



## **TOWN OF DEERING**

### ***Board of Selectmen***

762 Deering Center Road  
Deering, NH 03244

### **Meeting Minutes**

**June 21, 2017**

Selectmen present: Allen Belouin, Sharon Fife, Aaron Gill.

The meeting was called to order at 1900.

#### **MEETING MINUTES:**

##### **Meeting Minutes – June 7<sup>th</sup>.**

Mr. Belouin made the motion to approve the meeting minutes of June 7<sup>th</sup>. Mr. Gill seconded the motion. The vote was unanimous and so moved.

#### **New Business**

##### **Bob Monihan – Deering Lake Improvement Association**

Mr. Monihan, President of the Deering Lake Improvement Association, addressed the Board relative to concerns raised during a previous meeting. Ms. Fife explained that she had contacted NHDES about watershed studies and grant funded water quality programs for NH lakes. Funding availability by DES is not available, but there are a number of resources to help identify problems and incorporate best management practices. The TA explained that the highway department did clean catch basins on Zoski road and regularly inspects them. While DLIA members previously talked about the possibility of relocating a small culvert at the intersection of Zoski road and Lakeshore drive the TA noted that relocating a culvert will require DES permitting and landowner permission. Ms. Fife also explained that tweaking drainage in a piecemeal fashion can lead to larger and more intractable problems in the future. Ms. Fife spoke to the issue of drainage into the lake and how that effects longer term water quality. Impervious surfaces such as camp and house driveways, the cutting of trees too near the water increase impervious surface area, and homeowners adding sand along the lake edge to create beaches are major contributors to long term sedimentation and water quality. Discussion of posting a 15MPH speed limit sign on Zoski road ensued with the Board explaining that police cannot by law enforce speed limits lower than 25MPH, unless in an active school zone. The issue of parking restrictions at the reservoir adjacent to the dam were briefly discussed with the Board noting that those restrictions are subject to police enforcement. Mr. Gill provided an update to acquiring a copy of the Hillsborough Deering Cooperative School Agreement. Mr. Gill explained that the agreement dated back to 1954 and that a copy was not at the District but at the Department of Education and is being forwarded to him. The agreement is not for a fixed length of time and subject to renewal. The option of renegotiating the cost sharing ratio, now at 50% /50%, is unlikely as Hillsborough has no incentive to renegotiate to a pre-existing ratio of 75% / 25%. While it is possible for Deering to leave the District, any residual debt owed by Deering will still need to be paid. With respect to ongoing water quality and watershed study the Board agreed that a watershed committee will be best suited to review the issues, work with State and regional partners to formulate an action plan that will lead to a watershed study. The composition of such a committee was briefly discussed.

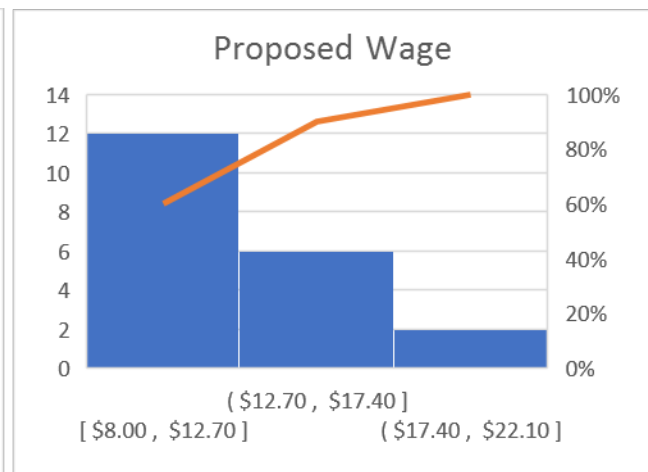
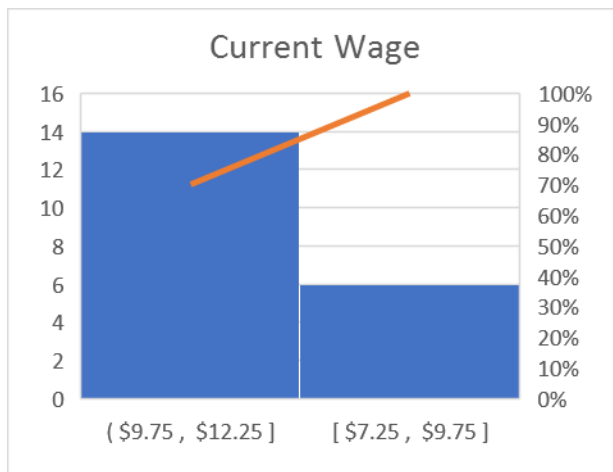
##### **FD Wage Increase Proposal**

Fire Chief Gorman briefed the Board relative to the increase in pay for the on-call force. He explained that the current pay structure didn't recognize training and certifications whereas the new pay structure rewarded the

membership for getting advanced certifications, i.e., Fire Fighter I moving to a Fire Fighter II and so on. The current pay structure is on the low end and doesn't reflect qualifications. See proposed wage increases below.

**Table 1**

Name	Position	Current Rate	Proposed increase	Dollar Increase	% Increase
Bannister, Cole	None	\$ 7.25	\$ 8.00	\$ 0.75	10.34%
Bannister, Logan	None	\$ 7.25	\$ 8.00	\$ 0.75	10.34%
Bannister, Will	FFII, LT, CDL	\$ 10.50	\$ 12.50	\$ 2.00	19.05%
Boyll, Debra	EMT, Captain	\$ 12.00	\$ 14.00	\$ 2.00	16.67%
Connor, Doug	EMT, Assistant Chief, CDL	\$ 12.00	\$ 19.50	\$ 7.50	62.50%
Coombs, Tim	FFI, CDL	\$ 10.00	\$ 10.50	\$ 0.50	5.00%
Elliott, Chrissy	FFII, EMR	\$ 10.00	\$ 12.00	\$ 2.00	20.00%
Gidley, Cindy	Paramedic, EMS Lt.	\$ 12.00	\$ 17.00	\$ 5.00	41.67%
Goren, Vicki	FFII, Paramedic	\$ 12.00	\$ 19.00	\$ 7.00	58.33%
Greene, Kyle	None	\$ 7.25	\$ 8.00	\$ 0.75	10.34%
Grendell, Allen	FFI	\$ 7.25	\$ 10.00	\$ 2.75	37.93%
Grendell, Brandon	None	\$ 7.25	\$ 8.00	\$ 0.75	10.34%
Lux, Dan	None	\$ 7.25	\$ 8.00	\$ 0.75	10.34%
McLain, Wanda	EMT	\$ 10.50	\$ 11.00	\$ 0.50	4.76%
Munson, Sara	FFI, EMT	\$ 10.50	\$ 13.00	\$ 2.50	23.81%
Murdough, Pat	FFII, Captain	\$ 12.00	\$ 14.00	\$ 2.00	16.67%
Parece, Kris	FFII, LT,	\$ 10.50	\$ 12.00	\$ 1.50	14.29%
Rousseau, Chris	FFII, AEMT, CDL	\$ 11.00	\$ 16.50	\$ 5.50	50.00%
Voorhees, Mark	FFI, CDL	\$ 10.00	\$ 10.50	\$ 0.50	5.00%
Wilcoxon, James	FFI, Captain	\$ 12.00	\$ 14.00	\$ 2.00	16.67%
<b>Total</b>		<b>\$ 198.50</b>	<b>\$ 245.50</b>	<b>\$ 47.00</b>	<b>23.68%</b>
<b>AVG Wage</b>		\$ 9.93	\$ 12.28		
<b>Median Wage</b>		\$ 10.50	\$ 12.00		
<b>STD</b>		1.605	2.9025		



The TA pointed out that graphs highlighting the differences between the current and proposed wages illustrated how wages under the current structure were lumped closely together whereas the proposed wage structure was more staggered and tied to certifications. Because payroll costs in the on-call department are driven by activity the proposed increase at the current minimal activity level is possible with the current budget. Ms. Fife made the motion to approve the new on-call wage increases as outlined in Table 1 above. Mr. Belouin seconded the motion. The vote was unanimous and so moved.

The Board reviewed the proposed wage structure for the incoming per diem employees who will staff the Town approved Emergency Responder Program beginning July 5<sup>th</sup>. Mr. Gorman spoke to the overall qualifications and experience reflected in the new per diem employees. Of the 17 new hires three are paramedics, seven are advanced EMT's and the remaining are basic EMT. One of the new hires is currently a paramedic with DART and has served in larger municipalities. He is interested in Deering for the mentoring aspect. The Board was impressed by both the number of interested people and their qualifications. Ms. Fife made the motion to approve the wages for the per diem program employees as listed in Table 2 below. Mr. Belouin seconded the motion. The vote was unanimous and so moved.

**Table 2**

<b>Name</b>	<b>EMS Level</b>	<b>FF</b>	<b>Hourly Wage</b>	<b>Location</b>
GOREN, VICKI	Paramedic	Y	\$ 20.00	HILLSBORO
Mulhern, Michael	Paramedic	N	\$ 20.00	AMHERST
Del Valle, Alfredo	Paramedic	N	\$ 20.00	HILLSBORO
Bowler, John	Advanced	Y	\$ 17.00	AMHERST
Dean, Mitchell	Advanced	y	\$ 17.00	WARNER
BROWN, ELLIOTT	Advanced	Y	\$ 17.00	BRADFORD
BRULE, JEFF	Advanced	Y	\$ 17.00	HILLSBORO
KIROUAC, ELAINE	Advanced	N	\$ 17.00	BOW/ALTON
CARNEY, NANCY	Advanced	Y	\$ 17.00	FITZWILLIAM
LEBLANC, JEFFREY	Advanced	Y	\$ 17.00	LEBANON
BOYLL, DEBRA	Basic	N	\$ 13.00	DEERING
MUNSON, SARA	Basic	Y	\$ 13.00	DEERING
DIMICK, SHAWNA	Basic	N	\$ 13.00	MANCHESTER
SMITH, JOHN	Basic	Y	\$ 13.00	NASHUA
GRIFFIN, JAMES	Basic	Y	\$ 13.00	PENACOOK
BEARD, JARED	Basic	Y	\$ 13.00	HILLSBORO
CRISP, DARCY	Basic	Y	\$ 13.00	LACONIA

#### **Vacation Time Carryover Requests**

The Board reviewed carry over requests by Officer Steve Bell and Administrative Assistant Carrie Goodwin to be used by the end of July. Mr. Gill made the motion to approve the carry over requests. Mr. Belouin seconded the motion. The vote was unanimous and so moved.

#### **TO BE REVIEWED AND/OR SIGNED:**

- Employee Payroll	<b><u>June 14<sup>th</sup></u></b>
	\$10,782.23
- Employee Payroll	<b><u>June 21<sup>st</sup></u></b>
	\$10,821.19
- Fire Department Payroll	<b><u>June 14<sup>th</sup></u></b>
	\$3,282.18
- AP Manifest	\$31,032.18
- Yield Tax (212-004-000)	\$386.48

Mr. Belouin made the motion to enter non-public session under RSA 91-A:3 II (a) to review performance reviews and employee compensation. Mr. Gill seconded the motion. The vote was unanimous and so moved.

The Board entered non-public session at 2030.  
The Board re-entered public session at 2145.

The Board having completed their review of employee performance reviews Mr. Belouin made the motion to approve wage and salary increases as listed in Table 3 below. Ms. Fife seconded the motion. The vote was unanimous and so moved.

**Table 3**

<b>Employee</b>	<b>Position</b>	<b>Current</b>	<b>New</b>	<b>Increase</b>	<b>Wkly Hrs</b>
Carrie Goodwin	Admin Asst	\$ 22.60	\$ 23.60	\$ 1.00	36
Ann Mooney	Assessing Clerk	\$ 17.28	\$ 18.28	\$ 1.00	15
Dan Gorman	Fire Chief	\$ 27.00	\$ 28.00	\$ 1.00	28
Mark Poland	Assist Road Agent	\$ 20.00	\$ 21.00	\$ 1.00	40
Richard Robins	Hvy Equip Op	\$ 18.50	\$ 19.00	\$ 0.50	40
Steve Bell	FT Officer	\$ 22.87	\$ 24.01	\$ 1.14	40
Ethan Vaillancourt	PT Officer	\$ 22.65	\$ 23.33	\$ 0.68	variable
Thomas Cavanaugh	PT Captain	\$ 23.33	\$ 24.03	\$ 0.70	variable
Chris Parsons	PT Officer	\$ 20.15	\$ 20.75	\$ 0.60	variable
Nick Hodgen	PT Corporal	\$ 20.81	\$ 21.43	\$ 0.62	variable
James Pushee	Police Chief	\$ 71,037.67	\$ 72,458.42	\$ 1,420.75	salary
Brian Houghton	Road Agent	\$ 56,000.00	\$ 57,680.00	\$ 1,680.00	salary

There being no further business to come before the Board Mr. Belouin made the motion to adjourn. Ms. Fife seconded the motion. The vote was unanimous and so moved. The meeting adjourned at 2150.

Respectfully Submitted,

\s\ Russell McAllister  
Town Administrator



## TOWN OF DEERING

### *Highway Department*

762 Deering Center Road

Deering, NH 03244

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### May's Highway Department Report

May has brought us some crazy weather. We have had some freezing temps, light rain, heavy rain, 90 degree days and a mothers day snow! They guys have continued to spot ditch where the water has not gotten off the roads and clean our culvert ends. We took the sand out from the bottom of Hedgehog Mtn Road that comes from sanding from the winter and graveled the bottom section. We built a new header with our granite on the culvert over Gereni Brook on the turnpike that had been damaged and pulled out. Alfred has been very busy out ditching and grading. It has been very wet so dust has not been an issue yet, we will start putting out calcium on his next go around (next month) with the grader on the gravel roads. The concrete blocks we had installed on each side of the bridge abutments on Old Francestown Road class 6 part keep getting moved so we reset them and anchored them down so they can not be moved as easy. With Russ building the backs/posts to the Welcome To Deering signs, we have installed one of the large signs at corner of East Deering Road and Deering Center Road. With input on the landscape from all of us, Russ with a clear vision on the sign, we got it done. One down and three to go. I have been also working on the East Deering Road ½ mile reconstruction bids. The town has received many Intent to Cut's, I have been checking on their access to our roads. Seems the land owners, foresters and loggers are being mindful of the transition onto our roads and are doing a good job. We went from one of the driest summers last year to a very wet May. There could be a happy medium!

Brian Houghton  
Road Agent

***MONTHLY REPORT*****May 2017****NEWS:**

1. 2014 Hi-Pro Cruiser is back on the road. We are working on scheduling it for re-install of Police Graphics Package.
2. As of 06/01/2017, summer tires are back on BOTH cruisers.
3. New Officer, Thomas Forsley, is in FTO and is doing in-depth interviews and investigation. This will slow his progress on normal FTO Process (computers, learning the town, etc.), BUT his expertise is highly valuable on two big cases we are working.
4. Members of the Hillcat Police Cadet Post 612 competed in the Annual Police Cadet Challenge Weekend, bringing home a 3<sup>rd</sup> Place Trophy in the overall competition. This is the third year in a row that they have brought home a trophy.
5. Chief Pushee and his Civilian Volunteer Cadet Advisory Staff sponsored the Building Search Scenario at the Annual Police Cadet Challenge Weekend Competition again. This was Chief Pushee's 20<sup>th</sup> year assisting in this annual competition!
6. We have two major cases that occurred in Deering in May. Both have investigative components ongoing.
  - a. 2<sup>nd</sup> Degree Assault (Felony) – butt of a firearm to the skull of a sleeping victim. The suspect HAS been arrested already, but we are continuing to gather evidence, and already have Arrest Warrants for a second person involved in this assault, and may have more as the investigation develops.
  - b. Serious Bodily Injury DUI Crash – the driver of this car is still in Critical Care and in an induced coma at Mass General. It is unknown whether or not he will survive his massive injuries. IF he survives, he will be charged with Felony Driving Under the Influence of Alcohol and Drugs. Additionally, the Department is investigating three other persons involved with hindering the investigation and with further endangering the welfare of the injured driver.

**TRAINING:**

1. Officer Forsley is working on in-house Field Training, focusing (between investigations) on learning our computer systems, learning our roadways, etc.
2. Capt. Cavanaugh attended a three day class in Fraud Investigations and Electronic Devices as Evidence.
3. Chief Pushee attended a training session on the Exculpatory Evidence Protocol and Schedule (this replaces the so-called Laurie List).
4. Chief Pushee attended the Annual NH Traffic Safety Seminar and Training.

**GRANTS:**

1. 2017 STEP Grant Program : We have begun working these grant patrols.
2. 2017 DUI Grant Program: We have begun working these grant patrols.
3. 2018 Highway Safety Grant Programs- Chief Pushee has submitted online applications for STEP grant, DUI Grant, and Distracted Driving Grant, and an Equipment Grant to hopefully help pay for portion of new cruiser computer tablets and peripherals.

**JUVENILE ACTIVITY:**

1. We have one case involving a JV, but this will be charged as adult, as it occurred less than 10 days before 18<sup>th</sup> birthday.

**ACTIVITY REPORT:**

Calls For Service Logged:	324	(this does not include many vacant home checks which are now counted separately in the new system)	
DPD Call Outs	9	(911 calls, Crim Compl, DV calls, MV crash, OHRV compl., Assists, Suspicious Acts, etc).	
NHSP Call Outs	0	(	
MV Enforcement:	112	(108 Warnings, 2 Summons, several arrests)	
MV Accidents:	1	(serious bodily injury- DWI related)	
ARRESTS Total:	4		
	Charges:	Violate DV Criminal Bail Order	1
		DWI and DV Assault	1
		Felony 2 <sup>nd</sup> Degree Assault	1
		Reckless Operation	1
NEW PENDING/ OPEN CASES:	4		
	Charges:	Tattooing of a Minor	1 (warrants issued for the tattooer, he is in Mass and reluctant to come to NH)
		Burglaries	6 (3 new ones in May 2017)
		Felony DWI	1 (if he survives his injuries)
		Hindering Apprehension, et al	2 (warrants issued for one of these, still working investigation for other charges)
		Reckless Conduct	3 (related to the Felony DWI case, still working investigation)

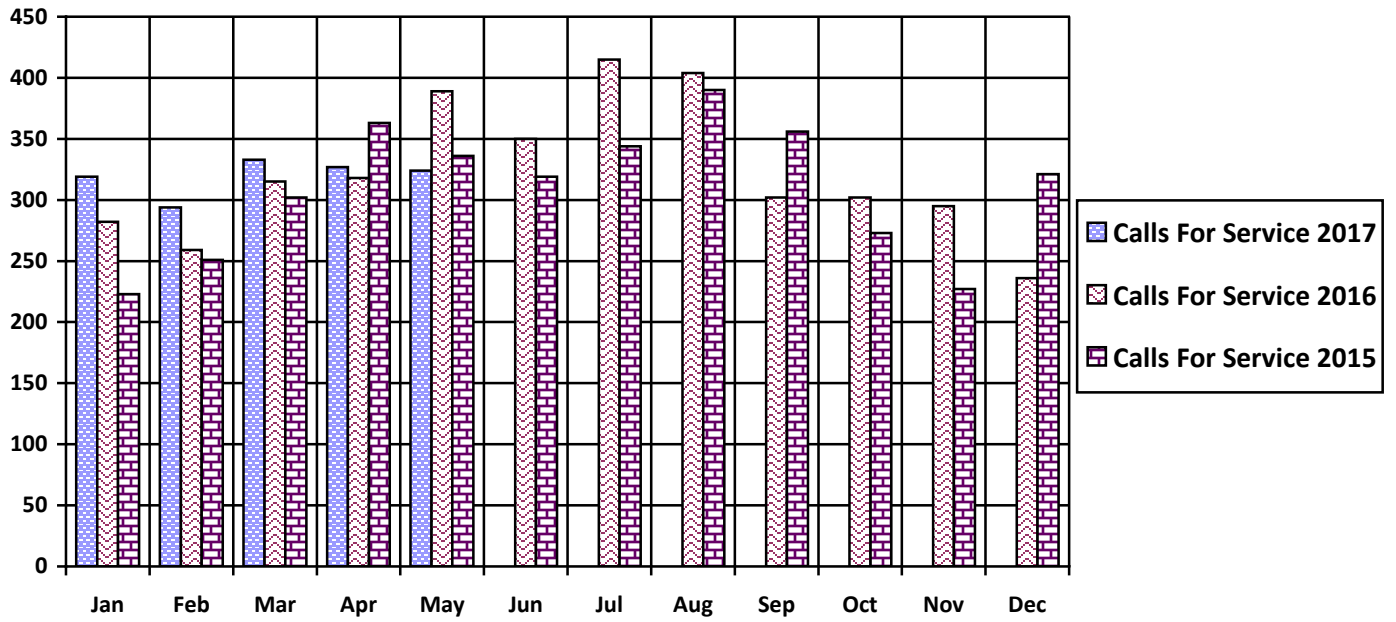
**MILEAGE TOTAL:**

2,810 miles from 1May2017 through 31May2017

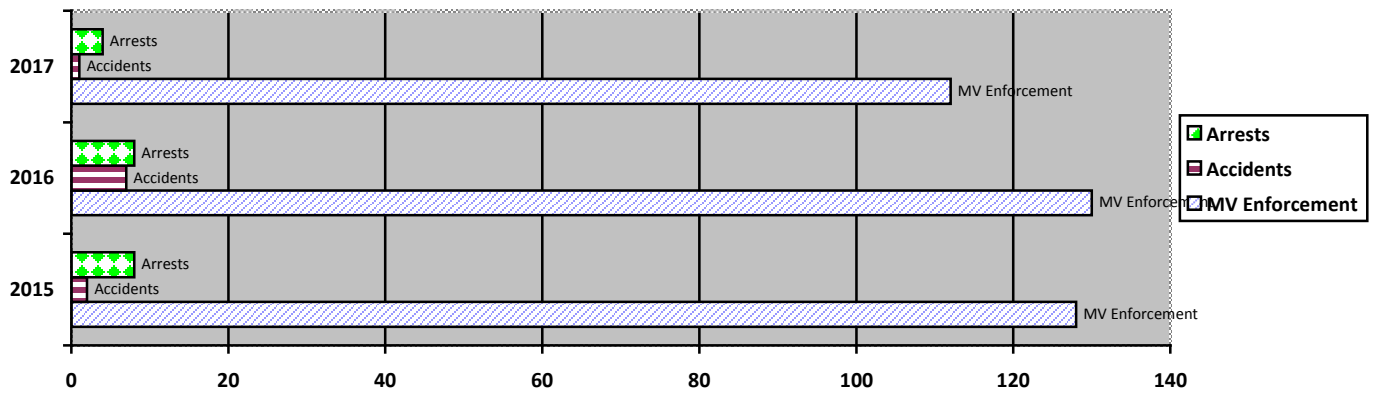
2013 IntrcprUtil: 92,816 (2,447 miles in period)

2014 Intrcpr Util: 45,623 (363 miles in period)

Call For Service Stats- Monthly



Monthly Stats- May



**RADAR TRAFFIC SURVEYS****May 2017****OFFICER TRAFFIC SURVEYS**

Totals	Rte 149 (0	2 <sup>nd</sup> NH Tpk(1	OldCounty (1	Clement (0	EstDrng (1
Total Cars					
Under Limit		3	3		4
+1 – 5 over		13	17		7
+6 – 10 over		14	9		0
+11 – 15 over		2	7		0
+16 – 20 over					
+ 21 over					
Stopped		0	0		0

Totals	Rsvr (0	LngWds(1	Mnslvl(0	Other(0	Cross(0
Total Cars					
Under Limit		3			
+1 – 5 over		7			
+6 – 10 over		3			
+11 – 15 over		2			
+16 – 20 over					
+ 21 over					
Stopped		2			

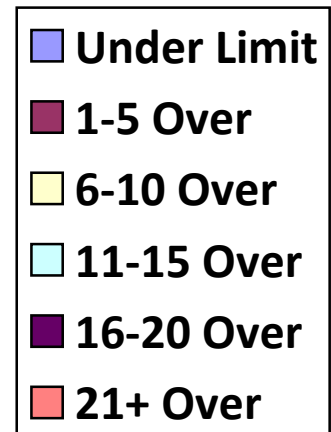
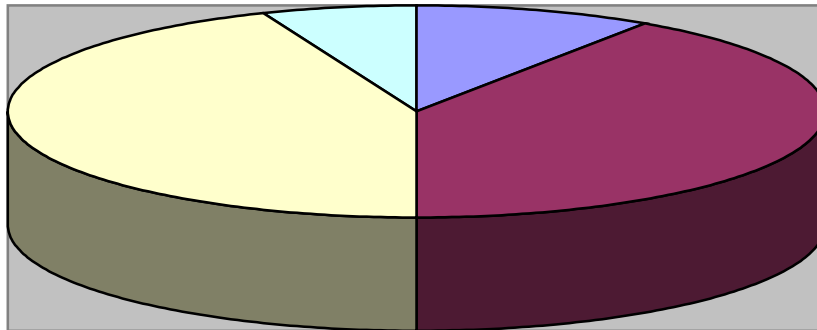
**VOLUNTEER TRAFFIC SURVEYS**

Totals	EastDrng(	Union (	Mill (	OldCty(	ClmtHill(	LngWds (
Total Cars						
Under Limit						
+ 1 – 5 over						
+ 6 – 10 over						
+ 11 – 15 over						
+ 16 – 20 over						
+ 21 over						



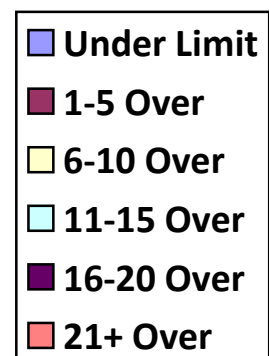
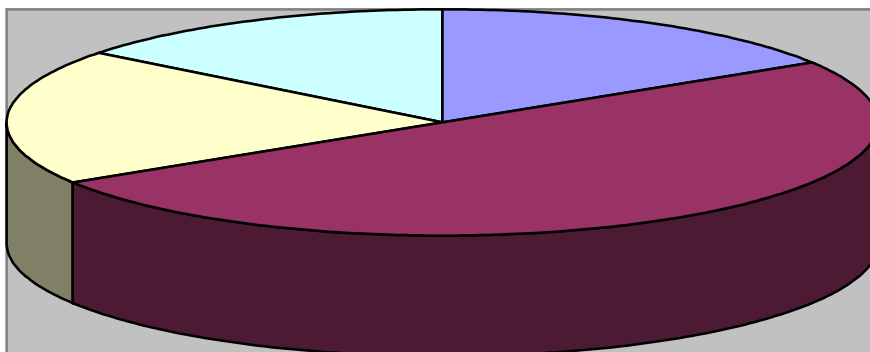
## Primary Roads / 1 Surveys

**\* during rain event**



## Secondary Roads / 3 Surveys

**\* 2 of these during Rain Events**



Please Sign in

Karl Haulbalt

Capit Thew

Bob Monahan

Wang Labrad

Gale Labrad

Laura Martinage

Daniel Am