



Town of Chester
Board of Selectmen
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Charles F. Myette, Chairman, '25
Stephen O. Landau, '24

Steven M. Couture, Vice-Chairman, '24
Dana Theokas, '26

Richard S. Trask, '26

BOARD OF SELECTMEN MEETING AGENDA

Date of Meeting: August 3rd, 2023 @ 6:00 PM – Meeting Room

Broadcast on Channel 20 and streamed on [Government \(cablecast.tv\)](https://www.governmentcablecast.tv) – click “Watch Now”

I. PRELIMINARIES:

- 1.1 6:00 PM Call the Meeting to Order
- 1.2 Roll Call
- 1.3 Pledge of Allegiance
- 1.4 Chairman’s Additions or Deletions
- 1.5 Public Comment (10 minutes)

II. APPOINTMENTS

- 2.1 Jason Walsh
- 2.2 Fire Department Pay Matrix
- 2.3 Carkin Street

III. BUSINESS:

- 3.1

IV. CONSENT AGENDA:

- 4.1 Town Fair Raffle Authorization

V. SELECTMEN’S ITEMS:

- 5.1 Chairman’s Announcements
- 5.2 Roundtable
- 5.3 TA Report
- 5.4 Action Items
- 5.5 Potential Non-Public Sessions

VI. ADJOURNMENT:

PLEASE NOTE: *To be added to the next agenda, please contact the Board of Selectmen’s office by phone, in-person, or by email by 12pm Thursday prior to the next meeting. Please include any applicable documentation at this time for the Board’s review. Agenda items may be added or deleted without notice.*

From: [Phil Gladu](#)
Sent: Friday, July 28, 2023 9:25 AM
To: [Debra Doda](#)
Cc: [Janis Jalbert](#)
Subject: Emailing: Call Member Pay Matrix 7-1-2023, Call Member Pay Matrix 9-12-20
Attachments: Call Member Pay Matrix 7-1-2023.xlsx; Call Member Pay Matrix 9-12-20.xlsx

Good morning,

I would like to be placed on the agenda for the next BOS meeting to discuss changes to our call member pay matrix. We haven't applied any percentage increases since 2020 so we've applied a 2% COLA increase for the past three years and came up with the new matrix.

Very Respectfully,

Philip R. Gladu
Fire Chief

Chester Fire Department
27 Murphy Drive
Chester NH 03036

Tel – 603-887-3878
Email – pgladu@chesternhfd.com
Cell – 603-339-3377

Your message is ready to be sent with the following file or link attachments:

Call Member Pay Matrix 7-1-2023
Call Member Pay Matrix 9-12-20

Note: To protect against computer viruses, e-mail programs may prevent sending or receiving certain types of file attachments. Check your e-mail security settings to determine how attachments are handled.

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	
1	PAY SCALE AS OF: 10/01/2022																										
2	1.5% Down	START	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	
3	YEAR 1	\$10.00	GRADE	←																					→	GRADE	
4	YEAR 2	\$15.00																									
5	STEP 3 (3%)	\$15.45	\$15.76	\$16.07	\$16.40	\$16.72	\$17.06	\$17.40	\$17.75	\$18.10	\$18.46	\$18.83	\$19.21	\$19.59	\$19.99	\$20.39	\$20.79	\$21.21	\$21.63	\$22.07	\$22.51	\$22.96	\$23.42	\$23.89	\$24.36	\$24.85	
6	4	\$15.68	\$16.00	\$16.32	\$16.64	\$16.97	\$17.31	\$17.66	\$18.01	\$18.37	\$18.74	\$19.12	\$19.50	\$19.89	\$20.29	\$20.69	\$21.11	\$21.53	\$21.96	\$22.40	\$22.85	\$23.30	\$23.77	\$24.24	\$24.73	\$25.22	
7	5	\$15.92	\$16.24	\$16.56	\$16.89	\$17.23	\$17.57	\$17.93	\$18.28	\$18.65	\$19.02	\$19.40	\$19.79	\$20.19	\$20.59	\$21.00	\$21.42	\$21.85	\$22.29	\$22.73	\$23.19	\$23.65	\$24.12	\$24.61	\$25.10	\$25.60	
8	6	\$16.16	\$16.48	\$16.81	\$17.14	\$17.49	\$17.84	\$18.19	\$18.56	\$18.93	\$19.31	\$19.69	\$20.09	\$20.49	\$20.90	\$21.32	\$21.74	\$22.18	\$22.62	\$23.07	\$23.54	\$24.01	\$24.49	\$24.98	\$25.48	\$25.99	
9	7	\$16.40	\$16.73	\$17.06	\$17.40	\$17.75	\$18.10	\$18.47	\$18.84	\$19.21	\$19.60	\$19.99	\$20.39	\$20.80	\$21.21	\$21.64	\$22.07	\$22.51	\$22.96	\$23.42	\$23.89	\$24.37	\$24.85	\$25.35	\$25.86	\$26.38	
10	8	\$16.64	\$16.98	\$17.32	\$17.66	\$18.02	\$18.38	\$18.74	\$19.12	\$19.50	\$19.89	\$20.29	\$20.69	\$21.11	\$21.53	\$21.96	\$22.40	\$22.85	\$23.31	\$23.77	\$24.25	\$24.73	\$25.23	\$25.73	\$26.25	\$26.77	
11	9	\$16.89	\$17.23	\$17.58	\$17.93	\$18.29	\$18.65	\$19.03	\$19.41	\$19.79	\$20.19	\$20.59	\$21.01	\$21.43	\$21.85	\$22.29	\$22.74	\$23.19	\$23.66	\$24.13	\$24.61	\$25.10	\$25.61	\$26.12	\$26.64	\$27.17	
12	10	\$17.15	\$17.49	\$17.84	\$18.20	\$18.56	\$18.93	\$19.31	\$19.70	\$20.09	\$20.49	\$20.90	\$21.32	\$21.75	\$22.18	\$22.63	\$23.08	\$23.54	\$24.01	\$24.49	\$24.98	\$25.48	\$25.99	\$26.51	\$27.04	\$27.58	
13	11	\$17.40	\$17.75	\$18.11	\$18.47	\$18.84	\$19.22	\$19.60	\$19.99	\$20.39	\$20.80	\$21.22	\$21.64	\$22.07	\$22.51	\$22.96	\$23.42	\$23.89	\$24.37	\$24.86	\$25.35	\$25.86	\$26.38	\$26.91	\$27.44	\$27.99	
14	12	\$17.67	\$18.02	\$18.38	\$18.75	\$19.12	\$19.50	\$19.89	\$20.29	\$20.70	\$21.11	\$21.53	\$21.96	\$22.40	\$22.85	\$23.31	\$23.78	\$24.25	\$24.74	\$25.23	\$25.74	\$26.25	\$26.77	\$27.31	\$27.86	\$28.41	
15	13	\$17.93	\$18.29	\$18.65	\$19.03	\$19.41	\$19.80	\$20.19	\$20.60	\$21.01	\$21.43	\$21.86	\$22.29	\$22.74	\$23.19	\$23.66	\$24.13	\$24.61	\$25.11	\$25.61	\$26.12	\$26.64	\$27.18	\$27.72	\$28.27	\$28.84	
16	14	\$18.20	\$18.56	\$18.93	\$19.31	\$19.70	\$20.09	\$20.50	\$20.91	\$21.32	\$21.75	\$22.18	\$22.63	\$23.08	\$23.54	\$24.01	\$24.49	\$24.98	\$25.48	\$25.99	\$26.51	\$27.04	\$27.58	\$28.14	\$28.70	\$29.27	
17	STEP 15 (3%)	\$18.75	\$19.12	\$19.50	\$19.89	\$20.29	\$20.70	\$21.11	\$21.53	\$21.96	\$22.40	\$22.85	\$23.31	\$23.77	\$24.25	\$24.73	\$25.23	\$25.73	\$26.25	\$26.77	\$27.31	\$27.85	\$28.41	\$28.98	\$29.56	\$30.15	
18	16	\$19.03	\$19.41	\$19.80	\$20.19	\$20.59	\$21.01	\$21.43	\$21.86	\$22.29	\$22.74	\$23.19	\$23.66	\$24.13	\$24.61	\$25.11	\$25.61	\$26.12	\$26.64	\$27.17	\$27.72	\$28.27	\$28.84	\$29.41	\$30.00	\$30.60	
19	17	\$19.31	\$19.70	\$20.09	\$20.49	\$20.90	\$21.32	\$21.75	\$22.18	\$22.63	\$23.08	\$23.54	\$24.01	\$24.49	\$24.98	\$25.48	\$25.99	\$26.51	\$27.04	\$27.58	\$28.13	\$28.70	\$29.27	\$29.86	\$30.45	\$31.06	
20	18	\$19.60	\$19.99	\$20.39	\$20.80	\$21.22	\$21.64	\$22.07	\$22.52	\$22.97	\$23.43	\$23.89	\$24.37	\$24.86	\$25.36	\$25.86	\$26.38	\$26.91	\$27.45	\$28.00	\$28.56	\$29.13	\$29.71	\$30.30	\$30.91	\$31.53	
21	19	\$19.90	\$20.29	\$20.70	\$21.11	\$21.54	\$21.97	\$22.41	\$22.85	\$23.31	\$23.78	\$24.25	\$24.74	\$25.23	\$25.74	\$26.25	\$26.78	\$27.31	\$27.86	\$28.42	\$28.98	\$29.56	\$30.16	\$30.76	\$31.37	\$32.00	
22	20	\$20.19	\$20.60	\$21.01	\$21.43	\$21.86	\$22.30	\$22.74	\$23.20	\$23.66	\$24.13	\$24.62	\$25.11	\$25.61	\$26.12	\$26.65	\$27.18	\$27.72	\$28.28	\$28.84	\$29.42	\$30.01	\$30.61	\$31.22	\$31.84	\$32.48	
23	21	\$20.50	\$20.91	\$21.32	\$21.75	\$22.19	\$22.63	\$23.08	\$23.54	\$24.02	\$24.50	\$24.99	\$25.49	\$26.00	\$26.51	\$27.05	\$27.59	\$28.14	\$28.70	\$29.27	\$29.86	\$30.46	\$31.07	\$31.69	\$32.32	\$32.97	
24	22	\$20.80	\$21.22	\$21.64	\$22.08	\$22.52	\$22.97	\$23.43	\$23.90	\$24.38	\$24.86	\$25.36	\$25.87	\$26.38	\$26.91	\$27.45	\$28.00	\$28.56	\$29.13	\$29.71	\$30.31	\$30.91	\$31.53	\$32.16	\$32.81	\$33.46	
25	23	\$21.12	\$21.54	\$21.97	\$22.41	\$22.86	\$23.31	\$23.78	\$24.26	\$24.74	\$25.24	\$25.74	\$26.26	\$26.78	\$27.32	\$27.86	\$28.42	\$28.99	\$29.57	\$30.16	\$30.76	\$31.38	\$32.01	\$32.65	\$33.30	\$33.96	
26	24	\$21.43	\$21.86	\$22.30	\$22.75	\$23.20	\$23.66	\$24.14	\$24.62	\$25.11	\$25.61	\$26.13	\$26.65	\$27.18	\$27.73	\$28.28	\$28.85	\$29.42	\$30.01	\$30.61	\$31.22	\$31.85	\$32.49	\$33.14	\$33.80	\$34.47	
27	25	\$21.75	\$22.19	\$22.63	\$23.09	\$23.55	\$24.02	\$24.50	\$24.99	\$25.49	\$26.00	\$26.52	\$27.05	\$27.59	\$28.14	\$28.70	\$29.28	\$29.86	\$30.46	\$31.07	\$31.69	\$32.33	\$32.97	\$33.63	\$34.30	\$34.99	
28	26	\$22.08	\$22.52	\$22.97	\$23.43	\$23.90	\$24.38	\$24.87	\$25.36	\$25.87	\$26.39	\$26.92	\$27.45	\$28.00	\$28.56	\$29.14	\$29.72	\$30.31	\$30.92	\$31.54	\$32.17	\$32.81	\$33.47	\$34.14	\$34.82	\$35.52	
29	27	\$22.41	\$22.86	\$23.32	\$23.78	\$24.26	\$24.74	\$25.24	\$25.74	\$26.26	\$26.78	\$27.32	\$27.87	\$28.42	\$28.99	\$29.57	\$30.16	\$30.77	\$31.38	\$32.01	\$32.65	\$33.30	\$33.97	\$34.65	\$35.34	\$36.05	
30	28	\$22.75	\$23.20	\$23.67	\$24.14	\$24.62	\$25.12	\$25.62	\$26.13	\$26.65	\$27.19	\$27.73	\$28.28	\$28.85	\$29.43	\$30.02	\$30.62	\$31.23	\$31.85	\$32.49	\$33.14	\$33.80	\$34.48	\$35.17	\$35.87	\$36.59	
31	29	\$23.09	\$23.55	\$24.02	\$24.50	\$24.99	\$25.49	\$26.00	\$26.52	\$27.05	\$27.59	\$28.15	\$28.71	\$29.28	\$29.87	\$30.47	\$31.08	\$31.70	\$32.33	\$32.98	\$33.64	\$34.31	\$35.00	\$35.70	\$36.41	\$37.14	
32	STEP 30 (3%)	\$23.78	\$24.26	\$24.74	\$25.24	\$25.74	\$26.26	\$26.78	\$27.32	\$27.86	\$28.42	\$28.99	\$29.57	\$30.16	\$30.76	\$31.38	\$32.01	\$32.65	\$33.30	\$33.97	\$34.65	\$35.34	\$36.05	\$36.77	\$37.50	\$38.25	

Table 1

New Hire Year 1	\$10.00	
Off Probation year 2	\$15.00	
Start Matrix year 3	3% plus Certs	
Year 15	3%	
Year 30	3%	
FFI	4%	
FFII	4%	
FFIII	4%	
Fire officer I	4%	FOR OFFICERS ONLY
Fire Officer II	2%	FOR OFFICERS ONLY
EMT	4%	
EMT - A	4%	
EMT - P	8%	
Driver ALL CFD Vehicles/CDL	2%	Completion of CFD Driver academy
Driver ops PUMPS and Aerial State or equivalent	4%	
HAZMAT Technician	4%	
EMS Coordinator	6%	
Every year (must meet 15% minimums)	Annual increase	
LT	\$2.00	
CAPT	\$4.00	
DEPUTY	\$6.00	
CHIEF	\$8.00	
		Percentages and requirements are subject to change with or without notice.

When looking at the scale going across the top is 2% per column and going down the Steps is 1.5% per row with the exceptions of the ones marked 3%.

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
1	PAY SCALE AS OF: 07/01/2023																									
2	2% Down	START	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%	2%
3	YEAR 1	\$10.00	GRADE	←																					→	GRADE
4	YEAR 2	\$15.00																								
5	3	\$18.10	\$18.46	\$18.83	\$19.21	\$19.59	\$19.98	\$20.38	\$20.79	\$21.21	\$21.63	\$22.06	\$22.51	\$22.96	\$23.41	\$23.88	\$24.36	\$24.85	\$25.34	\$25.85	\$26.37	\$26.90	\$27.43	\$27.98	\$28.54	\$29.11
6	4	\$18.46	\$18.83	\$19.21	\$19.59	\$19.98	\$20.38	\$20.79	\$21.21	\$21.63	\$22.06	\$22.51	\$22.96	\$23.41	\$23.88	\$24.36	\$24.85	\$25.34	\$25.85	\$26.37	\$26.90	\$27.43	\$27.98	\$28.54	\$29.11	\$29.69
7	5	\$18.83	\$19.21	\$19.59	\$19.98	\$20.38	\$20.79	\$21.21	\$21.63	\$22.06	\$22.51	\$22.96	\$23.41	\$23.88	\$24.36	\$24.85	\$25.34	\$25.85	\$26.37	\$26.90	\$27.43	\$27.98	\$28.54	\$29.11	\$29.69	\$30.29
8	6	\$19.21	\$19.59	\$19.98	\$20.38	\$20.79	\$21.21	\$21.63	\$22.06	\$22.51	\$22.96	\$23.41	\$23.88	\$24.36	\$24.85	\$25.34	\$25.85	\$26.37	\$26.90	\$27.43	\$27.98	\$28.54	\$29.11	\$29.69	\$30.29	\$30.89
9	7	\$19.59	\$19.98	\$20.38	\$20.79	\$21.21	\$21.63	\$22.06	\$22.51	\$22.96	\$23.41	\$23.88	\$24.36	\$24.85	\$25.34	\$25.85	\$26.37	\$26.90	\$27.43	\$27.98	\$28.54	\$29.11	\$29.69	\$30.29	\$30.89	\$31.51
10	8	\$19.98	\$20.38	\$20.79	\$21.21	\$21.63	\$22.06	\$22.51	\$22.96	\$23.41	\$23.88	\$24.36	\$24.85	\$25.34	\$25.85	\$26.37	\$26.90	\$27.43	\$27.98	\$28.54	\$29.11	\$29.69	\$30.29	\$30.89	\$31.51	\$32.14
11	9	\$20.38	\$20.79	\$21.21	\$21.63	\$22.06	\$22.51	\$22.96	\$23.41	\$23.88	\$24.36	\$24.85	\$25.34	\$25.85	\$26.37	\$26.90	\$27.43	\$27.98	\$28.54	\$29.11	\$29.69	\$30.29	\$30.89	\$31.51	\$32.14	\$32.79
12	10	\$20.79	\$21.21	\$21.63	\$22.06	\$22.51	\$22.96	\$23.41	\$23.88	\$24.36	\$24.85	\$25.34	\$25.85	\$26.37	\$26.90	\$27.43	\$27.98	\$28.54	\$29.11	\$29.69	\$30.29	\$30.89	\$31.51	\$32.14	\$32.79	\$33.44
13	11	\$21.21	\$21.63	\$22.06	\$22.51	\$22.96	\$23.41	\$23.88	\$24.36	\$24.85	\$25.34	\$25.85	\$26.37	\$26.90	\$27.43	\$27.98	\$28.54	\$29.11	\$29.69	\$30.29	\$30.89	\$31.51	\$32.14	\$32.79	\$33.44	\$34.11
14	12	\$21.63	\$22.06	\$22.51	\$22.96	\$23.41	\$23.88	\$24.36	\$24.85	\$25.34	\$25.85	\$26.37	\$26.90	\$27.43	\$27.98	\$28.54	\$29.11	\$29.69	\$30.29	\$30.89	\$31.51	\$32.14	\$32.79	\$33.44	\$34.11	\$34.79
15	13	\$22.06	\$22.51	\$22.96	\$23.41	\$23.88	\$24.36	\$24.85	\$25.34	\$25.85	\$26.37	\$26.90	\$27.43	\$27.98	\$28.54	\$29.11	\$29.69	\$30.29	\$30.89	\$31.51	\$32.14	\$32.79	\$33.44	\$34.11	\$34.79	\$35.49
16	14	\$22.51	\$22.96	\$23.41	\$23.88	\$24.36	\$24.85	\$25.34	\$25.85	\$26.37	\$26.90	\$27.43	\$27.98	\$28.54	\$29.11	\$29.69	\$30.29	\$30.89	\$31.51	\$32.14	\$32.79	\$33.44	\$34.11	\$34.79	\$35.49	\$36.20
17	STEP 15 (3%)	\$23.18	\$23.64	\$24.12	\$24.60	\$25.09	\$25.59	\$26.10	\$26.63	\$27.16	\$27.70	\$28.26	\$28.82	\$29.40	\$29.99	\$30.59	\$31.20	\$31.82	\$32.46	\$33.11	\$33.77	\$34.44	\$35.13	\$35.84	\$36.55	\$37.28
18	16	\$23.64	\$24.12	\$24.60	\$25.09	\$25.59	\$26.10	\$26.63	\$27.16	\$27.70	\$28.26	\$28.82	\$29.40	\$29.99	\$30.59	\$31.20	\$31.82	\$32.46	\$33.11	\$33.77	\$34.44	\$35.13	\$35.84	\$36.55	\$37.28	\$38.03
19	17	\$24.12	\$24.60	\$25.09	\$25.59	\$26.10	\$26.63	\$27.16	\$27.70	\$28.26	\$28.82	\$29.40	\$29.99	\$30.59	\$31.20	\$31.82	\$32.46	\$33.11	\$33.77	\$34.44	\$35.13	\$35.84	\$36.55	\$37.28	\$38.03	\$38.79
20	18	\$24.60	\$25.09	\$25.59	\$26.10	\$26.63	\$27.16	\$27.70	\$28.26	\$28.82	\$29.40	\$29.99	\$30.59	\$31.20	\$31.82	\$32.46	\$33.11	\$33.77	\$34.44	\$35.13	\$35.84	\$36.55	\$37.28	\$38.03	\$38.79	\$39.57
21	19	\$25.09	\$25.59	\$26.10	\$26.63	\$27.16	\$27.70	\$28.26	\$28.82	\$29.40	\$29.99	\$30.59	\$31.20	\$31.82	\$32.46	\$33.11	\$33.77	\$34.44	\$35.13	\$35.84	\$36.55	\$37.28	\$38.03	\$38.79	\$39.57	\$40.36
22	20	\$25.59	\$26.10	\$26.63	\$27.16	\$27.70	\$28.26	\$28.82	\$29.40	\$29.99	\$30.59	\$31.20	\$31.82	\$32.46	\$33.11	\$33.77	\$34.44	\$35.13	\$35.84	\$36.55	\$37.28	\$38.03	\$38.79	\$39.57	\$40.36	\$41.16
23	21	\$26.10	\$26.63	\$27.16	\$27.70	\$28.26	\$28.82	\$29.40	\$29.99	\$30.59	\$31.20	\$31.82	\$32.46	\$33.11	\$33.77	\$34.44	\$35.13	\$35.84	\$36.55	\$37.28	\$38.03	\$38.79	\$39.57	\$40.36	\$41.16	\$41.99
24	22	\$26.63	\$27.16	\$27.70	\$28.26	\$28.82	\$29.40	\$29.99	\$30.59	\$31.20	\$31.82	\$32.46	\$33.11	\$33.77	\$34.44	\$35.13	\$35.84	\$36.55	\$37.28	\$38.03	\$38.79	\$39.57	\$40.36	\$41.16	\$41.99	\$42.83
25	23	\$27.16	\$27.70	\$28.26	\$28.82	\$29.40	\$29.99	\$30.59	\$31.20	\$31.82	\$32.46	\$33.11	\$33.77	\$34.44	\$35.13	\$35.84	\$36.55	\$37.28	\$38.03	\$38.79	\$39.57	\$40.36	\$41.16	\$41.99	\$42.83	\$43.68
26	24	\$27.70	\$28.26	\$28.82	\$29.40	\$29.99	\$30.59	\$31.20	\$31.82	\$32.46	\$33.11	\$33.77	\$34.44	\$35.13	\$35.84	\$36.55	\$37.28	\$38.03	\$38.79	\$39.57	\$40.36	\$41.16	\$41.99	\$42.83	\$43.68	\$44.56
27	25	\$28.26	\$28.82	\$29.40	\$29.99	\$30.59	\$31.20	\$31.82	\$32.46	\$33.11	\$33.77	\$34.44	\$35.13	\$35.84	\$36.55	\$37.28	\$38.03	\$38.79	\$39.57	\$40.36	\$41.16	\$41.99	\$42.83	\$43.68	\$44.56	\$45.45
28	26	\$28.82	\$29.40	\$29.99	\$30.59	\$31.20	\$31.82	\$32.46	\$33.11	\$33.77	\$34.44	\$35.13	\$35.84	\$36.55	\$37.28	\$38.03	\$38.79	\$39.57	\$40.36	\$41.16	\$41.99	\$42.83	\$43.68	\$44.56	\$45.45	\$46.36
29	27	\$29.40	\$29.99	\$30.59	\$31.20	\$31.82	\$32.46	\$33.11	\$33.77	\$34.44	\$35.13	\$35.84	\$36.55	\$37.28	\$38.03	\$38.79	\$39.57	\$40.36	\$41.16	\$41.99	\$42.83	\$43.68	\$44.56	\$45.45	\$46.36	\$47.29
30	28	\$29.99	\$30.59	\$31.20	\$31.82	\$32.46	\$33.11	\$33.77	\$34.44	\$35.13	\$35.84	\$36.55	\$37.28	\$38.03	\$38.79	\$39.57	\$40.36	\$41.16	\$41.99	\$42.83	\$43.68	\$44.56	\$45.45	\$46.36	\$47.29	\$48.23
31	29	\$30.59	\$31.20	\$31.82	\$32.46	\$33.11	\$33.77	\$34.44	\$35.13	\$35.84	\$36.55	\$37.28	\$38.03	\$38.79	\$39.57	\$40.36	\$41.16	\$41.99	\$42.83	\$43.68	\$44.56	\$45.45	\$46.36	\$47.29	\$48.23	\$49.20
32	STEP 30 (3%)	\$31.50	\$32.13	\$32.78	\$33.43	\$34.10	\$34.78	\$35.48	\$36.19	\$36.91	\$37.65	\$38.40	\$39.17	\$39.95	\$40.75	\$41.57	\$42.40	\$43.25	\$44.11	\$44.99	\$45.89	\$46.81	\$47.75	\$48.70	\$49.68	\$50.67

Table 1

New Hire Year 1	\$10.00	
Off Probation year 2	\$15.00	
Start Matrix year 3	3% plus Certs	
Year 15	3%	
Year 30	3%	
FFI	4%	
FFII	4%	
FFIII	4%	
Fire officer I	4%	FOR OFFICERS ONLY
Fire Officer II	2%	FOR OFFICERS ONLY
EMT	4%	
EMT - A	4%	
EMT - P	8%	
Driver ALL CFD Vehicles/CDL	2%	Completion of CFD Driver academy
Driver ops PUMPS and Aerial State or equivalent	4%	
HAZMAT Technician	4%	
EMS Coordinator	6%	
Every year (must meet 15% minimums)	Annual increase	
LT	\$2.00	
CAPT	\$4.00	
DEPUTY	\$6.00	
CHIEF	\$8.00	
		Percentages and requirements are subject to change with or without notice.

When looking at the scale going across the top is 2% per column and going down the Steps is 1.5% per row with the exceptions of the ones marked 3%.



Town of Chester
Selectboard
84 Chester Street
Chester, NH 03036
Phone: (603) 887-3636 x114
E-mail: ChesterBOS@ChesterNH.org

Charles F. Myette, Chairman, '25

Steven M. Couture, Vice-Chairman, '24

Stephen O. Landau, '24

Dana Theokas, '26

Richard S. Trask, '26

To: Chester Town Fair Committee

To Whom It May Concern:

In accordance with RSA 287-A:7, Raffles - Permit Required, the Town of Chester Selectboard hereby authorizes the Chester Town Fair Committee to hold a 50/50 raffle on Saturday, September 9th, 2023, which is the day of the Chester Town Fair.

Sincerely yours,

Charles F. Myette, Chairman

Steven M. Couture, Vice Chairman

Stephen O. Landau, Selectman

Dana Theokas, Selectwoman

Richard S. Trask, Selectman

Town Administrator's Report July 21st – 27th, 2023

1. Assessing: 11 homes sold in June for an average of \$612k.
2. Budgets: FY23-24 is closed; we ended up with \$278,124.25 unspent from the Operating Budget (5.11%), and overachieved estimated Revenue by \$218,875.38 (2.33%). You voted to encumber a total of \$241,955 for the following items that could not be invoiced by June 30th:

Department	Account, if available	Amount	Legally Enforceable Obligation Paperwork?	Comments
Maintenance	01-4194-1-4430.04	\$ 6,250	Yes	Duct Cleaning in Town Hall - never been done
Maintenance	Bottom Line	\$ 8,250	Yes	One week's work on repairs at Library - leaking roof and walls, porch pulling away, rear windows leaking, lots of exterior rot, etc.
Maintenance	Bottom Line	\$ 3,500	Yes	Ship Ladder to be installed at Fire Station - safety hazard
Highway	01-4312-1-4490.10	\$ 20,994	Yes	Small paving jobs - Mayfly, parts of Lane, Fremont Road Extension apron
Highway	01-4312-1-4490.15	\$ 21,210	Yes	Crack Sealing - can't do in June
Highway	Bottom Line	\$ 121,000	Yes	Hoop Building for Sand/Vehicle Storage (\$47k foundation - \$58k building. Not recommended to split)
Police	Bottom Line	\$ 54,085	Yes	Body-Worn Cameras - 50% - remainder paid for by grant already received
Transfer Station	01-4324-1-4390.58	\$ 6,666	Yes	Removal of contaminated oil and tank cleaning. Stacy pursuing grant for \$2,500
TOTAL		\$ 241,955		

Thus the remainder out of the Operating Budget is \$36,169.25, or 0.66%. These funds will lapse to the UFB along with the excess revenue. However, you also asked to discuss this again at the meeting of August 3rd, so I have suggested that the Department Heads wait until after that meeting to make any changes.

At our 2022 Audit we had \$2,556,675 in the UFB (12.56%). We pulled \$305k out to fund warrant articles (\$2,251,675 or 11.07%). Adding the remainder of the Operating Budget surplus and the excess revenue brings that up to \$2,506,719.63 or 12.32%. Our Fund Balance Guidelines call for a goal of 10% (\$2,034,869.50), so we are above our desired percentage and well within the DRA guidelines of 5% - 17% retainage.

3. Cole Road: Scott Bourcier, Andrew, Diane Gorrow and I met to discuss the necessary easements for this work; Scott will provide the property details to Diane who will draw up the paperwork, then James and Scott will approach the property owners.
4. Grants: Everything LWCF requested for the Wason Pond Causeway Bridge grant has been submitted; LWCF submits it to the Feds on July 31st.

As I mentioned Thursday night, we applied for and were chosen to participate in an NHMA pilot program on grant coaching with the Wason Pond Causeway Bridge as our project. This program will begin in August and run through December 1st.

5. Highways: We still await a figure from Busby on the repair of the Lane Road washout. The State has indicated that there will be no HSEM funds for this particular issue but if the Feds allow different rain events to be combined, FEMA funding may be available. Phil & Liz, as directors of the Emergency Management Department, are pursuing this.
6. Tax Deeded Property: Justine still expects July 31st to remain the payoff date; I have this on the agenda for August 3rd. Once the payment is made, the related abatement paperwork should be signed; I will ask Janis to put it into Eversign. As a reminder, the abatement is needed as the time lapse between the Town taking the property for nonpayment of taxes, and the tax bills produced, caused a tax bill to be produced for this property in the name of the former owner which is not actually owed. That amount is part of the payoff check that should arrive on July 31st.
7. Town Administrator: I will be absent from the August 3rd meeting; Janis will be on site.