to discuss this section, even though the vote was 7-6.

Mike Lally asked the Town Attorney "Is the town in violation of charter if the Town Manager receives a severance pay longer than one month?"

Kevin stated if the council takes a manager through the notice and hearing process, then he/she gets a one-month severance.

The member's further discussed this section.

William Scheele stated several items, first, why not remove this last sentence? Lewis previously stated this section was to protect the town manager. If it got to the point where the manager would be removed for a criminal reason, we the town, don't want to pay him/her the one-month salary. Finally he would hope that if this were to happen in the future, the manager would resign before it got to this situation.

Debbi Kruzel stated "If a town manager is taking bribes from a contractor to ensure he is getting all the contracts in the town of Enfield and the taxpayers find out about this criminal act, why should the manager still receive the one-month salary. This money belongs to the taxpayers in town."

Vice Chairman Provencher stated the motion passed, if at a later date someone wants to revisit this section, then the committee will address concerns at that time.

Section 4. Appointments

Vice Chairman Provencher spoke to the recommendations from Town Council to change the wording in this section.

Lewis Fiore stated the town has just restructured, the town has 2 assistant managers. He would like to make a recommendation to change the last sentence to the manager shall vice may.

Lewis Fiore made a motion; seconded by Jeff Gentes, to delete ~~may~~ and add **shall** in the last sentence of Section 4, Appointments.

Vice Chairman Provencher asked if the assistant town managers are appointed by the town manager. Lewis said yes, they are appointed by the town managers. He went on to add, if the town manager were to go on vacation, have an operation, or temporarily leaves for professional

studies he shall designate one of his appointees to serve as town manager in his absence.

The member's voted on the motion, the motion carried by a 13-0-0 vote.

Chapter V Appointments by the Town Council and the Manager

Section 1. Town Attorney

Tom Joaquim stated he would like to delete part of the first sentence; starting with "Not later than and ending at shall have organized, and add by the second Monday in December following the council elections."

Tom Joaquim made a motion; seconded by Vice Chairman Earl Provencher to delete not later than one month after the council shall have organized, and add by the second Monday in December following the council elections. The motion carried by a 13-0-0 vote.

Tom Joaquim stated it was a council recommendation to change the terms from 2 year to 1 year. The member's decided to leave the terms as they stand.

Jeff Gentes would like to ask the Town Attorney, what was required for the Town Attorney to know back in 1972, is it still relevant to today.

Kevin Deneen stated it is very consistent with charters everywhere.

Jeff went on to add there are several actions that require the attorney to appear, "Is this realistic to expect, the same town attorney to represent the town in any action that requires the town attorney to appear?"

Kevin also went on to add in every town when you have a town council certain environmental issues; they appoint special counsel to town attorney's office within the town.

Section 2. Planning and zoning commission

Vice Chairman Provencher stated at the last meeting, Matt Coppler, Town Manager, would provide the committee items from the various Commission chairs in the Town. The member's received a handout from two Chairs, David Goyette, Chairman of Aging; and Timothy Norris, Chairman of Beautification.

Tom Froment recommended to the members to add this handout to the minutes, to make them public information.

Lewis Fiore spoke to Section 2, 3, 4, 5, and 6; within all 5 sections there appear to have inconsistencies. As an example, in zoning board of appeals it states, no member of the planning and zoning commission shall be eligible for appointment to the zoning board of appeals as a regular or an alternate member. But when you look at planning and zoning it does not state; no member of zoning board of appeals shall be eligible for appointment to planning and zoning commission. Is this a state legality or an oversight? Another item is on the board of assessment appeals and on library board of trustees, it does not state all of who shall be resident taxpayers of said town; Lewis would like this statement to be in all boards and commissions.

Kevin stated Planning and Zoning state statues define all Zoning, Inland Wetlands, and Land use

memberships, prohibitions are all defined by statues. Kevin suspects since the library board are not mandated by statue that gives more flexibility for membership definition and eligibility. He will look into this and get back to the committee at the next meeting.

Lewis Fiore added the second most important land use board in the town, is Inland Wetlands. He would like the definition to be added to the town charter.

Lewis Fiore went on to state, he would like town staff to clarify why planning and zoning does not have language as zoning board of appeals; he will rescind the language about being a resident taxpayer, he understands why the land use boards do not have that specific language; he would like inland wetlands added to the charter; there's been a formal request from the library board of trustees to increase the membership number from 3 members to 5 members.

Tom Joaquim stated the council recommends adding a conservation commission.

Lewis Fiore gave background and history on splitting conservation off of wetlands in 2001. The state changed so much with inland wetlands, there was going to be some conflicts of interest. The Conservation committee is a land use committee that does not have the same power of the other three boards.

Mike Lally added he thinks section 5 should be included in the review.

Tom Froment made a motion; seconded by Karen Weseliza, to increase the number of members on the library board to 5 members. The motion carried with a 13-0-0 vote.

Lewis Fiore made a motion; seconded by Tom Joaquim, to table sections 2, 3, 4 and 5 and upcoming section 4 inland wetlands, until the town attorney can verify and add language. The motion carried with a 13-0-0 vote.

Section 6 Town Clerk

Tom Joaquim asked if his could be changed to state "his/her." The members recommended to change his to their (office).

Tom Joaquim made a motion; seconded by Earl Provencher to change his, to their. The motion carried with a 13-0-0 vote.

Section 7 Administrative Departments

Tom Froment was asked to bring up for discussion to the charter review, to add a separate department for the Water Pollution control Authority, maybe more oversight.

Lewis Fiore stated the Town Council assumes that role and the Town Manager. The council is the authority, the Town Manager is the executive officer, and the person in charge of that division is the administrator.

The member's discussed the pros and cons for this issue.

Kevin Deneen, Town Attorney, departed at 9pm.

Tom Froment made a motion; seconded by Mike Lally, to keep this section as printed with no changes. The motion carried with a 13-0-0 vote.

Section 8 Department of Finance

The members received a recommendation by staff for changes in section (d).

Lewis Fiore asked a question in section (c), "hasn't the town in past been working with Probate and BOE, in cross agreements?"

Chris Bromson stated there is a state law to provide for probate court, the town has an obligation to give space and funding.

The member's discussed the pros and cons.

Cynthia Mangini, Council Representative, stated there is a line item in the town budget for probate court. The budget is typically used to purchase supplies.

The member's moved onto section (d). The town manager had asked for a change in this section to read: "\$25,000.00 dollars or more, unless it can be procured through a competitive bid process conducted by Federal or State agency, or consortium of local governments."

Lewis Fiore stated he reluctant to raise the amount that high, adding he is a firm believer in the bid process. " Let the purchase or contract go to the lowest responsible bidder thereon or may reject all such bids or proposals with a detailed explanation provided for such action."

Jack Sheridan said he believes \$15,000 is a solid number; "Easier for count off on solid numbers." Jack agrees with Lewis, he also believes \$25,000 is too high, and he likes a solid number instead of .000005. As a financial person having a fixed number is easier to multiply

The members continued discussion in this section.

Jack Sheridan made a motion; seconded by Lewis Fiore, to change the 5,000 to fifteen thousand (15,000.) dollar or more unless it can be procured through a competitive bid process conducted by Federal or State agency, or consortium of local governments, and adding language may rejects all such bids or proposals with a detailed explanation provided for such action.

Edward McGuire stated he believes the number should be higher than 15,000.

The motion carried with a 10-3-0 vote.

Vice Chairman Provencher spoke to the recommendation from council that if all bids are equal, if a local company is in the bid process, the bid should be awarded to the local company.

Jack Sheridan would like to add, "As long as the company does not owe town taxes."

Karen Weseliza made a motion; seconded by Jack Sheridan to award the bid to a local company as long as the company does not owe the town for back taxes.

The members discussed the pros and cons.

The motion did not carry with a 2-11-0 vote.

Debbi Kruzel made a motion; seconded by Jack Sheridan to adjourn the meeting. The motion carried with a 9-4-0 vote. Meeting adjourned at 9:30pm.

The next meeting is scheduled for April 3, 2014 at 7 pm.

Attachment to minutes

- (1) Mr. Slade's email to Revision Committee members dtd 3/16/14
- (2) Chairman David Goyette, COA and Chairman Timothy Norris, COB dtd 3/27/14

DEBRA--THE COMMISSION ON AGING MET TONIGHT AND SOME THOUGHTS FOR THE CHARTER REVIEW COMMISSION: SOME MEMBERS WOULD LIKE THE RIGHT TO VOTE ON THE BUDGET; WE HAD DISCUSSION ON THE TERMS OF THE COUNCIL MEMBERS GOING TO 4 YEARS AND ONE OF OUR MEMBERS WILL BE EMAILING YOU WITH ANOTHER PROPOSAL. HOPE THIS HELPS--THANKS, DAVID GOYETTE, CHAIRMAN, COA

- 1.) No person have been convicted of a felony be able to hold any elected position.
- 2.) Term limits should be discussed, it would be a bad day when people just keep running and winning because of things they have done in their past instead of what they are capable of doing in the future.
- 3.) A noise ordinance say 10pm to 6am.
- 4.) I would remove the "nor less than 5 days notice" and make it a minimum of 15 days notice for public hearings.
- 5.) All public employees should have their salaries disclosed and their credentials to hold such office be a public document or documents.
- 6.) The separation of church and state should be followed. We are a town with in a state and should follow those same rules and anyone having a role in a church should not be able to also hold public office.
- 7.) Another great addition would be to include in the town charter that Enfield does not discriminate against people for race, religion, age, sexual orientation, or disabilities.
- 8.) Another great addition would be that any employee shall not create the educational and job description for a position they intend to hold. In other words, it is unfair for someone to stack the cards in their favor.
- 9.) Section 10-The Chief of Police and the Ranking Fire Chief should be in charge of public safety. This is part of their jobs and it would be a great savings to the town to remove the position of Public Safety. Seems to make perfect sense that the People in charge of public safety be those people we, the residents of Enfield, trust with our lives.

Just some ideas. Hope they help.

Respectfully,

Timothy J. Norris

From: "Tim Slade" <trs1vet@cox.net>

Date: March 16, 2014 at 1:29:36 PM EDT

To: "D. Kruzel" <djdruzel@cox.net>, "E. McGuire" <EdMc475@aol.com>, "E. Provencher" <earlprovencher@sbcglobal.net>, "J. Gentes" <gentes@gmail.com>, "J. Kilty" <Judykilty@hotmail.com>, "J. Sheridan" <jacksheridanjr@cox.net>, "K. Weseliza" <kaw9598@aol.com>, "L. Fiore" <lfiore@cox.net>, "M. Lally" <themikelally@gmail.com>, "M. Perry" <sperry20@cox.net>, "T. Froment" <tfroment@msn.com>, "T. Joaquim"

<kofc14600@att.net>, "W. Scheele" <wascheele@aol.com>

Cc: "Mayor Kaupin" <scottkaupin@cox.net>

Subject: Revision Comments-Chap III, Section 1

I would like to include a comment regarding a comment that would provide the Council with a stipend.

I do not feel that providing the Council with a stipend is appropriate. Presently, the Council is appropriated a budget. This budget, I presume, is to provide funding for official functions such as travel expenses for activities directly related to Council activities. Anything above that is unwarranted. If it is deemed necessary for additional expenses such as attending an event for which there is an entry fee, it should be included in the budget.

The Town Council consists of residents who have volunteered to serve as representatives of the taxpayers. As such, they should be fully aware of not only the time required to properly fulfill that position but, also of the monetary expense and should be prepared for those requirements as specified under Chap. 3, Section 1 of the charter.

Additionally, the presumption would be that any stipend would be a part of the annual budget. As such, the stipend would be approved by the Council with no direct input from the residents. There are no checks and balances. The question of who would approve any increases also has to be asked as well as what process would be used to approve any increases. Again, presently, the Council approves the budget, not the residents. The idea that the very people for whom the stipend and any increases would benefit would approve the expenditure is offensive.

If a stipend is under serious consideration then, a stipend for all Town of Enfield volunteers needs to be considered as many expend personal funds to fulfill their volunteer efforts.

As a final note, I believe volunteer expenses can be claimed on Federal Tax forms thereby providing some monetary relief much the same as medical expenses except, medical expenses are not, typically, a discretionary expense.