



TOWN OF DEERING

762 Deering Center Road
Deering, NH 03244

BOARD OF SELECTMEN

Meeting Minutes (Approved 11/3/2022)
October 6th, 2022

Members Present: Roy Watson (Chairman), Bill Whisman, Jill Smith

Also in Attendance: Julius Peel (TA), Jeffrey LeBlanc (Fire Chief), members of the public (attendance sheet attached)

CALL TO ORDER: Roy Watson called the meeting to order at 7pm.

PLEDGE OF ALLEGIANCE

APPROVAL OF THE MINUTES

Chairman Roy Watson requested to make the following changes to the 10/1 draft minutes:

- After "RSA 91-A:3, II (b)," add the language, "Hiring of an employee."
- In the 2nd line beginning "Motion to enter non-public," after the sentence "All in favor," add the language, "The Board discussed the hiring of an Interim TA."

Roy Watson **moved** to approve the minutes of 9/15 & 9/29, and 10/1 as amended. Seconded by Whisman. All in favor. **Motion passes.**

CONSENT AGENDA

Roy Watson **moved** to approve the Consent Agenda. Seconded by Whisman. All in favor. **Motion passes.**

TA RECOGNITION

On behalf of the Selectmen, Whisman thanked exiting Town Administrator Julius Peel for his service, and noted that it has been an honor and a privilege to have had him here.

OLD BUSINESS

1. **GHSS Post Cane Update:** Selectman Whisman displayed the plaque made based on a sample that Lou Ellen Beard had provided. Whisman suggested that the Board, or a designated member, present the plaque to recipient Jeanne Bartlett, and suggested that Leigh Bosse be invited to attend and take pictures for the paper.
2. **Resident Recognition – Tim Finn:** Selectman Whisman noted that Conservation Commission member Tim Finn does a lot of volunteering and announced that Tim was recently honored by the Piscataquog Land Conservancy with one of two Volunteer of the Year awards.
3. **Safety Day:** Selectman Whisman noted that Safety Day was amazing with great music, lots of displays inside the Town Hall, the apple press, tours of the Library and "chow" on the hill. He expressed thanks to Julius, Trisha Whisman, Department Heads and the many volunteers that made the event possible. He noted that Trisha counted 150-200+ attendees before she stopped counting.

NEW BUSINESS

1. **Resignations:** Roy Watson announced that resignations had been received from Jackie Sawyer (Supervisor of the Checklist), Gary Samuels (Budget Advisory Committee), and Samantha Ivanov (Finance Administrator). Watson **moved** to accept the resignations. Seconded by Jill Smith, with Watson & Smith in favor and Whisman opposed (2-1). **Motion passed.**

2. **Letter to the Board of Selectmen – Peter Kaplan:** Chairman Watson noted that the Board had received a letter from resident Peter Kaplan complimenting the job Julius Peel did with the town and noting that if there were an ability to have Selectmen be recalled, they probably would. Peter Kaplan requested that his letter be attached to the minutes.

NON-PUBLIC SESSION

At 7:15pm, Chairman Roy Watson **moved** to enter nonpublic session per RSA 91-A:3, II(b), Hiring of a Public Employee. Seconded by Whisman. All were in favor. **Motion passed.**

The Board entered nonpublic session and discussed the hiring of an Interim Town Administrator.

At 7:29pm, Roy Watson **moved** to exit Nonpublic Session. Seconded by Whisman. All were in favor. **Motion passed.**

PUBLIC SESSION

Watson announced that the nonpublic session was regarding a potential TA candidate. The candidate was expected to join us for the FDSC Public Hearing but we've heard he is running late. Watson announced a 15 minute recess.

PUBLIC HEARING – *Fire Department Study Committee findings*

Roy Watson opened the Public Hearing at 7:39pm and invited TA Julius Peel to present.

TA Peel discussed the Charge Policy of the FDSC and noted that the Fire Department Study Committee (FDSC) met on a weekly basis to discuss and outline the current and future needs of the Fire Dept/EMS Services. He listed the committee members: Julius Peel (Town Administrator), Jeff LeBlanc (Fire Chief), Pat Murdough (Assistant Fire Chief), Kris Parece (Fire Captain), Roy Watson (Ex-Officio), Steven Diers (Resident) and Mike Stone (Resident).

The *2015 Deering Fire Rescue Study Completion Overview* slide was displayed via projector. TA Peel explained that needs were compiled from the 2015 Fire Department Study and that the committee broke those needs out into completed (left-hand column) and not completed (right-hand column) items. The FDSC committee identified both large and small scale needs such as buildings with structural failing or degrading, 20+ year old apparatus that is not covered by insurance, down to smaller scale issues such as fire stations not having smoke/fire detectors.

TA Peel noted that the FDSC identified that the main issue at hand wasn't whether a new building was needed or if the existing ones could be rehabbed. The more pressing issue was that the current EMS service wasn't meeting the community's needs. Once that issue was resolved only then could the building(s) be addressed. TA Peel explained that you can't build a building without knowing what you need to have inside of it.

Three scenarios and their respective response times were shown graphically (see attached presentation).

	EMS	FIRE
Option 1:	Per Diem / On-Call 4-8min / 36-48 min	On-Call 36-48min
Option 2:	Full-Time (In-house) 4-8 min	Full-Time 4-8 min
Option 3:	Full-Time (Contracted) 4-8 min	On-Call 36-48 min

TA Peel commented that while people don't want the long response times they also don't want a significant tax increase.

The *Cost Analysis for Contracted EMS vs. Full Time EMS & Fire without CIP* chart was displayed showing the 3 scenarios and their projected tax impact. TA Peel noted that the Current scenario with CIP would cost roughly \$2 (per \$1000), Full-Time services \$4.30, and Contracted Services would be roughly \$1.80. TA Peel noted that the numbers were drafted using last year's budget and the calculated cost of, say, a firetruck over the number of years of its life expectancy.

The FDSC's consensus was that they needed guidance from the Board and the community on what is needed for Fire & EMS services. What do you want to see in those fire stations, and what do those buildings look like afterwards?

Resident Stephen Fogelson asked, if the EMS service were outsourced, would the private company need to find their own facility? Watson replied that, for both the contracted EMS & 24/7 EMS/Fire scenarios (right two columns), improvements would need to be made to the existing station so it could be manned 24/7. Watson also noted that the existing ambulance is expected to be out of service fairly shortly requiring it to be replaced.

Resident Peter Kaplan asked if the \$150,000 in building repairs listed for the two right columns was for the repairs needed to house contracted EMT staff. Watson confirmed, noting that we don't have fire facilities that are up to a standard where a contractor would like to come in and work with us on it. The repairs would also facilitate the in-house full-time option.

A resident asked what other towns of our size are doing? Watson noted that it was his understanding that Deering is not unique in towns of our size in that we are looking for alternatives to be able to cover increased need for EMS & Fire Services with decreased resources. The town is physically a different place than it was one hundred years ago - a lot of people that live in town work outside of town, so there is a limited ability to get volunteers that can respond quickly.

Watson noted that one of the advantages Deering has over other towns is its centralized placement in southwest NH. If we had our own Fire/EMS Services in-house in Deering, other towns around us would, he would expect, look to Deering to see if Deering could increase its service load to accommodate them.

The resident asked, in reverse of that, had we looked to the bigger surrounding towns to see if we can contract their services? Watson noted it was his understanding that other towns immediately surrounding us had been reached out to and that, where they're facing similar staffing issues, we weren't able to come to an agreement for them to take over services.

Resident Lori Martinage asked if historical data was available on the number of calls - how many fell under Per Diem and how many under On-Call - and if the number of calls was growing substantially year-over-year or is it staying the same.

Resident Steve Gallagher responded to Lori's question, stating there were about 400 calls a year with 80% of those being EMS. Gallagher explained that he had 35 years in the fire service. He stressed the importance of the "Golden hour," where if action isn't taken within an hour's time, you potentially will die. During the on-call hours, 40 minutes of that "golden hour" is spent waiting for someone to show up, and then a minimum 20-minute drive to Concord. Gallagher feels that our main concern is the off-hours where the town doesn't have coverage. We need to fill those hours with either paid staff or volunteers; he doesn't feel contract services is the way to go.

At this time, Whisman lays down the ground rules for the Public Hearing. When you want to speak, please raise your hand. When called, state your name and address. If you're not from Deering, you may not speak unless you are on the Fire committee or if you request special permission from the Chair. Please limit your comments to 2 minutes unless you are on the FDSC and are responding to a question. People that have not already spoken will be allowed to speak before those that have already done so. When somebody is speaking, please don't have other conversations. Don't be mean; be respectful to each other. Chairman Watson also requested that comments be directed to the Board.

Resident & FDSC member Mike Stone noted that the figures don't reflect the possibility of grants, specifically the SAFER grant which could cover the salaries of Fire & EMS employees for up to 3 years. These were not included because they are not guaranteed, although both TA Peel & the Chief have a high confidence it is something we could get.

Selectman Smith asked for clarification on the proposed \$150,000 building repairs – what does it look like, its life expectancy, and what is the future plan?

Resident Captain Parece explained that the proposed upgrades would be for the Donovan station. For people to be in the building 24 hours a day, the law requires his & her showers, his & her bathrooms, an eating area, a lounge area, and a men's bedroom and a women's bedroom. The current proposal is to move the Chief's office from downstairs and transition the upstairs room into 2 bedrooms. The training room would become a lounge. The kitchen is set and has cabinets already donated. There is already one bathroom. A second bathroom that had been converted to a closet would be converted back to a bathroom. An addition to the side of the building would accommodate the boat.

Captain Parece also explained that there is no ventilation system in the garage which is required by law. When the firetruck starts up, it blows exhaust onto their \$3500 (per firefighter) gear. While the tanks fill up with air so the truck can move (roughly 3 minutes), the staff breathes in the fumes. The \$150,000 includes filtration system for the air and a generator so the station can continue operating during a power failure.

Captain Parece clarified that the building is a garage, not a fire station. For a public building, which the Fire Department is, the doors open the wrong way and they are rotted out. He noted that if the current services were continued, the purple (left-hand) column should reflect some repair cost as some items (ventilation, etc.) will be needed for all 3 scenarios.

Selectman Smith asked how many years the repairs would buy before we outgrew it. Captain Parece noted that band-aids could keep being applied but that the renovations would only buy 3-4 years due to the level of decay of the buildings.

Resident & Assistant Fire Chief Doug Connor stated he agrees that Contract Services would be a bad idea for the Town. He noted that Deering has had an ambulance for 30-40 years. If a contractor comes in for a year and finds they're not making any money and they leave, then Deering will have already lost that ambulance. Regarding the \$150,000 building repair, he noted the town has 3 fire stations, a highway garage, and a beautiful town hall which has received all the money these past years. He noted we do not have a fire house - we have garages that our stations are in and that our people respond to. He noted that if one of them comes down with cancer, it'll be from the diesel exhaust they've been breathing in for years. Also, because these buildings are garages, it's nearly impossible to retrofit them to code.

Resident JP Marzullo asked if the call data could be broken down – fire vs EMS calls, calls responded to by Deering vs mutual aid, and how many of the calls were for public assistance. TA Peel noted that Chief LeBlanc brought those numbers but had to leave for a call. TA Peel noted that he thought it was a 9/10 split, with 9 of 10 calls for EMS.

Resident Dennis Cavagnaro asked if it was known how many of the calls are for buildings on fire. TA Peel stated he did not know that information.

Chairman Watson asked Captain Parece when do you deploy the firetruck versus when do you deploy the ambulance - do you spin up the firetruck for everything? The Captain explained that the firetruck is deployed for fire calls, and also for carbon monoxide (CO), motor vehicle accidents, lift assist, cases when the ambulance requests assistance, and brush fires.

Selectman Smith noted that when she was speaking with the Fire Chief, he said that based on the feedback and questions raised during the Public Hearing, he expected that the FDSC may reconvene.

Mike Stone said that whether we stick with what we're doing now or go full-time, when it's the town providing the service, if you have an emergency and a giant bill which you can't pay, you can come to the town and talk to your neighbors and work something out. If you hire a contractor and you have a bill you can't pay, they'll send you to collections and take you to court. Options are limited when a company provides this service versus your neighbors.

Resident Betsy Harrington asked if grant money could be used toward Contract Services. The response was that grant money could not be used because the contractor is not affiliated with the town.

Captain Parece commented that it takes \$350,000 for an ambulance and, due to the lag from what's going on in the world, that truck is two years out. Going back to the contract services - suppose they come in for a year, feel they're not making enough money and pull out. We'll have to go to the State, re-apply & obtain a license, and then order an ambulance that's two years away. Parece doesn't feel that contract services is the way to go. Captain Parece also remarked that, with the current service (purple column), it's great that we have per diem and on-call service but we're missing 60% of the calls.

Resident Katie Lavoie asked if there was data on how often contractors pull away, noting multiple people had mentioned it, and that it was important to have that data to make a decision. Watson noted that, like any prospectus, past performance is not indicative of future results, so he doesn't know if a predictive analysis could be made on whether somebody would stay subcontracting or not. He noted they're not in it out of the goodness of their heart - they're looking to turn a profit. Parece noted that companies project a target profit margin. After a year, they may raise the rate and, if we don't want to keep them, then they go.

Katie Lavoie noted in her work experience, contracts are set with a percentage every year, for example, you go up 2% in escalation on rates, and you have to meet all requirements to escalate 2%. So if they do their job, they get their 2% raise and then they have no reason to pull away. Watson explained that if we were to go with contract services we'd insert the language that we would want and the contractor would insert the language that they want. We'd negotiate what language would make it to the final cut. If we wanted to try to enforce a provision like that - you're only allowed to increase your cost by X amount - we could certainly write that into the contract, but it'd be up to the contractor if they'd accept it.

Katie Lavoie responded that she understood that, but that this is a really big decision to make and she doesn't feel we have enough facts, especially around the contractors, to make a decision. Lavoie also asked if the contractor costs were adjusted for inflation, if they represented median costs, and how many bids did we get?

A FDSC member explained that there are 3 ambulance services in the area - a quote was received from 1 and the other 2 really didn't want to quote. As of right now, we don't have a lot to work with but that might change in the future.

Katie Lavoie asked about the \$150,000 for building repair - was that median cost, how many other quotes did we get or who gave us that number? Watson explained that the building repair was basically a survey of what the existing building has and our best estimate on what it's going to cost to bring it up to code and in compliance with the laws.

Resident Rob Duval asked if an estimate was put together to build a new facility. He noted he's been in the construction industry. He expressed concern that we're going to dump this money into these buildings now and then, in 3-5 years, we'll end up in the same position again. Chairman Watson noted that the committee informally looked at buildings and costs were in the millions. Chairman Watson explained that where we don't know what we want to put into this potential new fire station or EMS building, we don't know what the costs are going to be.

Chairman Watson expressed that we've got three things that we can do. Column #1, we can do nothing, which is still going to require us to replace the ambulance. Column #2 is probably the one that offers more flexibility to a future Board because this is retaining all the services that we currently have but fitting them out so they we're able to provide it all in-house and full-time. One of the advantages of that is the same reason why there are private EMS contractors hunting around this area - it's because our unique location in this part of the state, in addition to our main road that connects the southwestern half of the state to the Capital district. We have a lot of access in between the hospitals there and southwestern NH which, in a future scenario, if we were to hire a full-time EMS service, he guarantees we'd be getting calls just like we were calling around to other towns to see if they could assist us with our needs. It's not just us, it's every town in America that is dealing with the same problems. We're not producing enough firefighters and EMS personnel that are able to serve close to their house.

Resident Gary Samuels stressed that we have to make whatever buildings we have safe for our firefighters and EMT's that keep us safe. It's non-negotiable. He feels that \$150,000 doesn't sound like a big deal if after a period of 3-4 years we can know where we're going. He advocates for fixing the buildings.

Selectman Smith asked if a modular design was looked at instead of renovating an old building with all of these problems - a modular unit that is fresh, new, and clean, and that can be moved or utilized later for another department or purpose. Chairman Watson responded that none of the current sites provide the land and/or access to water that they would need to be able to build on or expand any of the stations.

Resident Gale Lalmond noted that it's pretty obvious we can't stay where we are now. She's been here 30 years and she thinks they've been talking about firehouses for 30 years. She would not want to contract out. It costs more, and nobody wants their taxes increased, but do you want a company that's out to make money or do you want full-time, and maybe people that have a vested interest in the town? She would rather go and pay the extra money.

Peter Kaplan suggested a middle ground where EMS staffing could be increased but be less than 24/7. Is it possible that there's a way to bring that cost down by looking at what are the really critical hours beyond the per diem hours we have today. The idea of ignoring the safety of our employees, the people who serve us..., he noted he stands with Gary on this point,... it's a no brainer and you can't ignore that. Even if that's \$150,000 that 5 years from now goes down the tube, that's \$30,000 a year that you invest in staff who are there to protect our lives.

Mike Stone responded that the committee determined it is getting increasingly difficult to find per diem employees because trained, capable Fire/EMS staff want full-time positions.

With regard to identifying coverage hours in a less than 24/7 scenario - Captain Parece noted that medical events are unpredictable - anybody can have a heart attack or fall out of bed at any time - and haven't followed any particular patterns throughout the years.

Resident Lillian Carter asked for clarification on the contracted services costs. TA Peel explained that the rate was determined based on 6 full-time staff, 7 days a week, and calculated with the average pay scale for personnel trained in both Fire & EMS so they can serve in both capabilities.

JP Marzullo agrees with Mr. Samuels and Mr. Kaplan. He'd prefer to have people in his town taking care of him versus contracting out. He feels putting \$150,000 into this now makes more sense to him with inflation and the price of gas and oil. He doesn't feel we're ready to put up a brand new building. As far as grants go, after 3 years, we're going to have to pay for it, so we've got to work that into these numbers too.

Selectman Whisman, speaking not as a Selectman but as a community member, favors non-contracted services because he'd prefer someone he knows and a more personal touch. Regarding the \$150,000 building repair - he asked if it was a law that requires ventilation and certain upgrades to the buildings in order to be able to be in there. Chairman Watson confirmed yes. Whisman said if it's a law, it has to be done anyway regardless of what staffing option is chosen.

Resident Geraldine Ferguson asked if the renovations would be made to all 3 fire stations. Chairman Watson confirmed that the renovations would be made to just the Donovan Station.

Stephen Fogelson pointed out that the anticipated EMS revenue showed at \$48,000 for both the blue column (current) and orange column (full-time EMS) and questioned if the full-time figure should show an increase. TA Peel noted that while we assume it would increase, until we really know what those figures are, it's hard to guess.

Dennis Cavagnaro asked to confirm the middle option's (Full-time EMS & Fire) estimated cost of \$4 per \$1000 and pointed out, for a house worth \$300,000, that would be an additional \$1200 in taxes if the town went that way.

Selectman Smith asked for clarification on the two numbers - Tax Impact with CIP and without - and asked if the \$200,000 from the Revolving Ambulance Fund was factored in to offset the ambulance cost. TA Peel explained that the "with CIP" figures included the scenario's applicable costs (Ambulance, Building Repair). He also confirmed that offsetting money from the Ambulance Revolving Fund's balance was not factored into the calculation. He estimated that utilizing the fund would cut the Ambulance's cost in half.

Resident Tim Finn wanted to highlight what we'd be getting - we'd be doing right by the Fire Department and getting enhanced services. It's expensive, but he feels it's worthwhile.

Resident Betsy Holmes noted that tonight we're getting our ideas, concerns and questions out and asked what the schedule was and where and when we need to make a decision. TA Peel noted that tonight's discussion tells the Board & FDSC where additional research might be needed so that, in preparation for Town Meeting, it can be actioned and another hearing held by November. Betsy suggested that anyone that is unsure of how they feel about this issue to please go look at the Donovan station. She noted that she was shocked when she did. She feels that by looking at what we have now, it might help with making a decision on at least the repair.

Betsy Harrington suggested that we not only spend the \$150,000 on the buildings we have, but to start putting money away for the building we'll need. Selectman Smith noted that Chief LeBlanc had submitted a Capital Expenditure request to the Planning Board for the CIP for a new facility in 2025 with an estimated cost of \$3.9 million.

Resident Peter Kaplan asked to have financing options proactively looked at so as to spread the cost burden over a period of time. Selectman Smith noted that, on the Capital Expenditure request form, the Chief had recommended a 25-year bond, which would make principal payments approximately \$200,000 yearly plus the bond rate's interest cost.

Katie Lavoie stated that her prior questions regarding inflation & median costs were out of concern that, if the \$150,000 turns into \$300,000 due to these not being factored in, we would be throwing our money away instead of putting it towards a new safety complex. Watson said it was his understanding that the numbers are inflation-adjusted as they are just a few weeks old.

Resident & FDSC member Steve Diers noted that the \$150,000 would bring the station up to speed for full-time staff or a contract ambulance. He feels that the improvements need to be done, but could be done for less, and that the safety and ventilation projects should be done sooner than later.

Stephen Fogelson pointed out that the tax increase due to the purchase of the ambulance would be a one-time cost and the tax rate would drop back down after year 1.

Captain Parece, speaking as a resident and not an employee, explained that he doesn't want his taxes to go way up, no he's the same as everyone else. But being on the Fire Department, and seeing what's going on, he wants his health to be good and to be able to go home to his kids. He chose to participate on the FDSC committee because he wanted to give back to his community.

Selectman Smith noted it would be good to see Year 2, 3, 4 costs.

Fire Chief Jeff LeBlanc noted that calls are increasing - 7 years ago from 200 runs a year to 400 now with 80% EMS and 20% Fire. Regarding the number of Per Diem vs. On-Call calls, trends change from month to month.

The Chief provided some statistics. Brain death begins after 4-6 minutes. You can bleed to death in 90 to 360 seconds. The longer a stroke goes on, the more brain damage. There have been instances where they were able to get a heart attack patient into the ER within 45-50 minutes. If your EMS isn't going to get to you within 48 minutes - that's a problem.

The Chief noted he'd heard discussion about the assets of the town and how we spent all this money on a firetruck. He said we spend a lot of money on people too and have a lot of gear. Each firefighter costs \$3500 to outfit - that's how much money the town spends to protect their firefighters - and that gear gets blasted with exhaust fumes for 4-6 minutes.

The Chief commented that outsourcing is an alternative and may seem like a great idea financially, however we have no control over the people who will respond. They don't know you; you don't know them; and they don't know the town.

The Chief explained the hiring process. People apply and send a resume & cover letter. A lieutenant screens the applications. An oral board convenes and asks for strengths/weaknesses, certifications, etc., and then the candidate meets the Chief and he chats with them to see if they're a good fit for Deering.

Regarding difficulty hiring part-timers, the Chief shared that communities are paying up to \$41/hr to get per diem workers. He doesn't believe throwing money at it is the solution. He noted that he and TA Peel approached other town managers and their responses were that they're in the same boat and they can't help us.

The Chief explained that to hire per diems, it's not just about putting out an ad. We're paying \$15/hr, expecting people to put their lives on the line, get 200-300 hours of training, and 48hrs of continuing education every year. McDonald's hires at \$18/hr with no skills required. The Walmart distribution center in Raymond hires at \$32/hr. What we need to do is make it attractive so people want to come here.

The Chief noted that we're a "farm team" and that he's proud of that. We've had 19 people that came through the Per Diem program that gave us very good service to the town of Deering. They speak very highly of Deering and they are our best cheerleaders to get new people here. They're now professional firefighters in other departments. We've had 6 go on to paramedic school, and 8 that have gone to get their Advanced EMT. So what brings people to the Deering? The community and how we treat them. They tell the next young person, hey, give the Chief over in Deering a call.

The Chief said he is dedicated to Deering. He doesn't live in town, but has 40 years in this industry. He's a taxpayer, maybe not here, but he understands. They're trying to be financially responsible and that's why he is very thankful to the Board and the FDSC for putting this together. The Chief encouraged residents to stop at the station, talk to the per diems, talk to the on-call officers, and talk to him.

Katie Lavoie noted that we have a bottom line budget. She asked if year-to-date spend could be reviewed to see if there's extra money in other department budgets that can be allocated to the Fire Dept to fix the firehouse. She noted that even in the year with the biggest cuts, \$300,000 was still returned at the end of the year.

Chief LeBlanc feels that we can't look at this like money. We have to look at this as what is our problem and then we can value engineer it. He doesn't know if just throwing money everywhere is going to fix the issue.

Chairman Watson explained that the \$150,840 is to bring Donovan station up to habitable standards for a third-party contractor to come in. However, we know and have identified needs beyond just bunks and bathrooms, especially things like exhaust systems. He thinks it's not going to require much public debate – should we get a new exhaust system for the firefighters? He thinks that's a yes, and that he'd be comfortable to go ahead and argue to make that happen as quick as possible. However, for the purposes of today, he doesn't know if we're in a position to be able to say that we're going to pull money from somebody else's budget. Lavoie noted that the Board has the ability to do it; Chairman Watson confirmed. Lavoie reiterated that the Board has the ability to move the funding around and that it seems like it's really important if we're looking at lawsuits with guys with carbon monoxide poisoning and cancer. It seems like it'd be a good idea. Chairman Watson confirmed it was a priority.

Resident Jeremiah Smith said there was no question that we need to put money into the fire station - we're all in agreement with that. He feels it's a fair and valid ask, that if there's money being turned in, can we at least take a look at it and see how it could be reallocated.

Selectmen Smith noted that at the end of the year if there's extra money in the budget it falls into the unexpended funds. One of the things that Town Meeting has done in the past 2 years is to take some of that money to offset the additions to the capital reserve funds which reduces the taxes we pay. If a warrant article was put in for this \$150,000, the town can vote to take that from unexpended funds instead of from taxation if that funding is available.

Resident Gary Smith asked why not do that now and determine the surplus? Selectman Whisman replied that each department is allocated a certain amount that they're allowed to spend and it's not fair to the other departments to spend

their money before the end of the year. Gary Smith suggested there was misunderstanding about what was being said and that no one was saying to spend it. He said Katie Lavoie was asking to look at it knowing that historically money has been returned. Gary Smith felt it would be much easier sell the project if that information was known.

Resident Betty MacDuff concurred with Gary Smith. She noted that we're all getting old, and she has medical problems and, should something happen, she's instructed her daughter not to call the Fire Department as it would take too long to get to the hospital. With the aging population, she feels we need these services in the town.

Betsy Harrington noted that the School Board, they attach on many things saying, if there's money left at the end of the school year, apply it to this project. At year end, there was a surplus and they all got what they wanted. She asked if Deering could do the same thing. Selectmen Smith said, yes, that can be done at Town Meeting.

Chairman Watson thanked the FDSC for their work and also thanked the citizens for taking the time and for coming out.

Chairman Watson asked Mr. Flynn if he wanted to address the Board privately. The Chair then stated he believed that Peter Flynn had agreed... however due to the noise from people leaving he didn't complete the sentence.

Roy Watson **moved** to close the Public Hearing at 9:23pm. Seconded by Whisman. All in favor. **The motion passes.**

Chairman Watson called the meeting back to order at 9:28pm.

OLD BUSINESS - continued

4. Updates on the Town Administrator

Roy Watson **moved** to extend an offer of employment, at a rate of \$50/hour, to Peter Flynn to serve as Interim Town Administrator until a new Town Administrator is hired or the position is made permanent. Whisman seconded the motion. All in favor. **Motion passes.**

Watson noted that TA Flynn would be working on Wednesdays and Fridays and some evenings. Whisman noted that it would be up to 15hrs as needed. Smith felt that 15 hours was not enough and suggested up to 20. Whisman noted that the hours could be revisited in upcoming meetings.

PUBLIC COMMENT

- Betsy Holmes shared that she'd worked with Peter Flynn in New Boston in the past and that she had a really good working relationship with him.
- Peter Kaplan called out several of the points he addressed in his letter. Watson noted that a Code of Ethics exists in the Deering Handbook for Boards & Committees.
- Gale Lalmond expressed concern over the TA working on Friday's when the town hall is closed.

ADJOURNMENT

Roy Watson **moved** to adjourn at 9:42pm. Whisman seconded. All in favor. **Motion passes.**

Minutes respectfully submitted by Jill Smith.

The next Board of Selectmen meeting will be held on Thursday, October 20th, 2022.



BOS Meeting Sign in Sheet

NAME

Reason for Attending

Dennis Rive

Mike Miller

Lori Martinaga

Richard Bonbrat

Suzanne & Ed Ferguson

ELIZABETH KIRBY

Beth Kelly

Barbara Bonbrat

Thomas Cavanagh

Peter Kaplan

Kay Hanson

for P.M.

for C.M.

Melanie Ken

Steph Fogelson

Kat Hartnett

John Shaw

Gary Samuels

Ruth Reynolds

John Reynolds

Don Ellen Beard

Peter Beard

Gale - Doug Zalmond

Thom J. Gans
Jeannette Anderson

Patrick Mordough

Jelly Seitz

Betsy Hulmes

Lilian Carter

Kamper

Katre Lavoie

Betty Macduff

Cytha Langford

J.P. Margullo

Steve & Joan Dier

Ralph LaChance

Lidia Watson

Robert D. Duml

2015 Deering Fire Rescue Study Completion Overview

Completed
Organizational Chart
Part time Fire Chief
Hire part time Day Coverage (5 Day coverage)(2 Day No Coverage)
Standard Operating Procedures
Standard Operating Guidelines
Officer Assignment
RSA 154 I-(1) b Compliance (hiring practices)
Response Time Statistical Data
NFPA 1720 Reporting Compliance
Dispatch Notification Software
Automatic Response Dispatch (12 minute delay)
Command Vehicle (Repurposed police vehicle)
Critical Incident Team Availability (24hr)
Forestry Vehicle
Weekly vehicle inspections (completed by day coverage)
Annual Pump Testing (outside agencies)
Annual Hose Testing (outside agencies)
NFPA 1982 Compliance (SCBA) (Replaced 2020-2021)
Annual Ladder Testing (outside agencies)
First Aid Bags x 1 per apparatus
Map Water Supplies throughout Town
Hazard Mitigation Plan (completed 2021)
Annual Hazardous Materials Training
Annual Blood Borne Pathogen Training
Fire / Life Safety Inspection Program
Implementation of Laptop/Tablets on apparatus

Note: As of June 9, 2022

Not Completed
Consolidation of Facilities (Murdough/Donovan)
Right size apparatus fleet
Update Facilities
Full Time Chief
Pre - Incident Planning (In progress)
Reduction of Response times
Safety Officer Training (Chief Only)
Recruitment of On Call Members - Limited
DOT EMS Response Time Compliance
Capital Improvement Plan for vehicle replacement
Construct Modern "Green" fire station(s)
Exhaust Ventilation System
Update McAllister / Murdough Station with Amenities
Fire Suppression System - All Stations
Fire Detection System - All Stations
Eating and Sleeping Areas - All Stations
Emergency Power Generator Systems - All Stations
Mini Attack / Rescue Pumper
Portable Radio for each member
NFPA 1911 Compliance - Replacement / Testing
AED x 1 Per Apparatus
5 Gas Detection meters x 1 per apparatus
Dry Hydrant x 8 located through out town
NFPA 1001 Firefighter training to FF I (90%)
Mandatory Training Requirement
Consider Contract EMS Coverage 24 hr. / 365 Day

Note: As of June 9, 2022

Cost Analysis for Contracted EMS VS. Full Time EMS and Fire Without CIP

<u>Per Diem EMS/ On-Call Fire (Current)</u>	
Fire Coverage:	On Call
EMS Coverage	Partial
Town Owned?	Yes
Infrastructure	Two Stations
Grants	
<u>EMS</u>	
<u>Personnel</u>	
Part-Time:	\$ 70,400.00
On-Call:	\$ 15,000.00
Full-Time:	\$ -
FICA/MEDI:	\$ 7,919.00
Training/ Certs	\$ 6,000.00
Total	\$ 99,319.00
<u>Building:</u>	
	\$ -
Total	\$ -
<u>Equipment:</u>	
Equipment Main.	\$ 4,000.00
Vehicle Main.	\$ 7,000.00
Vehicle Fuel.	\$ 3,342.00
Misc.	\$ 13,760.00
Total	\$ 28,102.00
EMS Total	\$ 127,421.00
<u>Fire</u>	
<u>Personnel</u>	
Part-Time:	\$ 40,000.00
On-Call:	\$ 17,500.00
Full-Time:	\$ -
FICA/MEDI:	\$ 4,449.00
Training/ Certs	\$ 3,500.00

<u>Full-Time EMS and Fire</u>	
Fire Coverage:	Full-Time
EMS Coverage	Full-Time
Town Owned?	Yes
Infrastructure	Two Stations
Potential Grants:	Full-Salary Covered First Three Years
<u>EMS</u>	
<u>Personnel</u>	
Part-Time:	\$ -
On-Call:	\$ -
Full-Time:	\$ 139,880.00
FICA/MEDI:	\$ 137,770.31
Training/ Certs	\$ 6,000.00
Total	\$ 283,650.31
<u>Building:</u>	
	\$ -
Total	\$ -
<u>Equipment:</u>	
Equipment Main.	\$ 4,000.00
Vehicle Main.	\$ 7,000.00
Vehicle Fuel.	\$ 3,342.00
Misc.	\$ 13,760.00
Total	\$ 28,102.00
EMS Total	\$ 311,752.31
<u>Fire</u>	
<u>Personnel</u>	
Part-Time:	\$ -
On-Call:	\$ 17,500.00
Full-Time:	\$ 139,880.00
FICA/MEDI:	\$ 137,770.31
Training/ Certs	\$ 3,500.00

<u>Contracted EMS and On-Call Fire</u>	
Fire Coverage:	On-Call
EMS Coverage	Full-Time
Town Owned?	No
Infrastructure	Two Stations
<u>EMS</u>	
<u>Personnel</u>	
Part-Time:	\$ -
On-Call:	\$ -
Full-Time:	\$ 225,000.00
FICA/MEDI:	\$ -
Training/ Certs	\$ -
Total	\$ 225,000.00
<u>Building:</u>	
	\$ -
Total	\$ -
<u>Equipment:</u>	
Equipment Main.	\$ -
Vehicle Main.	\$ -
Vehicle Fuel.	\$ -
Misc.	\$ -
Total	\$ -
EMS Total	\$ 225,000.00
<u>Fire</u>	
<u>Personnel</u>	
Part-Time:	\$ 40,000.00
On-Call:	\$ 17,500.00
Full-Time:	\$ -
FICA/MEDI:	\$ 4,449.00
Training/ Certs	\$ 3,500.00

Cost Analysis for Contracted EMS VS. Full Time EMS and Fire Without CIP

Total	\$ 65,449.00
<u>Building:</u>	
Heating Fuel	\$ 7,500.00
Electricity	\$ 5,000.00
Building Main.	\$ 8,000.00
Total	\$ 20,500.00
<u>Equipment:</u>	
Equipment Main.	\$ 7,000.00
Vehicle Main.	\$ 8,000.00
Vehicle Fuel.	\$ 4,536.00
New Equipment	\$ 9,000.00
Misc.	\$ 7,900.00
Total	\$ 36,436.00
FD Total	\$ 122,385.00
<u>Capital Projects (Year One Costs)</u>	
Ambulance	\$ 350,000.00
Donovan Repair	\$ 150,840.00
Capital Total	\$ 500,840.00
Total Yearly Costs	\$ 750,646.00
Revenue	\$ 48,000.00
Grand Total	\$ 702,646.00
Grand Total w/o CIP	\$ 201,806.00
Ant. Tax Impact w/ CIP	\$ 2.05
Ant. Tax Impact w/o CIP	\$ -
Current Total Tax Rate	\$ 22.56

Total	\$ 298,650.31
<u>Building:</u>	
Heating Fuel	\$ 7,500.00
Electricity	\$ 5,000.00
Building Main.	\$ 8,000.00
Total	\$ 20,500.00
<u>Equipment:</u>	
Equipment Main.	\$ 7,000.00
Vehicle Main.	\$ 8,000.00
Vehicle Fuel.	\$ 4,536.00
New Equipment	\$ 9,000.00
Misc.	\$ 7,900.00
Total	\$ 36,436.00
FD Total	\$ 355,586.31
<u>Capital Projects (Year One Costs)</u>	
Ambulance	\$ 350,000.00
Donovan Repair	\$ 150,840.00
Capital Total	\$ 500,840.00
Total Yearly Costs	\$ 1,168,178.62
Revenue	\$ 48,000.00
Grand Total	\$ 1,120,178.62
Grand Total w/o CIP	\$ 619,338.62
Ant. Tax Impact w/ CIP	\$ 3.76
Ant. Tax Impact w/o CIP	\$ 1.71
Current Total Tax Rate	\$ 22.56

Total	\$ 65,449.00
<u>Building:</u>	
Heating Fuel	\$ 7,500.00
Electricity	\$ 5,000.00
Building Main.	\$ 8,000.00
Total	\$ 20,500.00
<u>Equipment:</u>	
Equipment Main.	\$ 7,000.00
Vehicle Main.	\$ 8,000.00
Vehicle Fuel.	\$ 4,536.00
New Equipment	\$ 9,000.00
Misc.	\$ 7,900.00
Total	\$ 36,436.00
FD Total	\$ 122,385.00
<u>Capital Projects (Year One Costs)</u>	
Ambulance	\$ -
Donovan Repair	\$ 150,840.00
Capital Total	\$ 150,840.00
Total Yearly Costs	\$ 498,225.00
Revenue	\$ -
Grand Total	\$ 498,225.00
Grand Total w/o CIP	\$ 347,385.00
Ant. Tax Impact w/ CIP	\$ 1.22
Ant. Tax Impact w/o CIP	\$ 0.60
Current Total Tax Rate	\$ 22.56

Cost Analysis for Contracted EMS VS. Full Time EMS and Fire With CIP

<u>Part-Time EMS/ On-Call Fire (Current)</u>	
Fire Coverage:	On Call
EMS Coverage	Partial
Town Owned?	Yes
Infrastructure	Two Stations
Grants	
<u>EMS</u>	
<u>Personnel</u>	
Part-Time:	\$ 70,400.00
On-Call:	\$ 15,000.00
Full-Time:	\$ -
FICA/MEDI:	\$ 7,919.00
Training/ Certs	\$ 6,000.00
Total	\$ 99,319.00
<u>Building:</u>	
	\$ -
Total	\$ -
<u>Equipment:</u>	
Equipment Main.	\$ 4,000.00
Vehicle Main.	\$ 7,000.00
Vehicle Fuel.	\$ 3,342.00
Misc.	\$ 13,760.00
Total	\$ 28,102.00
EMS Total	\$ 127,421.00
<u>Fire</u>	
<u>Personnel</u>	
Part-Time:	\$ 40,000.00
On-Call:	\$ 17,500.00
Full-Time:	\$ -
FICA/MEDI:	\$ 4,449.00
Training/ Certs	\$ 3,500.00
Total	\$ 65,449.00

<u>Full-Time EMS and Fire</u>	
Fire Coverage:	Full-Time
EMS Coverage	Full-Time
Town Owned?	Yes
Infrastructure	Two Stations
Potential Grants:	Full-Salary Covered First Three Years
<u>EMS</u>	
<u>Personnel</u>	
Part-Time:	\$ -
On-Call:	\$ -
Full-Time:	\$ 139,880.00
FICA/MEDI:	\$ 137,770.31
Training/ Certs	\$ 6,000.00
Total	\$ 283,650.31
<u>Building:</u>	
	\$ -
Total	\$ -
<u>Equipment:</u>	
Equipment Main.	\$ 4,000.00
Vehicle Main.	\$ 7,000.00
Vehicle Fuel.	\$ 3,342.00
Misc.	\$ 13,760.00
Total	\$ 28,102.00
EMS Total	\$ 311,752.31
<u>Fire</u>	
<u>Personnel</u>	
Part-Time:	\$ -
On-Call:	\$ 17,500.00
Full-Time:	\$ 139,880.00
FICA/MEDI:	\$ 137,770.31
Training/ Certs	\$ 3,500.00
Total	\$ 298,650.31

<u>Contracted EMS and On-Call Fire</u>	
Fire Coverage:	On-Call
EMS Coverage	Full-Time
Town Owned?	No
Infrastructure	Two Stations
<u>EMS</u>	
<u>Personnel</u>	
Part-Time:	\$ -
On-Call:	\$ -
Full-Time:	\$ 225,000.00
FICA/MEDI:	\$ -
Training/ Certs	\$ -
Total	\$ 225,000.00
<u>Building:</u>	
	\$ -
Total	\$ -
<u>Equipment:</u>	
Equipment Main.	\$ -
Vehicle Main.	\$ -
Vehicle Fuel.	\$ -
Misc.	\$ -
Total	\$ -
EMS Total	\$ 225,000.00
<u>Fire</u>	
<u>Personnel</u>	
Part-Time:	\$ 40,000.00
On-Call:	\$ 17,500.00
Full-Time:	\$ -
FICA/MEDI:	\$ 4,449.00
Training/ Certs	\$ 3,500.00
Total	\$ 65,449.00

Cost Analysis for Contracted EMS VS. Full Time EMS and Fire With CIP

<u>Building:</u>		
Heating Fuel	\$	7,500.00
Electricity	\$	5,000.00
Building Main.	\$	8,000.00
Total	\$	20,500.00
<u>Equipment:</u>		
Equipment Main.	\$	7,000.00
Vehicle Main.	\$	8,000.00
Vehicle Fuel.	\$	4,536.00
New Equipment	\$	9,000.00
Misc.	\$	7,900.00
Total	\$	36,436.00
FD Total	\$	122,385.00
<u>Capital Projects (Year One Costs)</u>		
Engine 1	\$	41,666.67
Engine 2	\$	41,666.67
Cruiser	\$	-
Ambulance	\$	350,000.00
Tanker and Pumper	\$	33,333.33
Forester	\$	30,769.23
Building Repair	\$	-
Total	\$	497,435.90
Total Yearly Costs	\$	747,241.90
Revenue	\$	48,000.00
Grand Total	\$	699,241.90
Grand Total w/o CIP	\$	201,806.00
Ant. Tax Impact w/ CIP	\$	2.04
Ant. Tax Impact w/o CIP	\$	-
Current Total Tax Rate	\$	22.56

<u>Building:</u>		
Heating Fuel	\$	7,500.00
Electricity	\$	5,000.00
Building Main.	\$	8,000.00
Total	\$	20,500.00
<u>Equipment:</u>		
Equipment Main.	\$	7,000.00
Vehicle Main.	\$	8,000.00
Vehicle Fuel.	\$	4,536.00
New Equipment	\$	9,000.00
Misc.	\$	7,900.00
Total	\$	36,436.00
FD Total	\$	355,586.31
<u>Capital Projects (Year One Costs)</u>		
Engine 1	\$	41,666.67
Engine 2	\$	41,666.67
Cruiser	\$	-
Ambulance	\$	350,000.00
Tanker and Pumper	\$	33,333.33
Forester	\$	30,769.23
Building Repair	\$	150,840.00
Total	\$	648,275.90
Total Yearly Costs	\$	1,315,614.52
Revenue	\$	48,000.00
Grand Total	\$	1,267,614.52
Grand Total w/o CIP	\$	619,338.62
Ant. Tax Impact w/ CIP	\$	4.37
Ant. Tax Impact w/o CIP	\$	1.71
Current Total Tax Rate	\$	22.56

<u>Building:</u>		
Heating Fuel	\$	7,500.00
Electricity	\$	5,000.00
Building Main.	\$	8,000.00
Total	\$	20,500.00
<u>Equipment:</u>		
Equipment Main.	\$	7,000.00
Vehicle Main.	\$	8,000.00
Vehicle Fuel.	\$	4,536.00
New Equipment	\$	9,000.00
Misc.	\$	7,900.00
Total	\$	36,436.00
FD Total	\$	122,385.00
<u>Capital Projects (Year One Costs)</u>		
Engine 1	\$	41,666.67
Engine 2	\$	41,666.67
Cruiser	\$	-
Ambulance	\$	-
Tanker and Pumper	\$	33,333.33
Forester	\$	30,769.23
Building Repair	\$	150,840.00
Total	\$	298,275.90
Total Yearly Costs	\$	645,660.90
Revenue	\$	-
Grand Total	\$	645,660.90
Grand Total w/o CIP	\$	347,385.00
Ant. Tax Impact w/ CIP	\$	1.82
Ant. Tax Impact w/o CIP	\$	0.60
Current Total Tax Rate	\$	22.56

Per Diem EMS/ On-Call Fire (Current)



	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
12 AM							
1 AM							
2 AM							
3 AM							
4 AM							
5 AM							
6 AM							
7 AM							
8 AM							
9 AM							
10 AM							
11 AM							
12 PM							
1 PM							
2 PM							
3 PM							
4 PM							
5 PM							
6 PM							
7 PM							
8 PM							
9 PM							
10 PM							
11 PM							
12 PM							

Response Time:
Per Diem: 4-8 Minutes
On Call: 36-48 Minutes



	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
12 AM							
1 AM							
2 AM							
3 AM							
4 AM							
5 AM							
6 AM							
7 AM							
8 AM							
9 AM							
10 AM							
11 AM							
12 PM							
1 PM							
2 PM							
3 PM							
4 PM							
5 PM							
6 PM							
7 PM							
8 PM							
9 PM							
10 PM							
11 PM							
12 PM							

Response Time:
On Call: 36-48 Minutes



Full-Time EMS and Fire

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
12 AM	   <p>FULL TIME</p>						
1 AM							
2 AM							
3 AM							
4 AM							
5 AM							
6 AM							
7 AM							
8 AM							
9 AM							
10 AM							
11 AM							
12 PM							
1 PM							
2 PM							
3 PM							
4 PM							
5 PM							
6 PM							
7 PM							
8 PM							
9 PM							
10 PM							
11 PM							
12 PM							

Response Time:
Full Time: 4- 8 Minutes

Contracted EMS and On-Call Fire



	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
12 AM	 FULL TIME 						
1 AM							
2 AM							
3 AM							
4 AM							
5 AM							
6 AM							
7 AM							
8 AM							
9 AM							
10 AM							
11 AM							
12 PM							
1 PM							
2 PM							
3 PM							
4 PM							
5 PM							
6 PM							
7 PM							
8 PM							
9 PM							
10 PM							
11 PM							
12 PM							

Response Time:
Full Time: 4-8 Minutes



	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
12 AM	 ON CALL VOLUNTEER						
1 AM							
2 AM							
3 AM							
4 AM							
5 AM							
6 AM							
7 AM							
8 AM							
9 AM							
10 AM							
11 AM							
12 PM							
1 PM							
2 PM							
3 PM							
4 PM							
5 PM							
6 PM							
7 PM							
8 PM							
9 PM							
10 PM							
11 PM							
12 PM							

Response Time:
On Call: 36-48 Minutes

Part-Time EMS On-Call Fire

EMS			Breakdown
<u>Personnel</u>			
Part-Time:	\$	70,400.00	Amb. Per Diem
On-Call:	\$	15,000.00	Amb. On-Call
Full-Time:	\$	-	*No Full-Time*
FICA/MEDI:	\$	7,919.00	FICA and Medi for EMS employees
Training/ Certs	\$	6,000.00	Training and Certifications
Total	\$	99,319.00	
<u>Building:</u>			Covered by Fire Line
	\$	-	
Total	\$	-	
<u>Equipment:</u>			
Equipment Main.	\$	4,000.00	
Vehicle Main.	\$	7,000.00	
Vehicle Fuel.	\$	3,342.00	
Misc.	\$	13,760.00	Uniforms, Telephone, Para Intercept, Billing, etc.
Total	\$	28,102.00	
EMS Total	\$	127,421.00	
Fire			
<u>Personnel</u>			
Part-Time:	\$	40,000.00	Part-Time Chief
On-Call:	\$	17,500.00	On Call Fire
Full-Time:	\$	-	*No Full-Time*
FICA/MEDI:	\$	4,449.00	FICA and Medi for EMS employees
Training/ Certs	\$	3,500.00	
Total	\$	65,449.00	
<u>Building:</u>			
Heating Fuel	\$	7,500.00	Fire and EMS Total Costs
Electricity	\$	5,000.00	
Building Main.	\$	8,000.00	
Total	\$	20,500.00	
<u>Equipment:</u>			
Equipment Main.	\$	7,000.00	
Vehicle Main.	\$	8,000.00	
Vehicle Fuel.	\$	4,536.00	

Part-Time EMS On-Call Fire

New Equipment	\$	9,000.00	
Misc.	\$	7,900.00	Youth Programs, Telephone, Forestry, Office Supplies, etc
Total	\$	36,436.00	
FD Total	\$	122,385.00	
Capital Projects (Yearly Costs)			
Engine 1	\$	41,666.67	12 year payment plan total cost of 500,000
Engine 2	\$	41,666.67	12 year payment plan total cost of 500,000
Cruiser	\$	-	3 Year Replacement: No Cost, Handed down from Old Police Cruiser
Ambulance	\$	350,000.00	10 Year Replacement Total Cost of 350,000: Needs to be Replaced in 2023
Tanker and Pumper	\$	33,333.33	12 year payment plan total cost of 400,000
Forester	\$	30,769.23	13 year payment plan total cost of 400,000
Total	\$	497,435.90	
Total Costs	\$	747,241.90	
Revenue	\$	48,000.00	2021 Data: Averages approximately \$4,000 Month Income
Grand Total	\$	699,241.90	
Grand Total w/o CIP	\$	201,806.00	
Fire Coverage:	On Call		
EMS Coverage	Partial		5 Days a week, 10 hour shifts. On-Call and Regional Assistance after
Town Owned?	Yes		
Infrastructure	Two Stations		Needs to house EMS and Fire.

Full-Time EMS and Fire

Costs		Full-Time EMS and Fire
EMS		Breakdown
<u>Personnel</u>		
Part-Time:	\$ -	No Part-Time
On-Call:	\$ -	No On-Call
Full-Time:	\$ 139,880.00	Full-Time Fire Chief, and Five Full-Time EMS/Fire Trained Employees
FICA/MEDI:	\$ 137,770.31	FICA, Medi, Life, Short/ Long Term Disability, Retirement for EMS & Fire Employees
Training/ Certs	\$ 6,000.00	Training and Certifications
Total	\$ 283,650.31	
<u>Building:</u>		Covered by Fire Line
	\$ -	
Total	\$ -	
<u>Equipment:</u>		
Equipment Main.	\$ 4,000.00	
Vehicle Main.	\$ 7,000.00	
Vehicle Fuel.	\$ 3,342.00	
Misc.	\$ 13,760.00	Uniforms, Telephone, Para Intercept, Billing, etc.
Total	\$ 28,102.00	
EMS Total	\$ 311,752.31	
Fire		
<u>Personnel</u>		See EMS For Personnel Costs
Part-Time:	\$ -	
On-Call:	\$ 17,500.00	
Full-Time:	\$ 139,880.00	
FICA/MEDI:	\$ 137,770.31	
Training/ Certs	\$ 3,500.00	
Total	\$ 298,650.31	
<u>Building:</u>		
Heating Fuel	\$ 7,500.00	Fire and EMS Total Costs
Electricity	\$ 5,000.00	
Building Main.	\$ 8,000.00	
Total	\$ 20,500.00	
<u>Equipment:</u>		

Full-Time EMS and Fire

Equipment Main.	\$	7,000.00	Youth Programs, Telephone, Forestry, Office Supplies, etc.
Vehicle Main.	\$	8,000.00	
Vehicle Fuel.	\$	4,536.00	
New Equipment	\$	9,000.00	
Misc.	\$	7,900.00	
Total	\$	36,436.00	
FD Total	\$	355,586.31	
Capital Projects (Yearly Costs)			
Engine 1	\$	41,666.67	12 year payment plan total cost of 500,000
Engine 2	\$	41,666.67	12 year payment plan total cost of 500,000
Cruiser	\$	-	3 Year Replacement: No Cost, Handed down from Old Police Cruiser
Ambulance	\$	350,000.00	10 Year Replacement Total Cost of 350,000: Needs to be Replaced in 2023
Tanker and Pumper	\$	33,333.33	12 year payment plan total cost of 400,000
Forester	\$	30,769.23	13 year payment plan total cost of 400,000
Building Repair	\$	150,840.00	See the estimated repair of Murdough Station. This is the first estimate we received and includes a new bay and living space for staff.
Total	\$	648,275.90	
Total Costs	\$	1,315,614.52	
Revenue	\$	48,000.00	2021 Data: Averages approximately \$4,000 Month Income
Grand Total	\$	1,267,614.52	
Grand Total w/o CIP	\$	619,338.62	
Fire Coverage:	Full-Time		
EMS Coverage	Full-Time		
Town Owned?	Yes		
Infrastructure	Two Stations		Needs to house EMS and Fire with Sleeping Quarters for 24 Hour Service

Contracted EMS and On-Call Fire (W/ Part-Time Chief)

Costs		Full-Time EMS and Fire	
EMS			Breakdown
Personnel			
Part-Time:	\$	-	
On-Call:	\$	-	
Full-Time:	\$	225,000.00	EMS Contract Fee. \$384209.24 Cost, - \$185,000 Estimated Revenue + Business Fees
FICA/MEDI:	\$	-	
Training/ Certs	\$	-	
Total	\$	225,000.00	
Building:			
	\$	-	
Total	\$	-	
Equipment:			
Equipment Main.	\$	-	
Vehicle Main.	\$	-	
Vehicle Fuel.	\$	-	
Misc.	\$	-	Uniforms, Telephone, Para Intercept, Billing, etc.
Total	\$	-	
EMS Total	\$	225,000.00	
Fire			
Personnel			See EMS For Personnel Costs
Part-Time:	\$	40,000.00	Part-Time Chief (Full Time Chief would be 108,885.10 a year including all other benefits)
On-Call:	\$	17,500.00	On Call Fire
Full-Time:	\$	-	*No Full-Time*
FICA/MEDI:	\$	4,449.00	FICA and Medi for EMS employees
Training/ Certs	\$	3,500.00	
Total	\$	65,449.00	
Building:			
Heating Fuel	\$	7,500.00	Fire and EMS Total Costs
Electricity	\$	5,000.00	
Building Main.	\$	8,000.00	
Total	\$	20,500.00	
Equipment:			

Contracted EMS and On-Call Fire (W/ Part-Time Chief)

Equipment Main.	\$	7,000.00	
Vehicle Main.	\$	8,000.00	
Vehicle Fuel.	\$	4,536.00	
New Equipment	\$	9,000.00	
Misc.	\$	7,900.00	Youth Programs, Telephone, Forestry, Office Supplies, etc
Total	\$	36,436.00	
FD Total	\$	122,385.00	
Capital Projects (Yearly Costs)			
Engine 1	\$	41,666.67	12 year payment plan total cost of 500,000
Engine 2	\$	41,666.67	12 year payment plan total cost of 500,000
Cruiser	\$	-	3 Year Replacement: No Cost, Handed down from Old Police Cruiser
Ambulance	\$	-	
Tanker and Pumper	\$	33,333.33	12 year payment plan total cost of 400,000
Forester	\$	30,769.23	13 year payment plan total cost of 400,000
Building Repair	\$	150,840.00	See the estimated repair of Murdough Station. This is the first estimate we received and includes a new bay and living space for staff.
Total	\$	298,275.90	
Total Costs	\$	645,660.90	
Revenue	\$	-	
Grand Total	\$	645,660.90	
Grand Total w/o CIP	\$	347,385.00	
Fire Coverage:	On-Call		
EMS Coverage	Full-Time		
Town Owned?	No		
Infrastructure	Two Stations		

Updating costs for Donovan station



Tue 7/26/2022 9:59 PM

To: Julius Peel <Administrator@deeringnh.gov>

Cc: Fire Chief <firechief@deeringnh.gov>

 1 attachments (2 MB)

20220726_214740.PDF;

This is the list and rough cost to bring Donovan station up to compliance to have a full-time Fire Department or house subcontractors for EMS

Please refer to drawings.

First floor kitchen bathrooms boat Bay.

We would have to convert the storage closet back to a shower, and move the other existing shower back to the outside wall. To have a his and her showers. Move the toilet to accommodate the shower and have a unisex bathroom. Inside the bathroom would also contain a filtration system.

Where the boat is stored it would convert that into the Chiefs office, a small hallway to access underneath the stairs and panel box. And a sitting room since we would have to take a little bit of the kitchen for space for one of the shower access.

Second floor Chief's office / training room

Convert into two bunk rooms with one bed in each. Consists of moving existing wall a couple of feet down and putting up a new wall to make the 2 rooms. Updating electrical for those rooms.

The renovation would consist of the following

Replace 3 exterior doors

6 replacement windows

Updating the insulation in the Attic

Installing exhaust system for the apparatus

Extending ductwork on heating system

Water filtration system

Updating showers and bathroom

Building rooms

***** estimated cost does not include sprinkler system or smoke detector system*****

Approximate cost \$96,840

To add another Bay on to Donovan station left side, 18 x 50 puts it at roughly \$54,000

Approximate renovation would be \$150,840

Regards,
Kris Parece



[Sent from Yahoo Mail on Android](#)

From: [REDACTED]
Subject: BOS responsibilities and Town Administrator
Date: September 16, 2022 at 9:51 AM
To: Deering Selectmen selectmen@deering.nh.us

To the Board of Selectmen:

I would like to compliment the Board on its patience in allowing our community to voice its unhappiness with the Board's acceptance of the resignation of J Peel. I know some of the opinions expressed were especially critical, sometimes heated, and must have been upsetting to hear. But the basic message was clear:

1. Mr Peel is greatly appreciated by those he serves most - the citizens of Deering.
2. Recent events, documented by BOS official minutes, make clear that the BOS has been unnecessarily critical and unconstructive in its relationship with this essential employee.
3. The BOS voted to accept Mr. Peel's resignation without the courtesy of first hearing the views of the substantial numbers of our community who attending this meeting to express their views to their elected representatives.
4. Many longtime Deering residents feel that the BOS, whose members are relative newcomers to our 250 year old community, do not fully understand and appreciate the culture of mutual respect for all, appreciation of the fact that a small town like ours functions only with major contributions by volunteer citizens who generously give of their time, and that voluntary efforts come only in an environment of respect and harmony. That's what makes a small town like Deering different from cities.

While the use of a Town Administrator form of government, as opposed to a Town Manager, leaves the BOS with full responsibility for the "prudent management" of town affairs, per the RSA's, sound principles of management call for the employment of a professional, skilled in town affairs, to perform the day to day functions of our Town, to recommend sound policy and operations to the Board, and to provide the essential services to our residents. Boards such as ours need to rely on that advice and delegate broadly to be effective. After all, none of our BOS is an experienced manager of a municipality, trained in the essential aspects of the job, and fully knowledgeable of the statutory and other responsibilities they carry. They must rely on experts for professional help; they must understand what they DO know and what they DO NOT know. They must find an appropriate equilibrium between the extent of their authority and the extent of their ability. The Town Administrator fills the gap.

The manner in which this Board managed a situation where improvement in the relationship between the Board and an obviously talented and able Town employee was disgraceful. Our Town is now in substantial disrepair, torn by conflict and unable to assure the services we pay for and have a right to expect. If there were a recall provision in NH law, I have no doubt the entire BOS would be replaced.

Instead, this must be a moment of truth for our Board and a time of deep reflection on what is needed to restore confidence and provide the leadership and direction you willingly took an oath to provide to those who elected you. I urge the Board to adopt a Code of Conduct, to seek training in effective supervision of its employees and to consider registering in the League of NH Municipalities training seminar (via zoom) for Boards of Selectmen.

Finally, I request that this be considered an official communication with the Board and officially request that it be read in full as such at the next meeting of the Board. Please acknowledge receipt of this email, and advise that it will be placed on the agenda.

Best
Peter Kaplan
513 Baldwin Road
Deering NH
[REDACTED]