



TOWN OF DEERING

Board of Selectmen

762 Deering Center Road
Deering, NH 03244

Meeting Minutes

January 18, 2017

Selectmen present: Sharon Fife, Allen Belouin, absent: Aaron Gill.
The meeting was called to order at 1900.

MEETING MINUTES:

Meeting Minutes – January 4th.

Ms. Fife made the motion to approve the meeting minutes of January 4th. Mr. Belouin seconded the motion. The vote was unanimous and so moved.

New Business

Whitegate Rd. Building Permit Request – Spencer Tate – 235-019-000

Tom Walters addressed the Board with his request for a building permit for a single-family residence on Whitegate Road. Mr. Walters acknowledged that he had yet to purchase the property, but wondered about the process. The TA explained that once the purchase was complete the registry would record the transfer and ascribe a Book and Page number to the transaction. Mr. Walters will use that Book and Page number to complete the Consent & Acknowledgement form and record it with the registry.

Fire Department – Per Diem Paramedic Program

Fire Chief Gorman briefed the Board on the program (see attached) highlighting the safety concerns the program will address. Specifically, the ability to respond to emergencies during the day – a time typically when volunteers are out of town working. While surrounding communities provide mutual aid, with Hillsborough providing the lion's share of mutual aid, wait times often approach one hour before an ambulance responds to a Deering call and this is a major health and safety concern. Another issue the program seeks to address is mutual aid itself. Deering is overly reliant on mutual aid. Chief Gorman explained that the ability of Hillsborough ambulance to respond is diminishing and at some point, Hillsborough will need to charge for the service. The question is whether or not Hillsborough has the additional capacity to provide the service even it is willing to do so. The program as outlined will provide two per diem EMT's/Paramedics who are fire fighter qualified to respond to calls for service from 7:00am through 5:00pm Monday through Friday. It was pointed out that the majority of calls for service fall outside this window and that subsequent revenue will not cover the cost of the service. Mr. Gorman explained that coverage during these times actually correspond to the time when Deering is most vulnerable. After 5:00pm and on weekends the volunteer responders are available. During the last year, there were approximately 160 calls for service of which Deering volunteers responded to more than half. The average reimbursement amount for ambulance service is approximately \$1,000. While not all calls for service result in reimbursement there is an opportunity for the program costs – a full year is anticipated to cost \$90,000 – to be offset by revenues of \$80,000 to \$120,000. The program will also afford Deering the opportunity to provide mutual aid. Doing so allows Deering to collect the reimbursement costs associated with providing mutual aid ambulance service. The Board explained that providing emergency public safety response is a level of service and home prices reflect the level of service offered by a community. Chief Gorman agreed to keep working on the report to better clarify the issues of cost and revenues.

DLIA – Robert Manahan – Deering Lake Presentation

Both Bob Monahan and Dan Goddu presented a slide show (see attached) about Deering Lake and the sedimentation issues confronting the lake from runoff. Culvert size on Zoski and the nearby Lake Shore Road were mentioned with a possibility of running the smaller diameter culvert into the stream proper was discussed. The possibility of constructing water bars on the hill prior to Chipmunk lane were discussed. The TA noted that the Town couldn't divert water onto private property without permission and an easement. Ms. Fife explained that there is a natural life cycle of lakes. She also commented on the amount of beach sand brought down to the lake as a potential problem, too. General discussion on the importance of the lake to the Town ensued with everyone agreeing that a partnership between the Town and the Deering Lake Association was necessary.

Clement Hill Road Discussion

The Board discussed the lack of clarity they were having with road classification given the lack of records associated with town roads. Steve Walker addressed the Board relative to Clement Hill explaining that he had lived there for 30 years and that in all the time he has lived there the road has been designated a Class V. In more recent years the road was summer maintained only. The TA noted that a 2013 DOT map of Deering lists Clement Hill as a Class V road and not a Class VI road. More discussion ensued with the TA observing that the lives of municipalities are long but the memories of people are short in comparison. Moving forward the Road Agent will be keeping records of all town roads so as to provide for future officials with certainty about road designations.

Public Hearing for the Budget Schedule

The Board reviewed their meeting calendars and agreed to schedule the public hearing on the budget for February 15th during their regular meeting.

TO BE REVIEWED AND/OR SIGNED:

- Employee Payroll	<u>January 11th</u> \$11,438.23
- Employee Payroll	<u>January 18th</u> \$12,335.98
- AP Manifest (2016)	\$21,983.83
- AP Manifest	\$323,861.23
- xFer	\$65.70
- Elderly Exemption	230-001-000
- Town Hall Rental	Ruth Jarvis 100 th Birthday Celebration
- Town Hall Rental	Tai Chi

There being no further business to come before the Board Ms. Fife made the motion to adjourn. Mr. Belouin seconded the motion. The vote was unanimous and so moved. The meeting adjourned at 2155.

Respectfully Submitted,

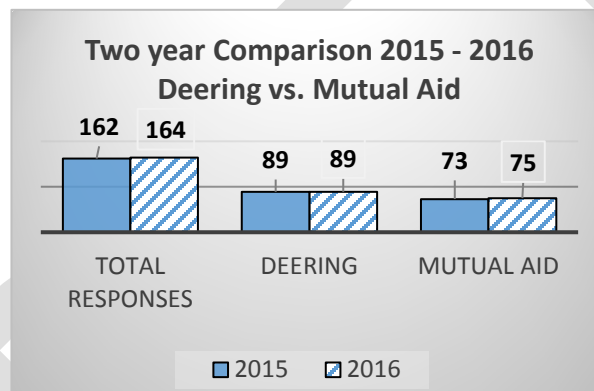
\s\ Russell McAllister
Town Administrator

Per Diem Program Warrant Article

Overview

EMS operations in the Town of Deering are going through a challenging period in the last two years. For many reasons, the Deering ambulance has struggled to respond to many calls for medical and traumatic injuries to the residents and visitors of Deering. Medical emergencies make up the greatest percentage of emergency responses that the Deering Fire & Rescue respond to. Approximately 70% of the total responses this year were medical emergencies. In many cases, these medical emergencies require the skills of trained personnel to respond and administer life-saving interventions in a rapid manner. In the past two years, Deering EMS personnel have only been able to respond with the required two licensed EMS providers a little more than 50% of the time (see Chart 1). This is an unacceptable number to me and to the members of the Deering Fire & Rescue. In my first meeting with the department members, I saw that frustration on their faces and in their words. There are many factors that dictate how this department got to this point but now is the time to rectify this life-threatening problem facing the residents of Deering.

Chart 1



One factor for the lack of EMS response to medical emergencies in the Town of Deering, is an issue that many small towns in this area face, a shortage of EMT's that work in town and can respond to EMS calls during the weekday hours. Currently, we have five active EMS members, members who have responded to medical calls since I started here. Of those five providers, I am part time, available twenty-five to thirty-two hours a week. Two other EMT's work many weekday hours out of town. Our other Paramedic works several jobs that make it hard to have certain days of the week off as their schedule changes often and limits their availability. Lastly, one of our most active EMS providers does their very best to be available whenever possible but has times when they is unable to respond. I feel that the ability to staff the ambulance for a medical call has improves since my start but not significantly. It appears to me that often when I am here and there's a call, there are no other providers available and when I was not here there is typically only one other provider available to respond.

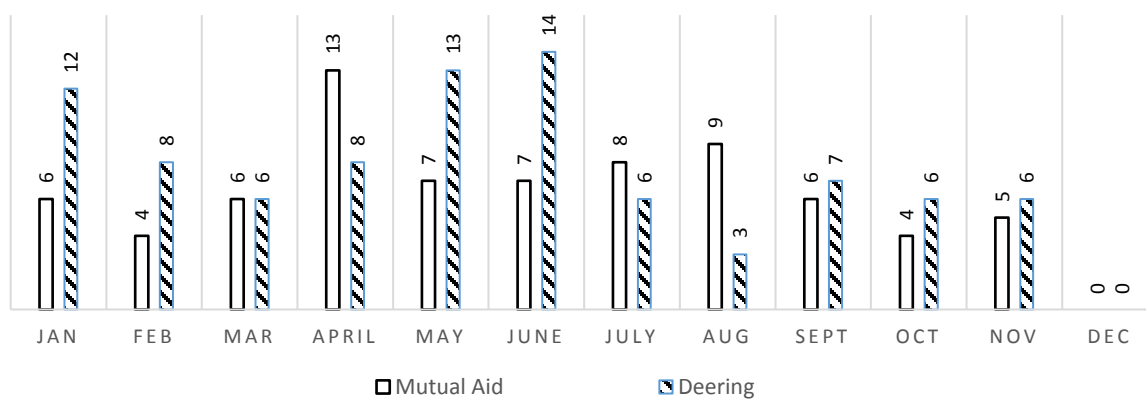
Deering is a small community. The Deering Fire & Rescue is a smaller department than the departments surrounding it. Hillsborough Fire and Weare Fire are larger departments with a much greater number of calls. This increased activity attracts young firefighters and EMT's who like "more action." We, as a department, are trying to recruit new members by word of mouth but have not had a lot of success finding experienced personnel who live in town or in near-by communities, who are willing to make that commitment it takes to be a firefighter or EMT in Deering. We are currently working on a recruitment plan and hope to implement that in the upcoming months. Trying to attract personnel to join a smaller

department that doesn't have as many emergency responses or a comparable wage has been difficult to say the least.

This year, mutual aid has been required to respond into Deering to transport a Deering resident or visitor a total of 75 times. In Chart 2, you will see a month to month comparison between Deering responses and mutual aid responses. If a mutual aid ambulance must respond to Deering due to a lack of EMS response from Deering, there is a certain delay in response to the scene from that ambulance (I am unable at this time to provide precise response times from mutual aid due to the restriction of statistical data I was able to ascertain to this point).

Mutual Aid vs Deering EMS Responses 01/01/2016 to 11/19/2016

Chart 2.



Solution

In my opinion, the best solution would be for a Per Diem Program. Yes, there is a significant cost to this approach but that cost will be offset by the benefits the program can bring. Below are the reasons I believe this program is beneficial to the Townspeople of Deering.

Save Lives

This is the most obvious reason to implement this program. The potential to better be able to get to someone suffering from a life-threatening injury or illness in an expedient manner, can be the difference between life or death. It can be the difference between walking out of the hospital on your own two feet or spending the rest of your life in a hospital bed. To be able to provide lifesaving treatments to a patient suffering serious injury or illness in less time can be all the difference in the outcome of the patient. This sounds dramatic and no, not all calls are a matter of life or death, but many are.

Improved Level of Service

The ability to have two experienced personnel on shift every weekday greatly improves the towns level of service. As I foresee the program going forward. Personnel will be scheduled with a paramedic available each shift. If the Fire Chief is working that day, the Chief will be the paramedic and we will schedule two non-paramedic personnel (AEMT, Basic or EMR) and for the times the Fire Chief is not available, we will staff with a paramedic. This allows us to have the highest level of care treating patients and will decrease our need for paramedic intercepts which cost the town approximately \$550 per intercept. Also, we will be attempting to staff the Per Diem Program with EMS personnel who are also firefighters whenever possible. This dual certification will provide the town with not only much needed EMS personnel but also firefighters who can supplement the call department by decreasing fire response times

to incidents. As you can see from Table 1, is the Ambulance calls per hour and day of the week during the period of January 1, 2016 to November 19, 2016. In red is the proposed time of the Per Diem Program. These number do not reflect the fire responses as I am unable to retrieve that data at this time. The shaded area reflects the departments and patients most vulnerable time. These are the hours that we most often need mutual aid to transport our patients to a hospital. The shaded area is the time that most Deering Fire & Rescue personnel are out of town working.

Table 1.

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
0:00	3	1			2	3	
1:00				1	1		
2:00		1					
3:00			1				
4:00							
5:00							
6:00		1				1	
7:00	2	1					
8:00	1	1				2	1
9:00		1			1		
10:00		1	1		1		1
11:00	1					1	
12:00					1		1
13:00					1	3	
14:00		2				2	
15:00	1	1				1	1
16:00			1	1	2	2	
17:00	1		1		1		1
18:00			2			3	
19:00			1	1	1		2
20:00	1	1	2			1	1
21:00	3	1		1	1	1	1
22:00	1	1		2	4	1	
23:00		1			1		

Outlined box indicates proposed hours of the Per Diem Program

Increased revenue

All missed EMS transports by Deering Fire & Rescue are losses in providing expedient service to the people who need our service, but it also is a loss of revenue that has a large impact on things such as the Ambulance Replacement Fund. When Deering ambulance transports patients, The Town of Deering is able to bill for services rendered. When Deering doesn't transport patients, The Town of Deering is not able to bill for services. Let me be clear that whether there is revenue to be gained or not is not a concern of the EMS providers responding to the calls but in the grand scheme of things, it is a source of revenue that allows for the replacement of a new vehicle without the tax burden to the taxpayers. Every town that has responded to Deering to transport someone to a hospital, bills the patients for their services. Below, in Table 2, are the current billing rates as supplied by COMSTAR Ambulance Billing in the second column. The third column is the average mileage costs (\$12 per mile x 26 miles to Concord Hospital) for Deering, and the last column shows the potential lost revenue per call, if Deering does not transport.

Table 2.

Ambulance Billing Categories	Revenue Per Call	Mileage Ave. (\$12.00/mile x 26 miles =)	Lost Revenue Per Call
BLS EMERGENCY BASE RATE	\$477.10	\$312.00	\$789.10
BLS NON-EMERGENCY BASE RATE	\$477.10	\$312.00	\$789.10
ALS NON-EMERGENCY BASE RATE	\$656.70	\$312.00	\$968.70
ALS1 EMERGENCY BASE RATE	\$956.70	\$312.00	\$968.70
ALS2 EMERGENCY BASE RATE	\$1252.53	\$312.00	\$1564.53
Average	\$704.02	\$312.00	\$1,016.02

So, as you can see from table 2, the average lost revenue for one missed medical transport can be \$1,016.02. If you multiply that by 85 missed transports you have a total loss revenue of \$86,361.17. This total doesn't take into consideration patients that may not have health insurance and cannot pay or patients on Medicare and Medicaid as they have lower set rates. Realistically, the total lost revenue is probably closer to \$50,000 or \$60,000. This is still a significant loss in revenue.

As you can see from Table 3, the potential lost revenue has been significant. These numbers reflect the average of the five different rates along with the average mileage which in turn gives you an average fee per call. Patients with Medicare, Medicaid and self-pay were not factored in as we do not have information currently on how many of the patients transported were in these categories.

	AMR	Antrim	Henniker	Hillsboro	Hopkinton	Weare	Total Non-Deering Transports	Deering Transports
Billable Calls Per Town	1	14	3	47	1	4	70	89
Lost Revenue (Average)	\$ 1,016.02	\$ 14,224.28	\$ 3,048.06	\$ 47,752. 94	\$ 1,016.02	\$ 4,064.08	\$71,121.40 Total Lost Revenue	\$90,425.78 Revenue

Table 3.

Another opportunity for increased revenue is within the Town of Hillsborough. The Town of Hillsborough is growing and growing fast. With that growth, will be an increased need for EMS services. With a Per Diem Program running in Deering it could afford us the opportunity to reciprocate the mutual aid to Hillsborough that we have not been able to do for several years. This in turn, could increase our revenue stream while helping our neighboring towns. As you can see in Chart 3. Hillsborough is the town primarily providing the mutual aid EMS to Deering.

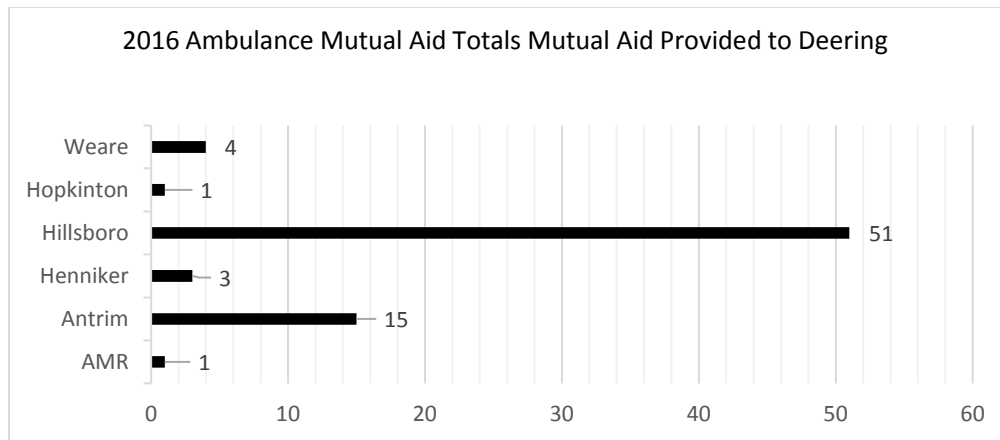


Chart 3.

How the Per diem Program will work

I see the program working as this, there will be two per diem personnel on shift from seven in the morning until five in the evening on weekdays, Monday through Friday. We will staff the two spots with EMS providers so that we can always respond our ambulance to the call during the weekdays. If possible, we will try to hire people with firefighter certifications as well, so that we can respond to any type of incidents such as building fires, hazardous material calls, wildland fires, and many other situations. There are days we will not need a paramedic on shift such as when I am in town working, but a priority will be on staffing a paramedic every day. This will alleviate the need for paramedic intercepts during those hours. To be clear, the priority will be making sure the ambulance responds to any and all calls during the weekdays when the Town of Deering is most vulnerable to a delay in care and transport to a hospital because of a staffing shortage during those hours.

Collateral Duties

The Per Diem personnel hired to work the weekday hours will not just be sitting in the station waiting for a call. They will be performing apparatus checks daily, cleaning apparatus, equipment, and handling station chores. They will be making sure all equipment is in working order as well as working on different projects that will benefit the department and the town. Projects such as water supply testing and mapping, preplanning, equipment maintenance and many others. These projects will afford the call members more time to dedicate to training instead of having to handle some of those projects, which in turn makes them better firefighter and EMT's.

Proposal

The proposal is to fund a Per Diem Program for the Town of Deering to staff one fire station with two EMS providers (minimum qualifications) to provide coverage of the ambulance during the weekday hours of 7am until 5pm, Monday through Friday. Wage scale will be as follows;

EMR - \$10/hour, EMT - \$13/hour, AEMT - \$17/hour, Paramedic - \$20/hour

Using \$15 per/hour as the average wage, the wages will average out to a yearly total of \$78,000.00 of wages, add FICA and Medicare for a total payroll of \$83,967.00. This wage scale is set to be comparable yet competitive with all the towns around us that have similar programs. For this year, the proposal is for \$45,000 to be used from July 1st until December 31st to operate the program. \$36,000 will be taken from the Ambulance Capital Reserve Fund. This year, the program to cover twenty-six weeks, five day a week for ten hours each day. The total hours the Per diem Program will cover the Town of Deering this year is 1,300 hours with two personnel and next year it will cover 2600 hours to cover the entire year at a cost of \$90,000.00.

Chart 4

Year	Hours/week	Average Wage	Weeks	Staff	Cost per Year	Expected Revenue
2017	50	\$15.00	26	2	\$41,983.50	\$30,480.60
2018	50	\$15.00	52	2	\$83,967.00	\$60,961.20

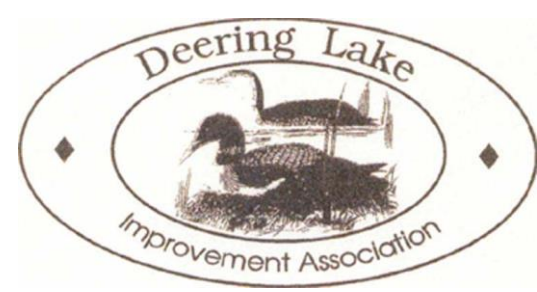
As you will see in chart 4, we took the hours worked per week times the average wage of a per diem employee times the number of weeks they will work this year and next, times the number of per diem employees plus FICA & Medicare and that totals the approximate cost per year 2017 and 2018.

We will start the program with a pool of fifteen personnel that will be hired through an application and interview process. The employees will be allowed to work a maximum of twenty hours per week as to not interfere with any labor laws pertaining to part-time and per diem employees. We will be able to schedule personnel through our I AM RESPONDING program. The hours of operations will be Monday through Friday from 7am until 5pm.

In summary, providing the highest level of service is one of the underpinnings of our mission within the Deering Fire & Rescue and we strive to do that in the most cost effective way possible. It is my belief that the Per Diem Program in Deering will not only increase response times, but also allow Deering Fire & Rescue the ability to be more self-sufficient, increase revenue back into the town, but most of all, the Per Diem Program allows us to help the people we are here to serve expediently and efficiently.

Thank you,

Daniel Gorman, Fire Chief
Deering Fire & Rescue



Zoski Road Storm Water Runoff

Bob Monahan

Karl Hauschildt

Dan Goddu

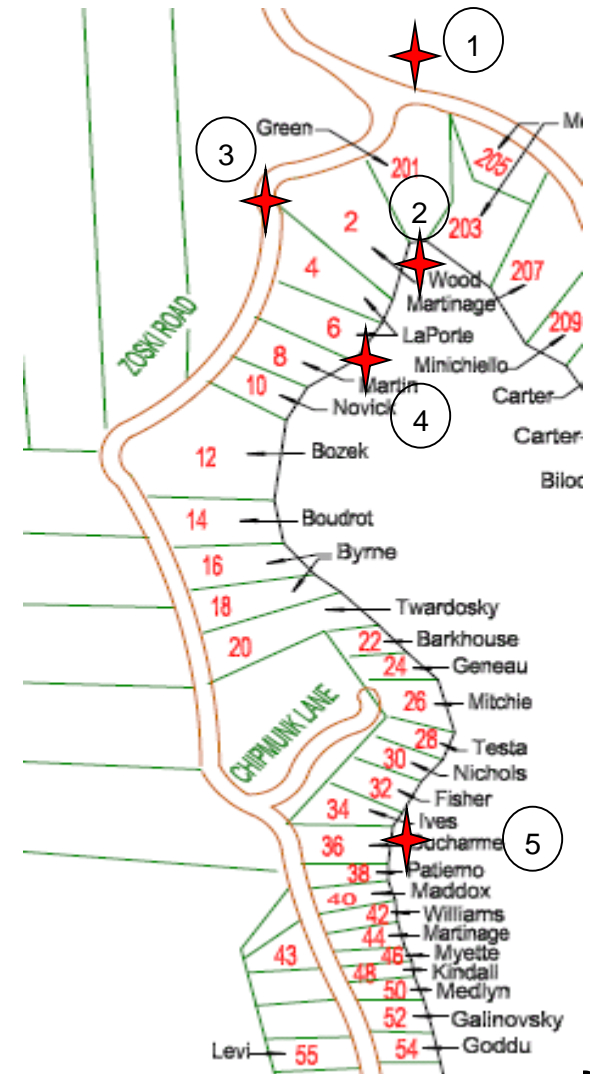
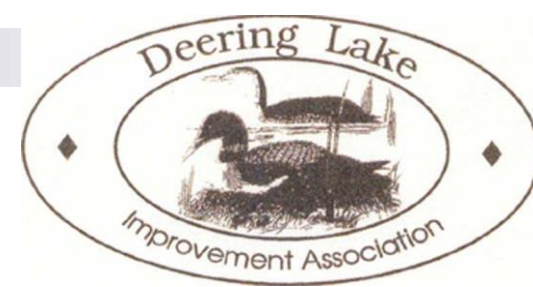


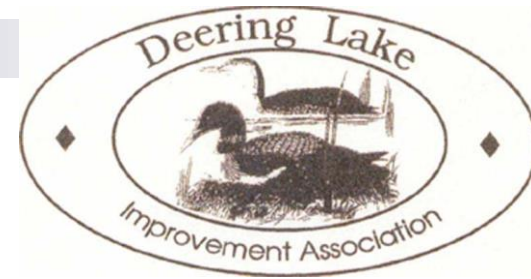
Site Visit 11/21/16

- Aaron Gill (BOS)
- Russell McAllister (Administrator)
- Brian Houghton (Road Agent)
- DLIA Council members: Karl Hauschildt, Dan Goddu and Bob Monahan.

Zoski Road Hot Spots

1. Zoski Rd/Lakeshore Drive
2. Zoski Road Inlet
3. 2-4 Zoski Road
4. 6-8 Zoski Road
5. 34 Chipmunk Lane, 36 Zoski Road





Road Stops

- Road Stop #1 – Intersection of Zoski Road and Lake Shore Drive
- Road Stop #2 – Intersection of Zoski Road and Chipmunk Lane



08/02/2008 18:39

Fisher Road (north side)



Zoski Road/Lake Shore Drive (north) – 8/2/08



Zoski Road/Lake Shore Drive (south) – 8/2/08



08/02/2008 18:32

Zoski Inlet (looking south)



Zoski Inlet (looking south – 11/2015)



Zoski Inlet (looking south — 11/2015)



Zoski Inlet (11/2015)



**Completion of DES-required Zoski Road
changes – Sept. 2006**



08/02/2008 18:52

8-12 Zoski Road (north side)



Zoski Inlet (looking from 4 Zoski Rd - 11/2015)



6-8 Zoski Rd (11/2015)



6-8 Zoski Rd (11/2015)

Show Me

Source Code

Reference

Learn More

N

2D

3D

Road

Aerial

Bird's eye

Labels <<



Lake Shore Dr

Zoski Rd

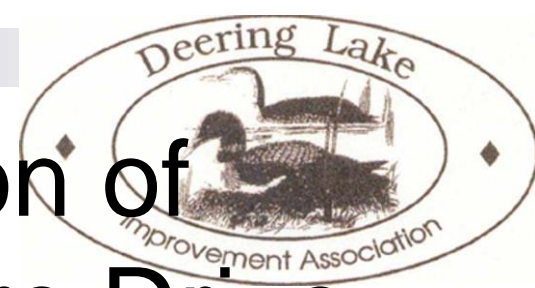


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Road Stop #1 – Intersection of Zoski Road and Lake Shore Drive

- DLIA Requested Action – BOS request Administrator to review town maps to determine if the town has a legal “right of way” to be able to relocate the smaller culvert. If the town does have the right of way, then take steps necessary to determine if feasible to move this culvert and provide feedback to the DLIA in a timely manner.



Zoski Road/Chipmunk Lane (west side) – 8/2/08

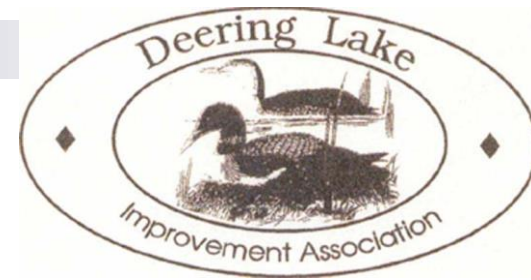


Chipmunk Lane/Zoski Rd cove - 11/2015



Road Stop #2 – Intersection of Zoski Road and Chipmunk Lane

- DLIA Requested Action – BOS request Administrator to review town maps to determine who owns land below the area of ledge described above as well as ascertain whether the town has a legal “right of way” to be able to install water bars in this area. If the town does have the right of way, then take steps necessary to determine if feasible to install water bars in this area and provide feedback to the DLIA in a timely manner.



Notes

- A formal study would determine the source(s) of sediment flow and collection at Zoski Road inlet and Zoski Road/Chipmunk Lane cove
- The study would make recommendations to address sediment flow and to also restore these areas to their natural state with dredging

Please Sign IN

John Shaw

J. G. Wall

Doug Zalmond

Dylan Garner

Gale Zalmond

Tom Walters

DAN GODD

VINCE CROVO

Roz Monahan

Bob Monahan

Daniel B.