

**Town of Chester
Board of Selectmen Meeting
Thursday July 14th, 2011
Municipal Complex
Approved Minutes**

I Preliminaries

1.1 Call to Order

Chairman Landau called the meeting of the Town of Chester Board of Selectmen to order at 7:10pm.

1.2 Roll Call

Selectmen present:

Chairman Stephen Landau
Jack Cannon
Joe Castricone
Joe Hagan - joined the meeting at 7:50pm
Michael Weider

Members of the Public present, at various times:

Andrew Hadik - PB Member
Ed Karjala - Recreation Commission Chairman
Bob Latham
Pat Martin - BOS Administrative Assistant
Matt Rittenhouse, Tri-Town Times
Carolyn Scott
Leroy Scott
John Sullivan
Maria Veale

1.3 Pledge of Allegiance

Chairman Landau led the attendees in the Pledge of Allegiance.

1.4 Meeting Additions or Deletions - Vice-Chairman Cannon added a discussion in the round table on notifying the employees regarding the changes to the earned time policy and insurance contributions.

1.5 Public Comment - none.

48

II New Business

50

7:13pm

52

2.1 Appointment: Planning Board Member Appointment

54

Attendees - Andrew Hadik (PB Committee Member) & Maureen Lein

56

BOS Chairman Landau stated that the BOS is unable to sign the actual document recommending Ms. Lein tonight because there is an error in it but the BOS will have it corrected and Ms. Lein can sign the document before the Town Clerk instead of the BOS.

58

60

Mr. Hadik explained that the PB is short of regular members and as such the PB has been short of a quorum for meetings therefore Ms. Lein has offered to be an alternate PB committee member to make up the committee numbers and enable the PB to meet more regularly. Ms. Lein has prior experience on the PB. Ms. Lein is now working from home therefore she can attend 2 - 3 meetings per month.

62

64

66

Selectman Weider made a motion to appoint Ms. Lein as an alternate Planning Board Committee member. Selectman Castricone seconded. There was no discussion. The roll call vote was unanimously in favor; so moved.

68

70 **7:17pm**

2.2 Appointment: LGC - Workmen's Compensation Rate Discussion

72

Attendees - LGC representatives: Debbie Clayton & Thom LoPizzo (Member Relations Advisor)

74

76

The BOS asked LGC if they could explain the rate increase for the Town's workers compensation premium. The Town had one claim last year yet the Town's experience moderated rate (EMR) is still high which is used to calculate the premium for the Town.

78

80

Mr. LoPizzo stated that the EMR is calculated over 5 years of claim history (which is different than the 3 years claim history that commercial insurance companies use). Mr. LoPizzo stated that the rating structure is factored from the rate of the entire municipal workers compensation pool that the Town belongs to. The BOS asked what incentive other Towns in the pool have to improve their EMR when Town's such as Chester bring their ratings down with their good status. Vice-Chairman Cannon asked if the system is equitable, are the Town's in the pool with poor safety ratings being penalized financially.

82

84

86

88

Mr. LoPizzo stated that LGC's rates are calculated based on the payroll classification figures for the Town's employees and then applied to the Town's payroll total and then modified by the EMR of the pool to calculate the Town's workers compensation premium for the insurance period. Chairman Landau asked if the rate is calculated for Chester on the fiscal or calendar year. Mr. LoPizzo stated that there is one municipal workers compensation

90

92

94 pool for all the Towns which is based on the calendar year. Mr. LoPizzo gave an example of
95 how much the Town of Chester would pay based on their EMR (0.91) versus a similar town
96 with a poor EMR (1.20); there is a financial cost to Town's with a poor safety record.
97 Selectman Weider asked if LGC compared their rates to commercial insurance companies.
98 Mr. LoPizzo stated that LGC was using a third party insurance adjuster between 2005-
2009. The third party adjuster did not work as hard to get workers back to their jobs
100 quickly; LGC now have an in-house insurance adjuster and as such the claims have been
101 reduced which should have a positive impact on the premiums of members in the pool as time
102 goes on. Mr. LoPizzo stated that if a Town does not work to reduce their EMR and LGC's
overall cost of insuring them then the LGC board can review their membership in the pool
(because a poor EMR affects the rest of the pool's rating.)

104
105 Selectman Weider asked if LGC could send a detailed breakdown of the different employee
106 titles in the payroll classifications because he has reviewed the Town's employee
107 classifications and it seems that several jobs are listed in two classifications and the
108 employee classifications are used to calculate the Town's EMR. The Town's auditors should
109 review the classifications and report any errors or duplications. The BOS asked what
110 Chester's EMR would be if they were not in a municipal pool; the BOS also requested a list
111 of other members of the pool's claim figures for the last 5 years. The BOS also asked what
112 the cost per claim is for an in-house adjuster versus a third party adjuster. Mr. LoPizzo
113 stated that the costs were lower with the third party adjuster however employees were off
114 work for longer so the claims were more costly to LGC thus affecting the pools EMR rating.
115 Mr. LoPizzo will check Chester's EMR against other similar town's and get back to the BOS
116 with his findings. Chairman Landau stated that the payroll figures used for the workers
117 compensation calculation seem to be high which could also be affecting the Town's premium;
118 the auditors should check this in their report. Independent contractors for the Town have
119 to prove they have their own workers compensation coverage or they can make themselves
120 exempt on their permits. Chairman Landau will follow up with the finance department to
121 check on the employee classifications for the workers compensation classification.

122
123 LGC will come back to the BOS once they have collected the information / statistics that
124 the BOS has requested.

126 **7:40pm**

128 **2.3 Appointment: Chester Field of Dreams**

Attendees - John Sullivan, Ed Karjala & Maria Veale

130
131 Mr. Sullivan explained that the Chester Field of Dreams committee has put together a
132 proposal for a fundraiser that could potentially double the funds for the Chester Field of
133 Dreams project. Mr. Sullivan has already met and presented the idea to the Recreation
134 Commission and Wason Pond Commission. Both groups have given their support for this
135 fundraiser. Mr. Sullivan explained that the fundraiser is an obstacle course at Wason Pond
136 that will be called the Wason Pond Pounder. These events are very popular at this time and
137 similar events have proved very profitable. The Chester Field of Dreams committee
138 presented the BOS with copies of the proposal which covered the scope of the event,

140 community opportunities, event safety, parking plans, the race course and the race
organization. The Chester Field of Dreams committee (CFDC) will cover the insurance for
142 the event, there will be little impact on Wason Pond, the Police department supports this
event, if the BOS approves of the preliminary plans then the CFDC will talk to Chester
144 Academy or Chester College regarding parking and using shuttle buses to move people to and
from Wason Pond for the event. There are no prizes for this event, it is just for fun and
146 fundraising; each participant will pay a registration fee of approximately \$40. Any permits
for the local vendors will be similar to the Town Fair permits i.e. the Lions Club could sell
148 food or drinks to raise funds for their projects etc. The CFDC still needs to investigate the
cost of supplying bathrooms and drinking water to the event because Wason Pond has no
150 potable water. Selectman Weider asked the CFDC to check with the school regarding the
cross country schedule and make sure there will be no clashes with the event. The CFDC
152 hope this will become an annual event raising funds for local charities long after the Field of
Dreams has been completed.

154 Vice-Chairman Cannon stated that he is on-board with the concept of the fundraiser
however he would like to have the CFDC come back in 3 - 4 weeks with the fine details on
156 some of the items discussed tonight i.e. the feasibility of the event insurance, parking
options etc.

158 Selectman Weider made a motion to allow the Chester Field of Dreams Committee to
develop the Wason Pond Pounder fundraising event and to keep the BOS informed of the
160 updates via the Wason Pond Commission and / or the Recreation Commission. Selectman
Castricone seconded. The BOS discussed that this was a tentative agreement based upon
162 receipt of the final document from CFDC and no long term effect on the Wason Pond
recreation area from the obstacles or pets attending the event with their owners.
164 Selectman Castricone volunteered to be a liaison between the CFDC and the BOS for this
event. The roll call vote was unanimously in favor; so moved.
166

168 **III Old Business:**

170 **3.1 Minutes Review:**

172 The BOS reviewed the minutes from July 7th; Vice-Chairman Cannon asked for line 197
starting with "It was resolved" to be removed from the minutes, Leave in "He will have a
174 final draft next week for posting." Chairman Landau changed the word *Federal* on line 227
to *State*. It should then read "He has already contacted the Attorney General; Shaheen &
Gordon want documentation about the well at Wason Pond Community Center."
176

178 Vice-Chairman Cannon made a motion to accept the BOS minutes from 07.07.2011 with
changes; Selectman Weider seconded. All were in favor; so moved.

180 **IV Selectmen's Business:**

182 **4.1 Round Table:**

184 *Vice-Chairman Cannon:* VC Chairman Cannon discussed the edits to the employee personnel

186 policy re: benefits. Attorney Garrow made some changes which have been incorporated; the
BOS will provide this document and a cover letter to the employees on Monday and post the
188 notice of the policy changes which will take effect August 1st. VC Chairman Cannon stated
that in completing these updates to the personnel policy the BOS has fulfilled their
190 commitment to the community and removed the Town's unfunded liability.

192 VC Chairman Cannon made a motion to post the cover letter and updated personnel policy for
the Town employees on Monday (giving the employees two weeks' notice of the impending
194 changes); Selectman Weider seconded. A roll call vote was unanimously in favor; so moved.

196 The BOS discussed when vacation time will begin to accrue; will it be January 1st or July 1st;
VC Chairman Cannon stated that there are different answers from different sources; if
198 there is no definitive answer then the BOS needs to set a policy to resolve it.

200 *Selectman Weider:* Selectman Weider asked how the BOS would like to proceed with the
health insurance brokers; should the Town's other lines of insurance be included with the
202 health insurance research to see if an insurance bundle is more cost effective for the Town.
VC Chairman Cannon expressed concern that insurance pools seem to cost the Town more
204 than independent policies; the independent insurance broker will research the options for
the Town without an affinity to a certain insurance company. Selectman Weider will obtain a
206 formal proposal from the insurance brokers before the broker meets with the BOS (one
broker on the agenda per week). Employees will be welcome to attend these meetings and
208 ask any questions regarding the different policy options. VC Chairman Cannon stated that
ideally the BOS should have a solution identified before the next budget process begins in
210 December.

212 Selectman Weider stated that he attended the recent SB meeting and requested a copy of
the school's previous plow contracts along with the bids for the 2011/12 plow contract.

214 Selectman Weider stated that Boston Systems will be updating the Assessing software in
preparation for the Town's re-evaluation.
216

218 Selectman Weider stated that the PB has discussed a PSNH program for converting the
lighting in the MPR room to energy efficient lighting. There is an initial cost to the Town to
220 change the lighting but the electricity bill remains fixed until the costs have been paid back
then the rate will decrease ending up with a cost saving.

222 *Selectman Castricone:* Selectman Castricone advised the BOS that the Town has hired a
seasonal employee; the Channel 21 TV studio will be dedicated on July 31st at 2pm and the
224 last two boilers have been installed in the Town offices.

226 The BOS discussed the tree that the kids have been using at Wason Pond to swing out over
the pond during the summer months. The existing branch has broken off therefore the
228 swing has been moved by the kids elsewhere on the same tree; it is closer to the shore
therefore it could be a problem. Selectman Weider stated that he has received phone calls
230 about kids jumping off the weir into the pond, the Police department is aware of this issue

232 and the potential safety issues it raises. They plan to increase patrols of the area and
advise any kids of the safety dangers. Mrs. Scott stood and was recognized by the BOS;
234 she stated that she had seen young kids on the embankment by the dam in the last few
days.

236 *Chairman Landau:* Chairman Landau advised the BOS that the cemetery trustees have
located another cemetery that was marked on the Town maps; it is the Osgood cemetery.
238 There have also been some repairs to the stones on Fremont Road cemetery and the
trustees are searching for two other cemeteries on Lane Road.

240
242 Chairman Landau asked for the BOS support to put a farm style gate on Stowe Road where
the trash tipping occurred last year. The Town had to pay for the cleanup last year; the
gate would prevent further occurrences. The BOS agreed to this plan.

244
246 Chairman Landau advised the BOS that as a result of the Town wide roadside trash pickup
on Earth Day, the Town has been awarded three 9ft elm trees from NH the Beautiful
Campaign. Chairman Landau will contact the Conservation Commission and Historical Society
248 to see if there are any special places in Town where they would like the trees planted.

250
252 Chairman Landau discussed the old fire truck that the Town has on eBay. Selectman
Castricone recently attended a meeting of the Granite State Firefighters Bereavement
Association (*name?*) and he advised Chief Antoine that the association has been looking for
254 a truck to use during funeral ceremonies for NH firefighters. Chief Antoine would like to
donate the truck to the association (in working order which may require some work on the
head gasket volunteered by a local mechanic) in memory of Firefighter Childs and
256 Firefighter Dollof who served the Town of Chester's Fire department for so long. One of
the conditions of the donation to the association is that the Town seal remains on the truck
258 and that a small memorial plaque is added to the truck.

260
262 Selectman Weider made a motion to donate the pumper fire truck to the Granite State
Firefighters Bereavement Association with the Town seal in place and a memorial plaque
dedicating the truck in memory of the two Chester firefighters (Childs and Dollof) that
264 recently passed away. Selectman Castricone seconded; the roll call vote was unanimously in
favor; so moved.

266
268 VC Chairman Cannon advised the BOS that the work on Fremont Road Bridge has started
with a detour around the work site and tree clearing.

Public Comment:

270
272 Mr. Latham stood and was recognized by the BOS; he thanked Mr. Oleson (the Road Agent)
for cutting the brush back on Route 102.

274
276 Mr. Scott stood and was recognized by the BOS; he advised the BOS that the fence around
the Wason Pond dam was down again 2 days ago and that there are no signs up around the
area warning of the dangers related to the dam. Selectman Castricone stated that he had

278 visited the site this morning and that the fence was up. He will check on the signs;
280 sometimes the signs get stolen by kids. There is a great risk involved when kids remove
282 safety signs. Mr. Scott advised the BOS that there has been some scuffing to the newly
painted lines in the School parking lot and as such the BOS should take note of any large
trucks in the parking lot. Mr. Scott also mentioned a letter published in the TTT about East
Derry Road.

284 **The next meeting of the BOS will be on Thursday August 4th at 7pm.**

286 **V Adjournment**

288 Vice-Chairman Cannon moved to adjourn the meeting at 8:50pm. Selectman Weider
290 seconded. The vote was unanimous in the affirmative; so moved.

292 Respectfully Submitted,

294 Sarah Scanlan