

**Town of Chester  
Board of Selectmen’s Meeting  
Thursday, April 14, 2022  
Municipal Complex  
Approved Minutes**

**I. Preliminaries**

Call the Meeting to Order  
Roll Call  
Pledge of Allegiance  
Chairman’s Additions or Deletions  
Public Comment (10 minutes)  
Approval of Minutes  
Items for Signature  
Fire Department Discussion  
Building Department Discussion  
Policies  
Chairman’s Announcements  
Roundtable  
TA Report  
Action Items  
Potential Non-Public Sessions  
Adjournment

*1.1 Call to Order*

Chairman Myette called the meeting of the Chester Board of Selectmen to order at 7:03pm.

*1.2 Roll Call*

Selectmen Present:

Chuck Myette  
Steve Couture  
Steve D’Angelo  
Stephen Landau  
Jeremy Owens

Members of the Public Present at various times:

Aaron Berube, Police Chief  
Phil Gladu, Fire Chief  
Liz Lufkin, Town Clerk/ Tax Collector  
Nancy Myette  
Mike Oleson, Road Agent  
Corinna Reishus, Recreation Director

and other persons unknown to the Recording Secretary.

51 *1.3 Pledge of Allegiance*

52  
53 Chairman Myette led the attendees in the Pledge of Allegiance.

54  
55 *1.4 Chairman’s Additions or Deletions*

56  
57 Chairman Myette added Wason Road and Selectman Landau added compensation to the agenda.

58  
59 Selectman D’Angelo advised the 3.2 Building Department discussion can be moved to nonpublic  
60 with Police Chief Berube.

61  
62 Chairman Myette added three non-publics on reputation.

63  
64 *1.5 Public Comment*

65  
66 Chairman Myette opened the meeting to public comment at 7:06pm.

67  
68 As no Members of the Public wished to be heard, Public Comment was closed at 7:07pm.

69  
70 **II. Old Business**

71  
72 *2.1 Approval of Minutes*

73  
74 An approval sheet for the previous meeting’s minutes was sent electronically.

75  
76 *2.2 Items for Signature*

77  
78 All members reviewed and signed the items in the signature folder.

79  
80 **III. New Business**

81  
82 *3.1 Fire Department Discussion*

83  
84 Fire Chief Gladu mentioned Ms. Ingalls (not present) has enrolled in an accelerated EMT course, LT.  
85 Hodosi (not present) has completed Fire Inspector I and will be doing daily inspections around  
86 town. Mr. Varsalone (not present) has passed the EMT practical and will be taking the state and  
87 national test soon. Mr. Dunwoody (not present) and LT. Hodosi completed the ice rescue safety  
88 technician course at Lake Winnepesaukee.

89  
90 Chief Gladu advised the Red Alert system is almost ready. They will have a zoom class once  
91 completed for instructions on how to use the system. The department hosted a pump training class  
92 on Monday, Wednesday, and this Saturday with the Auburn and Sandown Fire Departments. LT.  
93 Hodosi attended the OHRV training with the Police Department. The Fire Department will be  
94 holding a class in June with New Hampshire Fish and Game. Vice Chairman Couture inquired if this  
95 will be a standard certification for personnel. Chief Gladu mentioned this could be part of  
96 onboarding in the future.

97  
98 Chief Gladu mentioned the forestry truck bed is back. The department is working on getting the  
99 truck ready for the season; during some testing the pump seized. Someone is coming into look at  
100 the pump and then the decision will be made to either repair or replace.

Chief Gladu spoke to Town Planner Hadik (not present) about purchasing an ultrasound machine with impact fees. This is a handheld device for getting an IV placed in a difficult patient such as a dehydrated patient. Selectman D’Angelo inquired if the item was currently on Table 10 of the Capital Improvement Plan (CIP). To use impact fees, the item must be on Table 10 and over \$5K. Chief Gladu advised the cost with the user software is around \$4.5K. Selectman Landau inquired if the purchase could be made from the budget.

Chairman Myette appreciates the updates and what the equipment needs are for the department. The Board will be involved in the CIP process early on this year with the Planning Board. Items that a department feels they need must be identified and placed on the Table 10. Chairman Myette also brought up having good justification for the budget and trying to keep it in control.

Chief Gladu mentioned the people in the department are forward thinking and always bringing in ideas for items that would be useful for the department.

### *3.2 Building Department Discussion*

This discussion has been moved to the next meeting

### *3.3 Wason Road*

Chairman Myette mentioned culvert issues on Wason Road. It is a gravel road with a culvert which allows water to drain into a resident’s home. It does connect into a system built many years ago that crosses under the resident’s property. Recently there have been four lots approved for housing on the road. There has been flooding and erosion that is impacting the existing homes on the road.

The estimated cost to fix the problem is more than the Highway Department has in impact fees. This item is not on the CIP, however with the new houses being built the drainage is not sufficient. Also, if the job waits the driveways for the new houses will be installed and the town will have to dig them up adding extra costs to the project.

Road Agent Oleson summarized a whole new drainage system to avoid the current culvert. This would allow water to go around a property and not directly to the property. A contractor estimated the job at \$85-\$90K and if it was done by the Highway Department it would be around \$65-\$70K. Chairman Myette stated the current amount in impact fees is \$22K.

Road Agent Oleson advised a decision needs to be made quickly. Items need to be ordered, contractors lined up and permits applied for if the job is to be done this summer.

Selectman Landau inquired why the Planning Board did not see the culvert as an issue when the plans were brought in. Road Agent Oleson advised the culverts on the road are large enough to handle the new houses, but it is restricted once it goes underground on private property.

Selectman D’Angelo mentioned at Town Meeting money was placed in the Capital Improvement Plan (CIP) for the Wason Pond Bridge that could be reallocated to this project. Selectman D’Angelo asked who owns the trees being taken down. Road Agent Oleson advised the trees are in the town’s right of way. Selectman Landau inquired if the town could replace some of the trees being taken down on the opposite side of the road where the town owns. The work will be done prior to the town owned property.

Chairman Myette advised the decision needs to wait until next week so the Board can find the funds for the project. Road Agent Oleson was asked to start applying for permits but hold off on the rest of the job.

### *3.4 Matrix*

Selectman Landau stated this is a continuation from the prior meeting with Chief Berube about salaries and benefits. He mentioned the town’s employees pay 10-15% of their health insurance which totals about \$64K. He is suggesting eliminating the employee portion for one to two years effective July 1<sup>st</sup>, 2022. Vice Chairman Couture would like to see a memo and data before a decision is made.

Selectman Owens mentioned a temporary reprieve although nice now will decrease the employee’s salary in the future. Selectman D’Angelo advised the matrix should be looked at due to inflation and possibly be adjusted. He mentioned the possibility of a recession in a year or two. Selectman Owens suggested getting an external comp analyst that would show the town where we should be hiring and possible retention bonuses in case of a recession and the revenues drop.

Chairman Myette suggested adding a discussion on the matrix, bonuses, annual reviews, and benefits to a meeting in a few weeks. Selectman D’Angelo requested Chief Berube with the assistance of the Town Administrator to get data from other towns on salaries and benefits.

Chief Berube advised he has already started to gather data. He mentioned a candidate for the detective’s position has expressed concern with the health insurance and how much they would have to pay. He advised the town takes care of its employees however we must think outside the box to make people want to work here. Chief Berube stressed we must pay to retain because it’s more money and liability to pay to train. Bonuses are nice but they are not calculated into retirement.

Selectman Owens inquired if there is an issue in the town other than police and fire for hiring. Selectman D’Angelo mentioned some of the employees in town are getting ready for retirement and he questioned how the town would be replacing them. Chief Berube stated if the town is paying appropriately the positions will be filled quickly.

Selectman Owens would like data on what the town employee’s compensation package is. He also requested a cost of acquisition for a new police officer.

The selectmen would like the compensation package pulled together for another meeting in about a month.

## **IV. Selectmen’s Business**

### *4.1 Chairman’s Announcements*

Chairman Myette announced the following meetings and upcoming events:

Monday, April 18, 2022	Spring Hill Farm Advisory Committee Meeting at 7:00pm
------------------------	---

Tuesday, April 19, 2022	ZBA Meeting at 7:00pm
-------------------------	-----------------------

201 300th Anniversary Committee Meeting 7:00pm  
202  
203 Thursday, April 21, 2022 Board of Selectman Meeting at 7:00pm  
204  
205 Saturday, April 23, 2022 Seniors Banquet in the MPR  
206  
207 Saturday, April 23, 2022 Rabies Clinic 9:30-12pm at Town Hall. Hosted by ARK  
208 Animal Homecare - please call ARK soon to get added to the  
209 list. You must be pre-registered to participate. The Town  
210 Clerk's Office will be open during the clinic for dog licensing  
211 only.  
212  
213 Saturday, April 30, 2022 Household Hazardous Waste Day in Plaistow from 9am to  
214 12pm.  
215  
216 Chief Berube mentioned Drug Takeback Day is also on April 30<sup>th</sup> from 10am to 2pm at the Transfer  
217 Station.  
218  
219 *4.2 Roundtable*  
220  
221 Chairman Myette mentioned the request for a post on Chester Front Porch. Selectman Landau  
222 commented in the past the operator tells people if the item is in good shape, it can be brought to the  
223 scout’s container to be sold at the yard sale or if it needs to go to Raymond to be disposed of. The  
224 Board decided to not post the request on Chester Front Porch. All posts should be brought to the  
225 Town Administrator and the Board of Selectmen for approval.  
226  
227 Selectman Landau stated he has two non-publics and the estimate for the floor scrubber has not  
228 been received.  
229  
230 Selectman D’Angelo attended the Budget Committee meeting and suggested to the three new  
231 members to introduce themselves to Town Administrator Doda, Finance Director Smith, and all the  
232 Department Heads.  
233  
234 Vice Chairman Couture reminded the Board of the meeting with ReVision at the Transfer Station on  
235 Wednesday April 20<sup>th</sup> at 11:00am. He suggested the Budget Committee and Board of Selectmen  
236 have a target setting conversation prior to the budget season. Selectman D’Angelo mentioned the  
237 possibility of one million in additional revenue so the budget might be less tight.  
238  
239 Selectman Owens:  
240 *Nothing to report*  
241  
242 Chairman Myette:  
243 *Nothing to report*  
244  
245 Recreation Director Reishus mentioned the forms had been updated. No discussion this evening.  
246  
247 *4.3 Town Administrator’s Report*  
248 *Nothing to report*  
249  
250 *4.4 Action Items*

251 *Nothing to report*

252  
253 *4.5 Non-Public Session(s)*

254  
255 Chairman Myette announced non-public sessions on reputation and pending litigation.

256  
257 ***Selectman Landau motioned to go into non-public session pursuant to 91-A:3(II) (c) reputation***  
258 ***and (e) pending litigation. Selectman D’Angelo seconded the motion. A roll call vote was taken***  
259 ***Myette – aye, D’Angelo – aye, Owens –aye, Couture –aye, Landau – aye. With all in favor, the***  
260 ***motion passed.***

261  
262 The meeting was closed to the public at 8:33PM. Ms. Lufkin remained in the room.

263  
264 Ms. Lufkin exited the room at 9:03pm and Chief Berube entered the room.

265  
266 Chief Berube exited the room at 9:19pm and Chief Gladu entered the room.

267  
268 Chief Gladu exited the room at 10:07pm.

269  
270 ***Selectman Landau motioned to come out of non-public session. Selectman D’Angelo seconded***  
271 ***the motion. A roll call vote was taken Myette – aye, D’Angelo – aye, Owens –aye, Couture –aye,***  
272 ***Landau – aye. With all in favor, the motion passed.***

273  
274 The meeting was reopened to the public at 10:28PM.

275  
276 ***Selectman Landau motioned to seal the minutes of the first non-public session, on Reputation,***  
277 ***for a period of five (5) years. Selectman D’Angelo seconded the motion. A roll call vote was***  
278 ***taken Myette – aye, D’Angelo – aye, Owens –aye, Couture –aye, Landau – aye. With all in favor,***  
279 ***the motion passed.***

280  
281 ***Selectman Landau motioned to seal the minutes of the second non-public session, on Pending***  
282 ***Litigation, for a period of five (5) years. Selectman D’Angelo seconded the motion. A roll call***  
283 ***vote was taken Myette – aye, D’Angelo – aye, Owens –aye, Couture –aye, Landau – aye. With all***  
284 ***in favor, the motion passed.***

285  
286 ***Selectman Landau motioned to seal the minutes of the third non-public session, on Pending***  
287 ***Litigation, for a period of five (5) years. Selectman D’Angelo seconded the motion. A roll call***  
288 ***vote was taken Myette – aye, D’Angelo – aye, Owens –aye, Couture –aye, Landau – aye. With all***  
289 ***in favor, the motion passed.***

290  
291 **V. Adjournment**

292  
293 ***Selectman Landau moved to adjourn the meeting. Selectman D’Angelo seconded the motion. A***  
294 ***roll call vote was taken Myette – aye, D’Angelo – aye, Owens –aye, Couture –aye, Landau – aye.***  
295 ***With all in favor, the motion passed.***

296  
297 The meeting was adjourned at 10:29 PM.

298  
299 Respectfully submitted,

301 Janis A. Jalbert  
302 Recording Secretary