

AGENDA
BOARD OF SELECTMEN
October 5, 2020 AT 6:30 PM
TOWN HALL, PAULSEN MEETING ROOM

- I. CALL TO ORDER
- II. CITIZEN COMMENT
- III. SCHEDULED MEETINGS:
 - a. Tom Serafin – November Elections
 - b. Chief Gilman/VJ Ranfos –DPW Director – Winter Parking Ban
 - c. Chief Gilman – Discussion on one way – Church Street
 - d. Chief Gilman – Camera System
 - e. Chief Gilman – Halloween 2020
 - f. Chief Gilman – 2021 Budget review
- IV. OLD BUSINESS:
 - a.
- V. NEW BUSINESS:
 - a. Sign State of NH MS-1
 - b. Sign election Material
 - c. Update on CARES ACT Funding
 - d. COVID Travel and Quarantine Policy
 - e. Appointments
 - f. Manifest/Abatements
 - g. Minutes 9/21/20
- VI. TOWN ADMINISTRATOR REPORT
- VII. COMMITTEE REPORTS
- VIII. OTHER/CITIZEN COMMENT
- IX. ADJOURN

Pembroke Police Department

Memo

To: Dave Jodoin Town Administrator
From: Chief Dwayne Gilman
CC: FILE
Date: 10.05.2020
Re: Church Street "One Way "

Dave,

Earlier this month I learned of a concern with traffic on Church Street. On 09.29.2020 I drove the area and recorded video of what it's like to operate a car on the road with parked cars and traffic coming the opposite direction. I also have a video of turning onto Church Street from Main St. as another car was operating the opposite direction.

In both videos you will see how it limits the distance for two cars to pass each other with cars parked in front of the houses on the east side of the road.

The Street is 25 feet wide from Curb to Curb.

A vehicle parked on the side of the street occupies 6'5" to 7'.

This leaves that travel with 18 feet of travel roadway

Each car passing with 7 feet width leaves 4 feet of room on the side and between cars.

The Only section of the road that should be "one way" would be from Central Street to Main Street. I would like to request that the Board of Selectman discuss and consider making Church Street from Central Street North to Main Street a One way street.

The change would not allow Main Street traffic to turn onto Church Street and would add one "Do Not Enter" sign and one "One way sign". Both Signs the Department of Public Works would order and have installed.

This roadway and its features has been like this for a long period of time. The increased traffic of all roadways has made this an issue.

CHURCH STREET

Legend

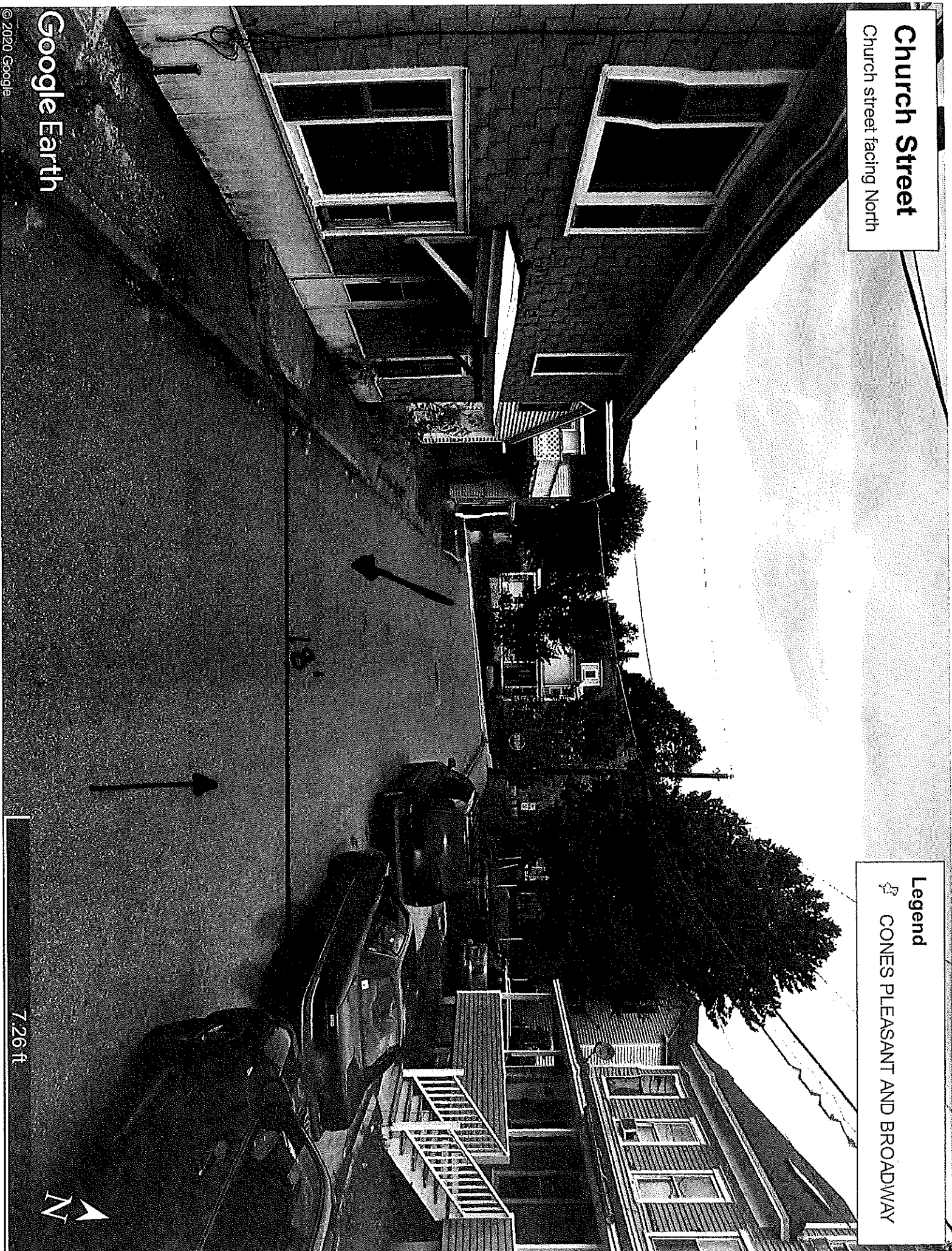
- 📍 4 Church St



9.34 ft

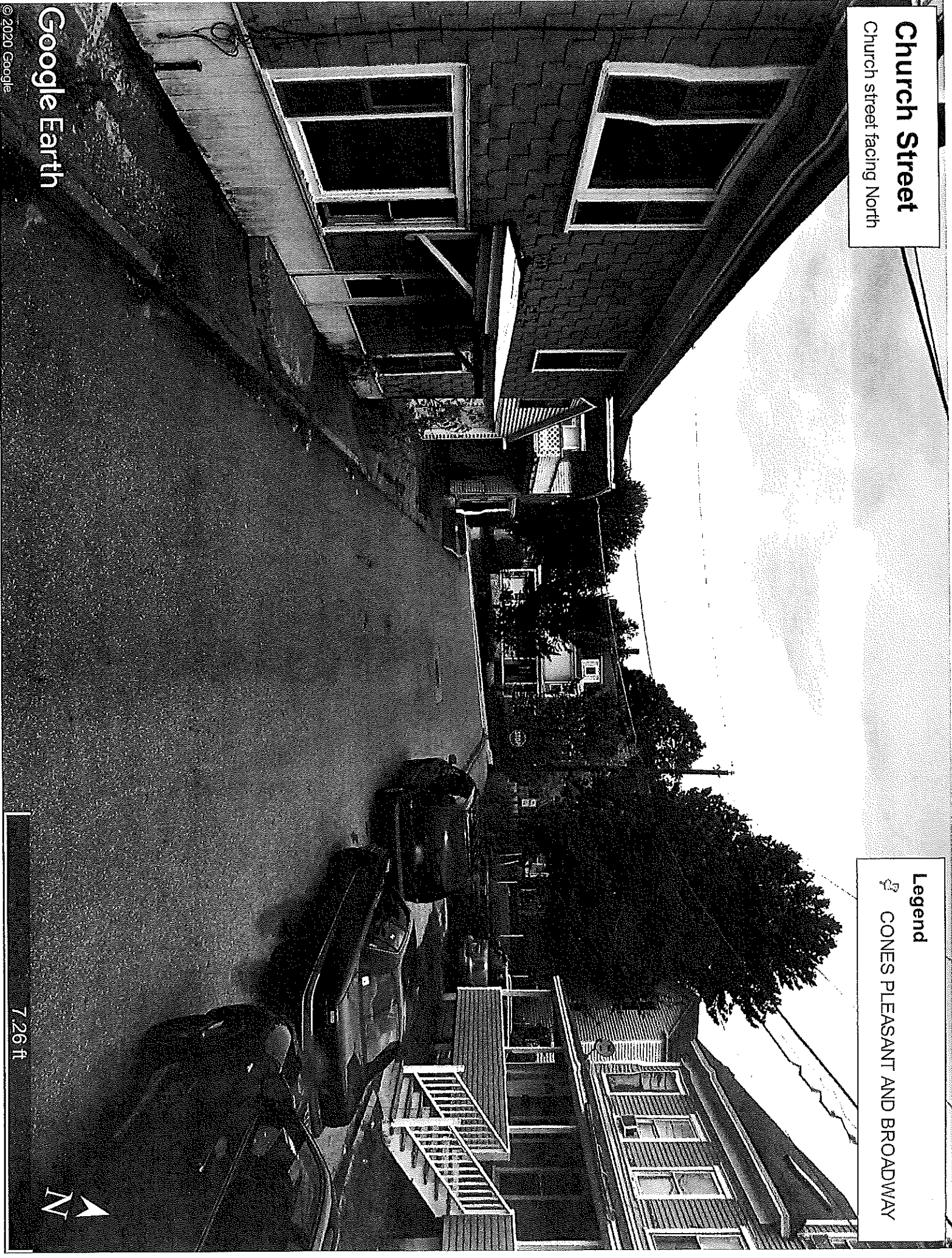
Church Street
Church street facing North

Legend
📍 CONES PLEASANT AND BROADWAY



Church Street
Church street facing North

Legend
📍 CONES PLEASANT AND BROADWAY



CHURCH STREET

View from Main Street looking South.

Legend



25'

18'

7'

Google Earth

© 2020 Google

6.16 ft



Pembroke Police Department

Memo

To: Dave Jodoin Town Administrator
From: Chief Dwayne Gilman
CC: FILE
Date: 10-05-2020
Re: Building Camera systems

Dave, Please accept the following documents as quotes for camera installations for the following.

	<u>MONADNOCK</u>	<u>CEN.COM</u>
Safety Center	61,000.00	20,185.00
Public Works	9,720.00	5,946.00
Town Hall	9,282.00	5,100.00

I understand that there is a "3" bid requirement for any expenditure over 5,000.00 Dollars. The two names you see above are highly qualified vendors and have been working in this area for large companies and schools. Monadnock handles our security alarms and panic alarms as well as our exterior and interior camera system. Cen Com has been a vendor for SAU 53 and comes highly recommended from the school systems Facility Director as well as IT personnel in the Epsom School. With both being highly recommended I don't see the need for another quote from a Third Vendor.

I will be happy to discuss the quotes listed above at the Meeting.

Corey Parent
9 Independence Drive
Londonderry, NH 03053

603-432-4313
cparent@cencomnh.com

Date	Estimate #
9/15/2020	676

Ship To
Pembroke Town Hall 311 Pembroke Street Pembroke, NH 03275

			P.O. No.
Qty	Description	Rate	Total
1	NVR - 8CH IP 1U SHELF MOUNT - 2HDD - IP RESOLUTION UP TO 8MP/30FPS (128MBPS) - 8 PORT EMBEDDED POE SWITCH - 3TB	822.00	822.00
5	BULLET CAMERA - 4MP IP INDOOR/OUTDOOR SMALL SIZE . FIXED 2.8MM LENS (102°). 98 FEET SMART IR. POE CAPABLE.	220.00	1,100.00
3	DOME CAMERA - 4MP IP INDOOR/OUTDOOR SMALL SIZE VANDAL. FIXED 2.8MM LENS (104°). 98 FEET SMART IR. POE CAPABLE.	220.00	660.00
2	Cat6e Cable Box	150.00	300.00
1	24" LED Monitor 1080 AP HDMI	298.00	298.00
1	Complete Installation, 1 year warranty on all parts, (90 day warranty on labor) all parts, training, and final connections. Configurations and technical settings for IP Cameras hardware and software.	1,920.00	1,920.00
Total			\$5,100.00



PO Box 256, New Ipswich, NH 03071
Tel: (603) 878-0600 Fax: (603) 878-0611

Quotation

Q190250 Rev1

Customer: Pembroke Town Offices
Contact: Chief Dwayne Gilman (chiefdgilman@pembroke-nh.com)
Phone: (603) 485-9173 Ext: 2204
Address: 311 Pembroke Street
Pembroke, NH 03275

Pages: 2
Created: 9/3/2019
Updated: 9/31/2020

Job Name: New IP Camera System

I. New IP Camera System: Total Cost of Equipment & Installation w/ (2) Year Warranty = \$9,282

Payment Schedule: 50% Due Upon Award of Contract & 50% Due Upon Job Completion
****Credit Card payments over \$1,000 will be subject to 2.95% Fee****

This Quotation Covers the Following:

I. New IP Camera System: This quote is for providing a new Vivotek IP surveillance system to the Pembroke Town Offices facility. We conducted a site visit to review the areas for camera placement. In the front of the building we will place a camera to look across the front to view activity of the front walkway. The right and left sides of the building will have (2) cameras mounted up in the soffits looking back at one another to create cross coverage. This is due to the height of the existing vegetation and bump outs of the building. The rear of the building will have (2) cameras, one viewing the back stairwell and another camera at the top of the stairwell viewing the back parking lot. Inside the building we will have a camera viewing the front main vestibule and the rear entry hallway. All of the new cameras require a dedicated CAT-6 cable run back to the NVR which will be installed on a desk or shelf in the rear office. This is near the existing networking equipment within the building. The new NVR is network compatible so it can be viewed remotely on a Smartphone, Tablet or PC. The NVR will have 6 Terabytes of hard drive space to allow for 30 days of recorded video. All exterior cameras will be 5MP to provide you with exceptional detail and the interior cameras will also be 5MP. All cameras will have built-in IR for nighttime viewing. Once the new IP surveillance system is installed we will program and go over system use and training on video playback and saving video to a thumb drive.

Warranty: All newly installed Surveillance Equipment is based on Monadnock Security Systems, Inc. providing all the Equipment, Labor, Wiring, Program, Test and carries a (2) Year Warranty (Parts & Labor)

I. IP Surveillance Equipment:

- | | |
|---|---|
| (1) Vivotek 16 Channel IP NVR | (1) 21" Camera Monitor |
| (1) 6 Terabyte Hard Drive | (1) HDMI Cable |
| (8) 5MP Dome Cameras w/ IR & 2.8-12mm Lens | - All Necessary CAT-6 Cabling |
| (1) 5MP Bullet Camera w/ IR & 2.8-12mm Lens | - All Misc. Hardware to Complete the Installation |
| (1) Bullet Camera Back Box | - All Programming & Training |
| (2) Dome Camera Wall Pendant Mounts | |

Customer Responsibilities & Requirements:

- All permits and/or applications and applicable fees
- A/C Outlets for 120v AC power as required at all power supply, monitor, switch, and NVR/DVR locations
- Any and all remote connecting computers must be using an i5 processor or better with 4 GB of memory in order to have sufficient resources for proper remote control
- Adequate space within equipment rooms to house the proposed equipment (NVR/DVR, Switches, Power Supplies etc.)
- Any and all additional lighting if and as required to view video during periods of darkness
- Building repairs such as, drywall, painting, hole filling, etc. to facilitate installation and/or removal of existing equipment
- A High Speed Internet Connection with minimum speeds of 3Mbps (download) and 2Mbps (upload)
- A Static WAN IP address or a Dyn.com remote access account to ensure remote connectivity to the equipment can be established. One of these options are necessary for any remote connection to your equipment from outside your local network i.e. computers, smartphones, tablets, etc. (if applicable). Equipment will require port forwarding for successful remote connectivity which requires an ISP and network equipment that will allow for this activity
- Outside of above proposed work, the customer will provide all Computers, LAN connections, Servers, Ports, Switches, Routers, IP Addresses, if and as required for local and remote network connections. Customer's computer personnel will configure all network items at customer's expense. MSS Inc. will load, configure, and test all software

I will be available at your convenience to review this quote with you and answer any questions you may have.

Sincerely,



Brian Gerow (Sales Consultant)
Monadnock Security Systems, Inc.
bgerow@monadnocksecurity.com
www.monadnocksecurity.com

Quote Acceptance: _____

Pricing Valid for 30 Days from Quoted Date

Corey Parent
9 Independence Drive
Londonderry, NH 03053

603-432-4313
cparent@cencomnh.com

Date	Estimate #
9/15/2020	677

Ship To
Pembroke Public Works 8 Exchange Street Pembroke, NH 03275

P.O. No.

Qty	Description	Rate	Total
1	NVR - 8CH IP 1U SHELF MOUNT - 2HDD - IP RESOLUTION UP TO 8MP/30FPS (128MBPS) - 8 PORT EMBEDDED POE SWITCH - 3TB	822.00	822.00
7	BULLET CAMERA - 4MP IP INDOOR/OUTDOOR SMALL SIZE . FIXED 2.8MM LENS (102°). 98 FEET SMART IR. POE CAPABLE.	220.00	1,540.00
1	DOME CAMERA - 4MP IP INDOOR/OUTDOOR SMALL SIZE VANDAL. FIXED 2.8MM LENS (104°). 98 FEET SMART IR. POE CAPABLE.	220.00	220.00
2	Cat6e Cable Box	150.00	300.00
1	24" LED Monitor 1080 AP HDMI	298.00	298.00
1	Complete Installation, 1 year warranty on all parts, (90 day warranty on labor) all parts, training, and final connections. Configurations and technical settings for IP Cameras hardware and software.	2,208.00	2,208.00
1	Scissors Lift Rental for 2 days	558.00	558.00
Total			\$5,946.00



PO Box 256, New Ipswich, NH 03071
Tel: (603) 878-0600 Fax: (603) 878-0611

Quotation

Q190204 Rev1

Customer: Pembroke Department of Public Works
Contact: Chief Dwayne Gilman (chiefdgilman@pembroke-nh.com)
Phone: (603) 485-9173 Ext: 2204
Address: 8 Exchange Street
Pembroke, NH 03275

Pages: 2
Created: 7/23/2019
Updated: 8/31/2020

Job Name: New IP Camera System

I. New IP Camera System: Total Cost of Equipment & Installation w/ (2) Year Warranty = \$9,720

Payment Schedule: 50% Due Upon Award of Contract & 50% Due Upon Job Completion
Credit Card payments over \$1,000 will be subject to 2.95% Fee

This Quotation Covers the Following:

I. New IP Camera System: This quote is for providing a new Vivotek IP surveillance system for the Pembroke DPW facility. We conducted and site visit and it was conveyed that the immediate locations for cameras are as follows: one on the front right corner of the building viewing the gate entrance to the park, one camera viewing the entry and yard of the recycle area, one camera viewing the main lobby receptionist area, one camera viewing the rear service bay man door out back, and two 360° fisheye cameras mounted on the ceiling to view the main garage. The new NVR will have the capability to have 16 cameras on the system, at this time you will be utilizing 6 cameras with 10 future open camera ports. The system will come with 6 Terabytes of hard drive space to allow for 30 days of recorded video and future proof your storage as you add onto the system. All of the exterior cameras will be 5MP domes with IR and wall pendant mounts. The interior cameras for the receptionist area and rear service bay will be 5MP domes with IR. The main garage bay ceiling mount cameras will be 5MP 360° Fisheyes with IR. These cameras will have ceiling pendant mounts. All of the cameras will be wired back to the NVR with CAT-6 cabling. The NVR will be connected to your network for remote capability via smartphone, tablet or PC. The system also comes with a new HD camera monitor. Once the new IP surveillance system is installed we will program and go over system use and training on viewing video, playback and saving video to a thumb drive.

Warranty: All newly installed Surveillance Equipment is based on Monadnock Security Systems, Inc. providing all the Equipment, Labor, Wiring, Program, Test and carries a (2) Year Warranty (Parts & Labor)

I. IP Surveillance Equipment:

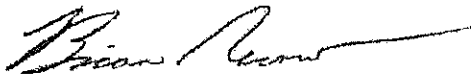
- | | |
|--|---|
| (1) Vivotek 16 Channel IP NVR | (1) 21" Camera Monitor |
| (1) 6 Terabyte Hard Drive | (1) HDMI Cable |
| (4) 5MP Dome Cameras w/ IR & 2.8-12mm Lens | - All Necessary CAT-6 Cabling |
| (2) 5MP 360° Fisheye Cameras w/ IR & 1.27mm Lens | - All Misc. Hardware to Complete the Installation |
| (3) Camera Wall Pendant Mounts | - All Programming & Training |
| (2) Camera Ceiling Pendant Mounts | |

Customer Responsibilities & Requirements:

- All permits and/or applications and applicable fees
- A/C Outlets for 120v AC power as required at all power supply, monitor, switch, and NVR/DVR locations
- Any and all remote connecting computers must be using an i5 processor or better with 4 GB of memory in order to have sufficient resources for proper remote control
- Adequate space within equipment rooms to house the proposed equipment (NVR/DVR, Switches, Power Supplies etc.)
- Any and all additional lighting if and as required to view video during periods of darkness
- Building repairs such as, drywall, painting, hole filling, etc. to facilitate installation and/or removal of existing equipment
- A High Speed Internet Connection with minimum speeds of 3Mbps (download) and 2Mbps (upload)
- A Static WAN IP address or a Dyn.com remote access account to ensure remote connectivity to the equipment can be established. One of these options are necessary for any remote connection to your equipment from outside your local network i.e. computers, smartphones, tablets, etc. (if applicable). Equipment will require port forwarding for successful remote connectivity which requires an ISP and network equipment that will allow for this activity
- Outside of above proposed work, the customer will provide all Computers, LAN connections, Servers, Ports, Switches, Routers, IP Addresses, if and as required for local and remote network connections. Customer's computer personnel will configure all network items at customer's expense. MSS Inc. will load, configure, and test all software

I will be available at your convenience to review this quote with you and answer any questions you may have.

Sincerely,



Brian Gerow (Sales Consultant)
Monadnock Security Systems, Inc.
bgerow@monadnocksecurity.com
www.monadnocksecurity.com

Quote Acceptance: _____

Pricing Valid for 30 Days from Quoted Date

Corey Parent
9 Independence Drive
Londonderry, NH 03053

603-432-4313
cparent@cencomnh.com

Date	Estimate #
9/15/2020	678

Ship To
Pembroke Police Department 247 Pembroke Street Pembroke, NH 03275

			P.O. No.
Qty	Description	Rate	Total
1	NVR - 32CH IP 2U RACKMOUNT - 8HDD - IP RESOLUTION UP TO 12MP/30FPS (384MBPS) - 10TB	3,176.00	3,176.00
10	Bullet CAMERA - 4MP IP Indoor/Outdoor Full Size. Varifocal 2.7-12mm Motorized Lens (100° - 33°). 150 Feet Smart IR. POE Capable. AI (Advanced Intelligence) On-Board Analytics.	650.00	6,500.00
13	Vandal Dome Tinted Camera - 4MP IP Indoor/Outdoor Small Size . Fixed 2.8mm Lens (104°). 98 Feet Smart IR. POE Capable. AI (Advanced Intelligence) On-Board Analytics.	340.00	4,420.00
1	24 Port Full Gigabit ePoE Switch 360W Max.	863.00	863.00
23	Ethernet Over COAX Passive Converters (SOLD IN PAIRS)	40.00	920.00
1	Complete Installation, 1 year warranty on all parts, (90 day warranty on labor) all parts, training, and final connections. Configurations and technical settings for IP Cameras hardware and software. Using existing coax with Ethernet Over COAX Passive Converters.	3,648.00	3,648.00
1	Lift Rental for 3 Days	658.00	658.00
Total			\$20,185.00



PO Box 256, New Ipswich, NH 03071
Tel: (603) 878-0600 Fax: (603) 878-0611

Quotation

Q190187 Rev1

Customer: Pembroke Police Department
Contact: Chief Dwayne Gilman (chiefdgilman@pembroke-nh.com)
Phone: (603) 485-9173
Address: 247 Pembroke Street
Pembroke, NH 03275

Pages: 2
Created: 7/17/2019
Updated: 8/4/2020

Job Name: NVR & IP Camera System Upgrade

I. NVR & IP Camera System Upgrade: Total Cost of Equipment & Installation w/ (2) Year Warranty = \$61,000

Payment Schedule: 30% Due Upon Award of Contract, 40% Due Upon Delivery of Material & 50% Due Upon Job Completion

****Credit Card payments over \$1,000 will be subject to 2.95% Fee****

This Quotation Covers the Following:

I. NVR & IP Camera System Upgrade: This quote is for providing a complete IP surveillance system upgrade. We will be installing a new Exacq NVR server to handle all of the new IP cameras. The NVR will have 24 Terabytes of hard drive space which should provide you with 20-30 days of backed up video. The existing system was primarily analog cameras which utilized coax cabling. In an effort to reduce labor hours and cable we will be using multiple coax receivers that can send IP signals over the existing coax cabling to the existing analog camera locations. At or near each of the old analog cameras we will need to install a coax to IP adaptor. All existing or new location IP cameras will be wired with CAT-6 cabling back to the POE network switches that will be located in the receptionist area and one in the IT closet in the fire department space. All existing interior cameras will be replaced with new 3MP dome cameras with built-in IR and a 98° field of view. The new cameras for the booking room and main lobby will have audio recording capability. The new interior IP cameras include the additional cameras for the ambulance truck views, patrol room and the 2nd floor meeting room. All exterior cameras along the sides and rear of the building will be 8MP dome cameras with built-in IR and a 104° field of view. On the front of the PD & FD we will be installing two new 8MP multi-sensor cameras which provides you with a 180° Panoramic view of the parking lots. The fisheye under the front canopy will be removed and we will be installing a 3MP dome camera for viewing people as they enter the station. The new system will have a total of 31 IP cameras and can be expanded upon to 64 IP cameras total for future expansion. The new system is network compatible and can be set-up to view on a smartphone, tablet or PC. Once the new IP surveillance system is installed we will program and go over system use and training on viewing video, playback and saving video to a thumb drive.

Warranty: All newly installed Surveillance Equipment is based on Monadnock Security Systems, Inc. providing all the Equipment, Labor, Wiring, Program, Test and carries a (2) Year Warranty (Parts & Labor)

I. IP Surveillance Equipment:

exacq
From Tyco Security Products

- | | |
|---|---|
| (1) Exacq Pro NVR 64 Channel IP System | (2) Illustra 3MP Bullet Cameras w/ IR |
| (1) ExacqVision VMS Software | (2) Axis 8MP 180° Panoramic Cameras |
| (3) 8 Terabyte Hard Drives | (11) Camera Pendant Caps |
| (1) NVR CPU Upgrade | (9) Camera Wall Pendant Mounts |
| (31) IP Camera Licenses | (2) Camera Back Boxes |
| (1) 16 Channel Coax to IP Convertor | (1) 28" UHD 4K Camera Monitor |
| (1) 8 Channel Coax to IP Convertor | (1) HDMI Cable |
| (20) Coax to IP Transmitters | (1) Wall Mount Server Rack |
| (1) 16 Port Gigabyte POE Network Switch | - All Necessary CAT-6 Cabling |
| (9) Illustra 8MP Dome Cameras w/ IR | - All Misc. Hardware to Complete the Installation |
| (18) Illustra 3MP Dome Cameras w/ IR | - All Programming & Training |

Customer Responsibilities & Requirements:

- All permits and/or applications and applicable fees
- A/C Outlets for 120v AC power as required at all power supply, monitor, switch, and NVR/DVR locations
- Any and all remote connecting computers must be using an i5 processor or better with 4 GB of memory in order to have sufficient resources for proper remote control
- Adequate space within equipment rooms to house the proposed equipment (NVR/DVR, Switches, Power Supplies etc.)
- Any and all additional lighting if and as required to view video during periods of darkness
- Building repairs such as, drywall, painting, hole filling, etc. to facilitate installation and/or removal of existing equipment
- A High Speed Internet Connection with minimum speeds of 3Mbps (download) and 2Mbps (upload)
- A Static WAN IP address or a Dyn.com remote access account to ensure remote connectivity to the equipment can be established. One of these options are necessary for any remote connection to your equipment from outside your local network i.e. computers, smartphones, tablets, etc. (if applicable). Equipment will require port forwarding for successful remote connectivity which requires an ISP and network equipment that will allow for this activity
- Outside of above proposed work, the customer will provide all Computers, LAN connections, Servers, Ports, Switches, Routers, IP Addresses, if and as required for local and remote network connections. Customer's computer personnel will configure all network items at customer's expense. MSS Inc. will load, configure, and test all software

I will be available at your convenience to review this quote with you and answer any questions you may have.

Sincerely,



Brian Gerow (Sales Consultant)
Monadnock Security Systems, Inc.
bgerow@monadnocksecurity.com
www.monadnocksecurity.com

Quote Acceptance: _____

Pricing Valid for 30 Days from Quoted Date



New Hampshire Municipal Association

Halloween Guidance

September 28, 2020

Even though it is not yet October, and school's been on for far less than a month, everything is already smoky-smelling and the sky orange and ash gray at twilight, and everyone across New Hampshire is wondering whether Halloween will come.

This question has been at the forefront of our members' minds since the cool air of autumn first stirred the bronze leaves now beginning to populate our forest floors, and we have consolidated our guidance as follows:

Regulation of Trick-or-Treating

New Hampshire, like much of New England, is among the handful of states that regularly see municipalities set rules for trick-or-treating. The regulation of trick-or-treating or, rather, the encouragement of it and the abiding by rules set by municipalities, started in the 1930s, as municipalities attempted to deal with the vandalism and property damage that traditionally accompanied the holiday.

In modern times, RSA 41:11 incorporates the authority of RSA 47:17, VII to allow all New Hampshire municipalities, regardless of governmental structure, to regulate the use of public ways "to prohibit the rolling of hoops, playing at ball or flying of kites, or any other amusement or practice having a tendency to annoy persons passing in the streets and sidewalks, or to frighten teams of horses within the same." Large crowds of children and youths dressed in scary costumes, congregating in and wandering around the streets in search of candy, could be construed as an amusement or practice having a tendency to annoy persons passing or to frighten teams of horses and interfere with vehicular travel. Although cities and town charter towns are often different than other towns in their powers, we are aware of only one municipality which specifically references Halloween in its city code, Manchester, which requires that the Chief of Police must designate Halloween hours. Section 31.15 of the Manchester City Code.

However, municipalities should also be aware of RSA 147:1, permitting local health officers to "make regulations...relating to the public health as in their judgment the health and safety of the people

require, which shall take effect when approved by the selectmen, recorded by the town clerk, and published in some newspaper printed in the town, or when copies thereof have been posted in 2 or more public places in the town.” In the midst of a pandemic, having large numbers of persons – children or otherwise – congregating and going door-to-door raises health concerns.

Public Health Guidance on Trick-or-Treating

In regard to specific health guidance, NHMA would defer to the CDC and DHHS on issues of public health for COVID-19. However, many of our members have asked for guidance, and we thought it appropriate to summarize the information that we have at this time.

Recently, the CDC issued some helpful Halloween guidance that rates various activities on a lower, moderate, and higher risk scale. The lower risk activities include staying home and spending time with household members and having virtual interactions. The moderate risk activities include the use of physical distancing for trick-or-treating, parades, and outdoor gatherings. The higher risk activities include traditional door-to-door trick-or-treating, or other events where people interact at close distances with those outside their household. This guidance contrasts with some of the widely reported guidance from other organizations, particularly regarding the risk of activities such as traditional door-to-door trick-or-treating.

Public health guidance surrounding Covid-19 aims to reduce the risk of exposure by using distance, barriers, and time as protective factors. In its universal guidance, the State defines a higher-risk ‘close contact’ as anyone who has been within six feet of a person with Covid-19 for ten minutes or longer. The 10 minutes of contact can be at one time or cumulative over the course of the day. Therefore, people should avoid being in ‘close contact’ with those outside of their household during any Halloween activities.

The CDC’s recommendation of a physical separation of six feet reduces the spread of droplets to people and surfaces. The idea is to keep a safe distance, especially between non-household members. The safest interactions are those which take place at a distance that make infection less likely. For example, a virtual ‘monster mash’ where children can display their Halloween costumes to grandparents and other relatives via video calls.

If a six-foot distance is not possible, then barriers between people can help to reduce the risk of exposure to infected droplets. The most effective barrier is wearing face coverings designed to prevent or minimize the spread and/or intake of respiratory droplets. Face coverings are the best option when distance is not achievable. Additional protective measures, such as face shields, plastic sheets, and Plexiglas barriers, are also encouraged by public health officials. **REMEMBER**, Halloween costume masks usually have holes for the mouth and nose for breathing, so are **NOT** a substitute for face coverings designed to stop droplet spread.

The amount of time of exposure is also important, even in the case of persons wearing face coverings and distancing. Reducing the total time spent with those outside your household to ten minutes or less can be another way to reduce the risk of infection with Covid-19. The risk of infection will increase the longer that an uninfected person interacts with an infected person. The same is true regardless of the number of infected persons who are interacted with. Therefore, the same risk factor could be found in ten one-minute interactions with ten separately infected individuals, as might happen with

ten different children coming to one person's door over a ten-minute period. This is one of the reasons that the CDC considers traditional trick-or-treating a higher risk activity.

NHMA encourages municipalities to provide simple guidance to their communities to help explain the protective concepts in a manner that allows their citizens to make informed choices. In addition, municipalities should consider incorporating generally accepted, universal Halloween rules – such as 'no porch light on means no one's home' (or they decided not to participate in Halloween). This will assist parents in educating their children of those rules and remind older individuals of those rules and how they interplay with concerns about Covid-19.

We have heard of communities around New Hampshire being inventive – creating and awarding prizes for best socially distanced candy station, best aspiring (and masked) surgeon, and providing venues for trick-or-treating (including allowing donations of candy for distribution to school children in lieu of traditional trick-or-treating). NHMA encourages communities to continue to engage in this creative thinking to help make Halloween safe and fun.

Generally, municipalities can encourage these simple steps:

- everyone should wear appropriate face-coverings designed to minimize the spread of Covid-19, especially when social distancing cannot be maintained
- trick-or-treaters should use social distancing and wait patiently for their turn to get candy (i.e. do not congregate together in the same place).
- trick-or-treaters should routinely wash hands or use hand sanitizer to prevent the spread of germs between candy bowls and homes,
- those handing out candy should set-up socially distanced candy distribution methods,
 - encourage candy distribution to occur outside the home, rather than in doorways, in a manner that increases the distance between individuals, and decreases the amount of time spent with those not in the same household.
 - monitor the area where candy is spread out (i.e. table, chair, stairs, etc.) so that trick-or-treaters can each take a piece with sanitization occurring as the area is restocked, or individually prepare packages/candies, rather than provide a big bowl that trick or treaters reach into.
- those handing out candy should use a disinfectant to routinely sanitize commonly touched surfaces (e.g. doorbells, candy bowls, etc.).

Regulation of Other Festivities

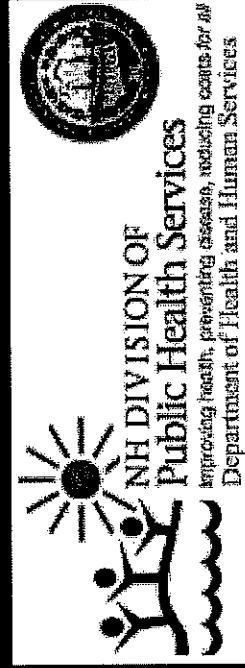
In addition to trick-or-treating, many municipalities host festivities associated with Halloween – themed runs, pumpkin regattas, jack-o-lantern lightings, etc. Municipalities should be aware that the State has promulgated guidelines for some activities – such as fairs and festivals and road races – which may be applicable to those festivities.

Although, technically, these guidelines do not apply to municipalities and the events they host pursuant to the language of Emergency Order #17, it is advisable for municipalities to use them to minimize the likelihood of transmission of Covid-19 and equitably apply these rules to all similar events. In addition to the above, municipalities should review the universal guidelines, which have been amended as new information has come to light about Covid-19.

In addition, municipalities should keep in mind that Emergency Order #63, which does apply to municipalities, would apply in the context of Halloween. That Order requires that face coverings be worn at scheduled gatherings of 100-or-more people. Therefore, municipalities should be careful to remind organizers and attendees of the face covering requirement when such gatherings are proposed.

Lastly, municipalities should keep in mind that the Department of Safety routinely publishes Halloween safety tips. Those tips are aimed at ensuring that parents check their children's costumes to ensure that those costumes can be safely worn, that appropriate steps are taken to ensure that young children are not left unsupervised while trick-or-treating, and that parents ensure that treats are checked to ensure that any with damaged packaging are discarded.

It's the Great Pumpkin Quest What Will Halloween Look Like this Year?





Agenda

 Legal Guidance

 Public Health & State Guidance

 Case Studies from New Hampshire





Legal Authority to Regulate Halloween

+ Considerations for the Pandemic



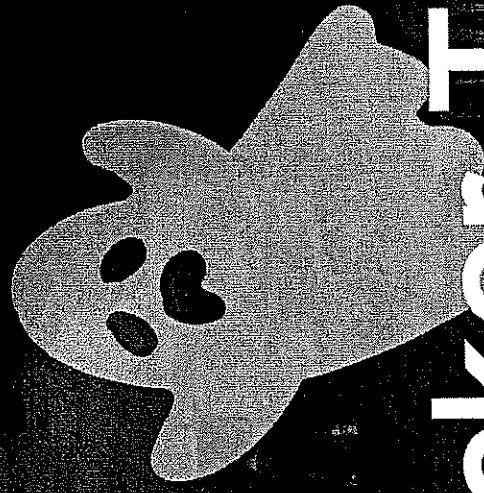
Historical Origins of Municipal Regulation

- ⑤ The early 20th Century saw Halloween become a "celebration of mischief."
- ⑤ 1920s-1940s saw serious property damage caused, mostly, by rowdy groups of teens, and often included fires, serious damage to homes and cars, and, at times, rioting.
- ⑤ In 1950, the U.S. Senate Judiciary Committee recommended Halloween be redesignated "National Youth Honor Day" in order to facilitate a day of celebration of moral fiber and eliminate the dangers of the evening. (It didn't pass).
- ⑤ Violence decreased in the decades after the 40s largely as municipalities put effort into organizing and encouraging alternative activities, particularly trick -or-treating.

Halloween Jokers

Do Much Damage.

Tuesday, October 31st was Halloween, and as usual the practical jokers were very busy after night-fall. At the government school property sidewalks were torn up, gates torn from their hinges and thrown away and much other damage of a similar nature done. Sidewalks in the village were also torn up and distributed about town. This is a practice that should be stopped no matter at what cost, it is usually the younger element, who should be at home in bed, who are the guilty parties, and steps should be taken to see that they or their parents are made to repair the damage done or stand the consequences. In this instance we understand that the names of the guilty parties are known and it quite likely that they will be brought to account for what they seem to think is great fun—the wanton destruction of property.



Trick-or-Treat

From the Historical to Today



A Shift from Common Law to Statutes?

Common Law

The inherent “police powers” of a municipality – allowing them to protect health, safety, and welfare – could be construed to allow for regulation of activities that threaten those.

Statutes

The preference for regulatory power, however, resides in statutes, not the common law.

Note: Cities & Town Councils have more statutory authority under RSA 47:17 than other municipalities



Contemporary Trick-or-Treat Rules

- 👻 Some municipalities set the times of trick -or-treat and become involved in the process by providing municipal resources (e.g. police).
- 👻 Some municipalities suggest times for trick -or-treat and have varying degrees of involvement.
- 👻 Some municipalities don't get involved.



RSA 41:11

Incorporates RSA 47:17, VII

Allows governing bodies "to prohibit the rolling of hoops, playing at ball or flying of kites, or any other amusement or practice having a tendency to annoy persons passing in the streets and sidewalks, or to frighten teams of horses within the same."



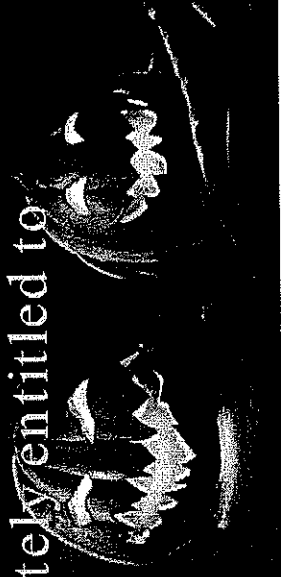
BUT!

Be Careful – Authority Has Never Faced Legal Challenge

☹ “Annoy” – *State v. Brobst* 151 N.H. 420 (2004)

☹ “Certainly the State has a legitimate interest in protecting citizens from the effects of certain types of annoying or alarming telephone calls[.]”

☹ “There are, however, many instances when..one may communicate with another with the possible intention of causing a slight annoyance..that one is legitimately entitled to seek.”



Here comes the Calvary!

'Frightened Horses'

☹️ NHMA training often 'modernizes' the statute's reading
– focusing on impeding traffic flow.

☹️ BUT horses are more subject to fright than drivers.

☹️ *Howe* 98 N.H. 168 (1953) - Literally a case about whether horses will be frightened by a plane flying 388 feet in the air rather than several hundred feet higher.

☹️ Not reasonable to expect that such a case would proceed if it involved a person driving an automobile.

☹️ Thousands of cases about frightened horses, and what may frighten them.



RSA 147:1

Health Officer Regulations

- ☹ Regulations must relate to the public health "as in the [health officer's] judgment the health and safety of the people require."
- ☹ Regulations take effect when:
 - ☹ Approved by the select board
 - ☹ Recorded by the town clerk,
 - ☹ Published in some newspaper printed in the town or posted in 2 or more public places in the town.



BUT!



Be Careful – Authority Has Never Faced Legal Challenge

- ☹️ Most expansive use of RSA 147:1, to date, has been municipal “mask” ordinances.
- ☹️ Targeted to require a specific action in a specific setting where a specific threat exists.
- ☹️ Covid-19 is spread through asymptomatic carriers who have close physical contact with others.
- ☹️ Temperature checks and other “signs” of infection will not be present in asymptomatic individuals.
- ☹️ Only viable, least-restrictive option is widespread mask use.
- ☹️ Halloween-specific ordinance should also follow clearly reasonable steps.
- ☹️ Imprecise ordinances more likely to be struck down.





Other Festivities

Look to State Guidance

(Even if Emergency Orders #17 & #40 expressly exclude "local government")





State Guidance

-  Universal Guidance
-  Fairs & Festivals
-  Road Races

Pay attention to any Halloween -specific guidance.



*Remember that even though
municipalities don't have to follow
state guidance, businesses and private
organizations do, so be careful if a
non-profit or other organization hosts
an event!*





Public Health Guidance



4 Main TakeAways (From the 49 Health Guidance)

 Distance

 Barriers

 Time

Every piece of public health guidance focuses on these three concepts, and the relationship between them.



Things to Remember for Halloween

👻 Halloween Masks are NOT substitutes for CDC recommended face coverings

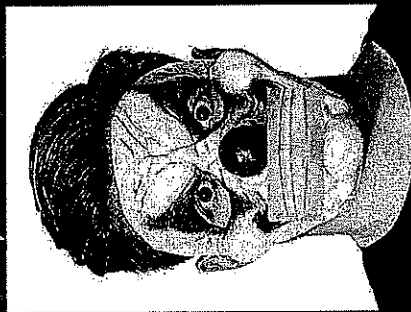
👻 Trick-or-Treaters (and others) should NOT congregate

👻 If screaming will likely occur, greater distancing is advised

👻 The greater the distance, the lower the risk of spreading a respiratory virus



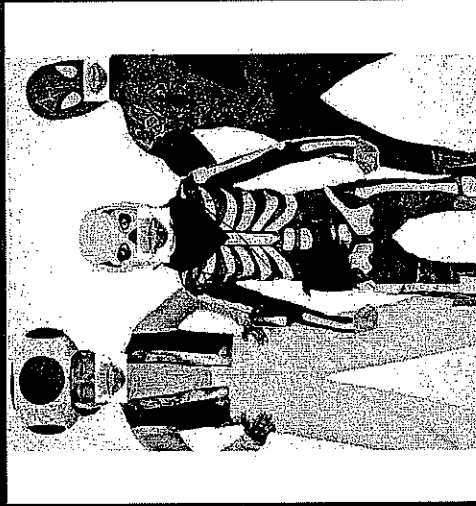
Parents: A Practical Tip



Mask on Mask

Encourage proper CDC recommended face coverings, even if other masks are an option.

However, remind parents to encourage CDC recommended face covering over Halloween masks where one-or-the-other must be chosen.



Governor's Guidance

Nothing is scarier than spreading COVID-19

this Halloween

- Stay home if you are not feeling well.
- Consider wearing a mask over your nose and mouth when trick-or-treating and handing out treats.
- Avoid large gatherings or parties and find ways to trick-or-treat while staying at least 6 feet away from others, including when handing out and accepting treats.
- Practice frequent hand cleaning - bring a bottle of alcohol-based hand sanitizer with you while trick-or-treating and use it often.

For Motorists

- Drive slowly and stay alert.
- Watch for children walking across the street or at intersections.
- Enter and exit driveways slowly, keep eyes out for children.
- After dark, keep eyes out for trick-or-treaters in dark clothing.
- New or inexperienced drivers should avoid driving after dark on Halloween.

Trick-or-Treating

- Adults should accompany young children while they are out.
- Walk on sidewalks, not the street. Use crosswalks when crossing the street.
- Always travel in familiar, well-lit areas and stay in groups.
- After dark, carry a flashlight or glow stick to increase visibility.
- Phones down, heads up. Be aware of your surroundings.

ReadyNH.gov

Governor's Office

COVID-19:

Stay home if you are not feeling well.

Avoid large gatherings or parties and find ways to trick-or-treat while staying at least 6 feet away from others, including when handing out and accepting treats.

Practice frequent hand cleaning - bring a bottle of alcohol-based hand sanitizer with you while trick-or-treating and use it often.



Dept. of Safety Tips

Halloween Safety Tips

The Costume

- Keep costumes short to prevent trips and falls.
- Use make-up instead of a mask. Masks often obstruct a child's vision making tasks like crossing the street and going up and down stairs dangerous.
- Make sure children wear light colors, put reflective tape on their costumes, or carry flashlights and/or glow sticks.

The Trick or Treating

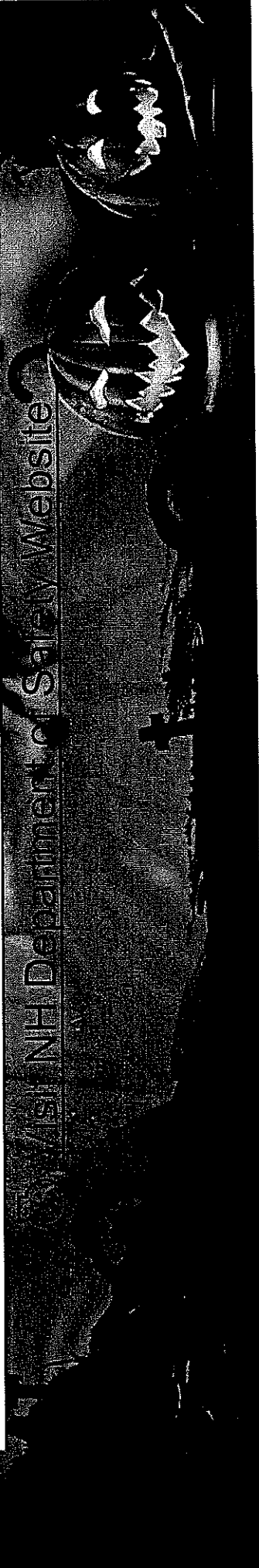
- Make sure older children trick-or-treat with friends, never alone. Parents should map out a safe route. Young children should be accompanied by adults.
- Instruct children to stop only at familiar homes where the outside lights are on.
- Remind children not to enter the homes or cars of strangers.
- Follow your communities trick-or-treating hours.
- A good alternative to "Trick or Treating" is for parents to organize parties at home, in schools, or in community centers.

The Treats

- Remind children not to eat any of their treats until they get home.
- Parents should check all treats at home in a well-lit area and dispose of anything that seems to have been tampered with, has been opened, or is not wrapped.
- Remember to also inspect fruits for anything suspicious.

New Hampshire Department of Safety | 33 Hazen Drive | Concord, NH 03305
TDD Access: Relay NH 1-800-735-2964

www.nh.gov/safety NH Department of Safety Website



CDC Halloween Guidance : Low Risk Activities

 Carving or decorating pumpkins with members of your household and displaying them

 Carving or decorating pumpkins outside, at a safe distance, with neighbors or friends

 Decorating your house, apartment, or living space

 Having a virtual Halloween costume contest

 Doing a Halloween scavenger hunt where children are given lists of Halloween -themed things to look for while they walk outdoors

 Having a Halloween movie night with people you live with

 Having a scavenger hunt -style trick -or-treat search with your household members in or around your home rather than going house to house



LOW RISK
Waiting for the
Great Pumpkin,
Alone, in the
Pumpkin Patch



CDC Halloween Guidance : Medium Risk Activities

-  Participating in one -way trick-or-treating where individually wrapped goodie bags are lined up for families to grab while continuing to social distance
-  Having a small group, outdoor, open-air costume parade where people are distanced more than 6 feet apart
-  Attending a costume party held outdoors where protective masks are used and people can remain more than 6 feet apart

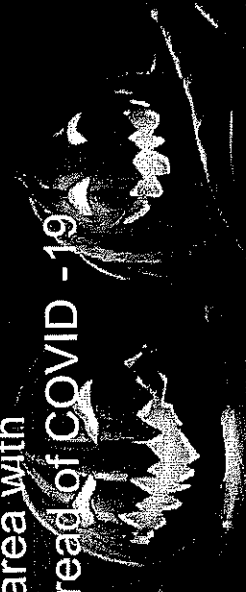
-  Going to an open-air, one-way, walk-through haunted forest where appropriate mask use is enforced, and people can remain more than 6 feet apart
-  Visiting pumpkin patches or orchards where people practice healthy habits and are able to maintain social distancing
-  Having an outdoor Halloween movie night with local family friends with people spaced at least 6 feet apart



CDC Halloween Guidance : High Risk Activities

- 👤 Participating in traditional trick-or-treating where treats are handed to children who go door to door
- 👤 Having trunk-or-treat where treats are handed out from trunks of cars lined up in large parking lots
- 👤 Attending crowded costume parties held indoors

- 👤 Going to an indoor haunted house where people may be crowded together and screaming
- 👤 Going on hayrides or tractor rides with people who are not in your household
- 👤 Traveling to a rural fall festival that is not in your community if you live in an area with community spread of COVID -19



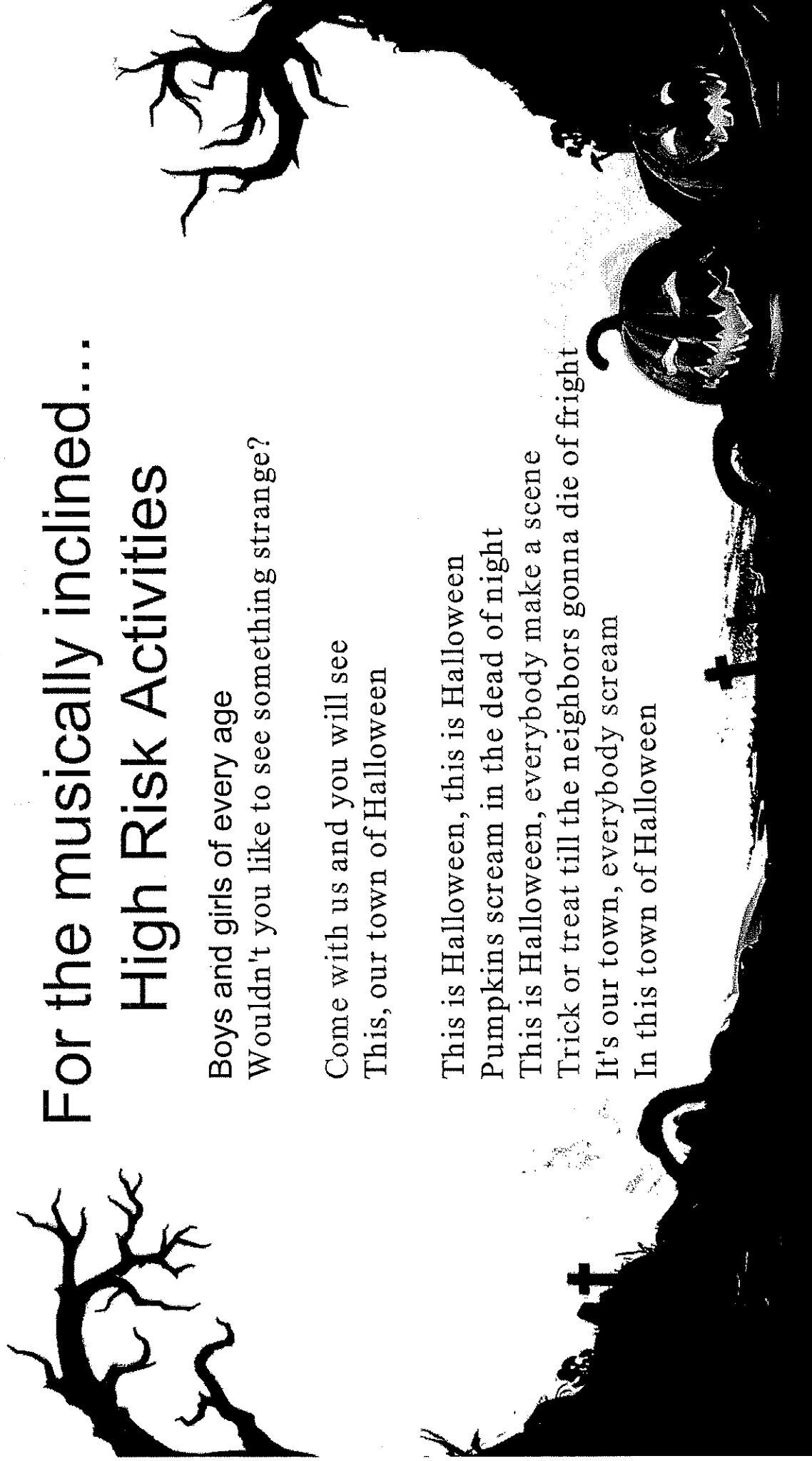
For the musically inclined....

High Risk Activities

Boys and girls of every age
Wouldn't you like to see something strange?

Come with us and you will see
This, our town of Halloween

This is Halloween, this is Halloween
Pumpkins scream in the dead of night
This is Halloween, everybody make a scene
Trick or treat till the neighbors gonna die of fright
It's our town, everybody scream
In this town of Halloween





Centers for Disease Control and Prevention
CDC 24/7: Saving Lives, Protecting People™

Halloween

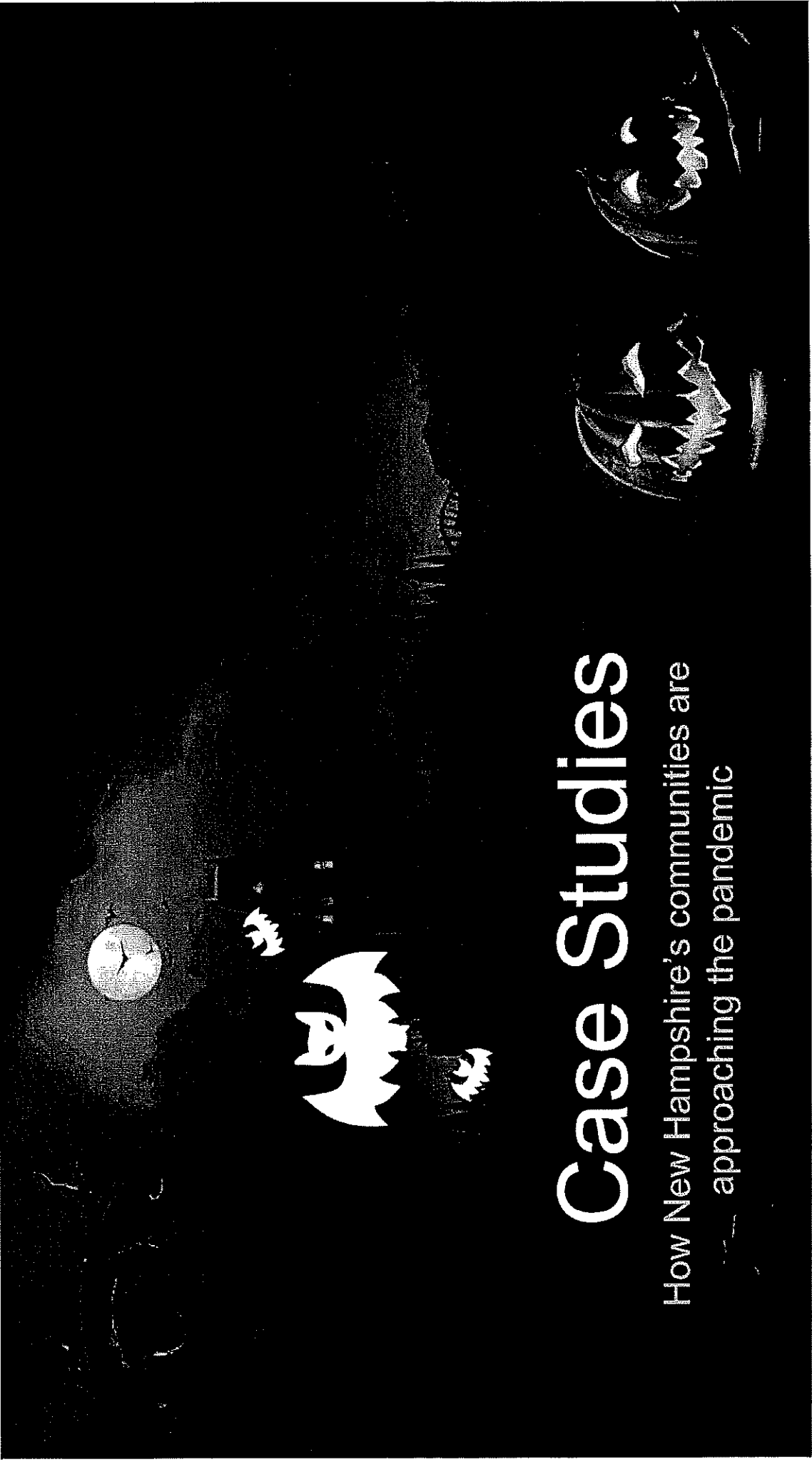
Many traditional Halloween activities can be high-risk for spreading viruses. There are several safer, alternative ways to participate in Halloween. If you may have COVID-19 or you may have been exposed to someone with COVID-19, you should not participate in in-person Halloween festivities and should not give out candy to trick-or-treaters.

Lower risk activities

These lower risk activities can be safe alternatives:

- Carving or decorating pumpkins with members of your household and displaying them
- Carving or decorating pumpkins outside, at a safe distance, with neighbors or friends
- Decorating your house, apartment, or living space
- Doing a Halloween scavenger hunt where children are given lists of Halloween-themed things to look for while they walk outdoors from house to house admiring Halloween decorations at a distance
- Having a virtual Halloween costume contest
- Having a Halloween movie night with people you live with
- Having a scavenger hunt-style trick-or-treat search with your household members in or around your home rather than going house to house





Case Studies

How New Hampshire's communities are
approaching the pandemic

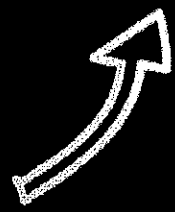
Weare

- 👻 Allowing trick or treating from 5pm – 8pm on 10/31
- 👻 Town is monitoring the number of active cases to make an informed decision
- 👻 Town has provided written COVID precautions and following general Halloween rules (i.e. porch light on/off)

- 👻 Weare Police Department is sponsoring a contest on who can come up with the most creative and scary way to distribute candy while maintaining social distancing. The only rule is candy must be delivered from 6 feet away.



DIY CANDY SLIDE

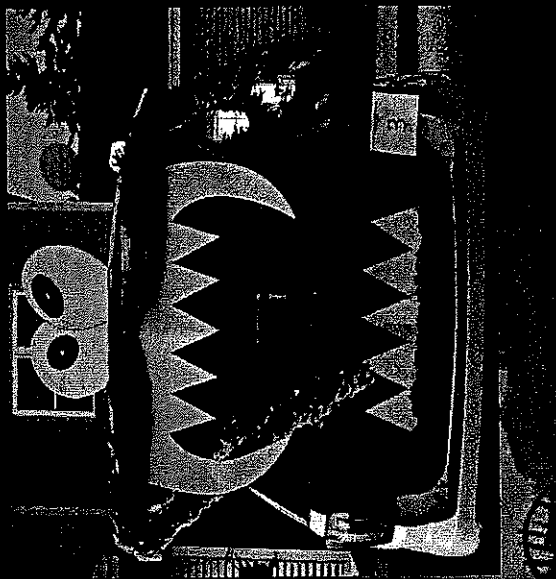
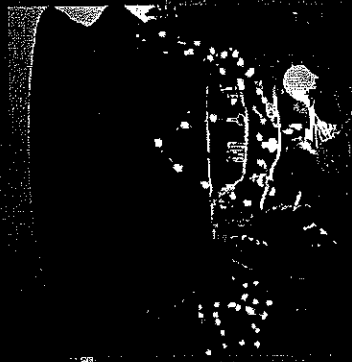
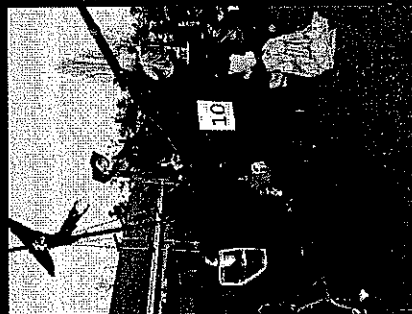


Candy Slides &
Candy Zip Lines to ensure
physical distancing



Auburn

Trunk or Treat!

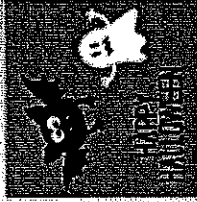


Prevent interactions between those at risk
with those who may be infected

North Hampton

Trick or Treat

Friday Oct. 30th, 4-7pm



In an effort to maintain Trick or Treat and in the safest way possible during the pandemic, the Town of North Hampton is offering the following safety guidelines:

If you do not wish to have your home participate in giving out treats, you may simply dim your lights and even include a sign if you wish. North Hampton Parks and Recreation can email you a sample sign upon request.

Homes who are participating in Trick or Treat should.....

- Only give out wrapped items
- Give out items outside, on a table, keeping 6 foot distance or behind a storm door and replace treats before each visitor or group
- Not hand treats to children directly
- Put out hand sanitizer

Trick or Treaters who are participating should.....

- Trick or Treat in small groups, preferably with family members only, and within your own neighborhood.
- Avoid large groups and going inside any homes.
- Carry hand sanitizer, gloves are not recommended
- Wear protective masks (this may be a part of a costume if its cloth)

If you are uneasy about getting treats door to door, you can always just provide your own. Then you can still go door to door and hand them out to your own children at each stop.

5700

These guidelines may be adjusted at any time based on updated recommendations from the CDC and/or state. For more information or if you have any questions email janet@northhampton-sh.gov



Summary

We can all have a creepy and kooky Halloween.
One that's a bit mysterious and spooky,
Maybe one that's even a little bit ooky,
If we follow recommendations from the public health family.



Questions?



Town of Pembroke

2021 Town Budget proposal

Statement Code: 3TownBudget

Account Number / Description	3 Years Prior Actual	2 Years Prior Budget	2 Years Prior Actual	1 Year Prior Revised	1 Year Prior Actual	2021 Budget	Budget Difference	Change %
	1/1/2018 - 12/31/2018	1/1/2019 - 12/31/2019	1/1/2019 - 12/31/2019	1/1/2020 - 12/31/2020	1/1/2020 - 12/31/2020	1/1/2021 - 12/31/2021	1/1/2021 - 12/31/2021	
41301 Elected Officials								
1000-41301-13000 Stipends - Selectmen	10,200.00	10,200.00	10,200.00	10,200.00	7,650.00	10,200.00	0.00	0.00 %
1000-41301-13001 Stipend - Treasurer	3,000.00	3,000.00	3,000.00	3,000.00	2,250.00	3,000.00	0.00	0.00 %
1000-41301-22000 Social Security - Elected	818.40	819.00	818.40	819.00	613.80	819.00	0.00	0.00 %
1000-41301-22500 Medicare - Elected	191.48	192.00	191.48	192.00	143.61	192.00	0.00	0.00 %
TOTAL 41301 Elected Officials	\$14,209.88	\$14,211.00	\$14,209.88	\$14,211.00	\$10,657.41	\$14,211.00	\$0.00	0.00 %
41302 Town Administration								
1000-41302-11000 Wages - TA	169,676.55	185,085.00	177,177.83	193,357.00	138,578.16	198,098.00	4,741.00	2.45 %
Notes: Two employees qualify for sick leave buyouts. Raises cover 1.6% COLA and a max of 2% merit raises								
1000-41302-14000 Overtime - TA	42.10	1.00	15.95	1.00	0.00	1.00	0.00	0.00 %
1000-41302-21000 Health Insurance - TA	25,459.54	26,270.00	26,272.55	26,903.00	20,612.01	30,168.00	3,265.00	12.14 %
Notes: Estimated a 10% increase								
1000-41302-21100 Dental Insurance - TA	3,199.92	3,274.00	3,273.48	3,402.00	2,523.78	3,573.00	171.00	5.03 %
Notes: Estimated a 5% increase								
1000-41302-21500 Life Insurance - TA	108.00	108.00	108.00	108.00	81.00	108.00	0.00	0.00 %
1000-41302-21900 Disability Insurance - TA	2,467.92	2,464.00	2,467.92	2,464.00	1,738.73	2,464.00	0.00	0.00 %
1000-41302-22000 Social Security - TA	10,374.12	11,610.00	10,798.27	12,097.00	8,493.44	12,437.00	340.00	2.81 %
1000-41302-22500 Medicare - TA	2,426.30	2,716.00	2,525.28	2,829.00	1,986.29	2,909.00	80.00	2.83 %
1000-41302-23000 NH Retirement - TA	19,143.13	20,438.00	19,698.16	20,935.00	15,366.35	21,552.00	617.00	2.95 %
1000-41302-29001 Training & Ed. - TA	0.00	250.00	105.00	250.00	0.00	250.00	0.00	0.00 %
1000-41302-31200 Contracted Services - TA	18,217.08	10,000.00	32,374.16	10,000.00	5,207.97	10,000.00	0.00	0.00 %
1000-41302-34100 Telephone - TA	4,813.74	4,500.00	5,222.63	4,500.00	4,398.74	5,500.00	1,000.00	22.22 %
1000-41302-44000 Office Equipment - TA	5,473.41	4,020.00	3,261.05	4,020.00	3,030.01	4,020.00	0.00	0.00 %
1000-41302-55000 Printing, TA	6,522.00	6,600.00	4,828.29	6,600.00	6,406.64	6,600.00	0.00	0.00 %
1000-41302-56000 Dues & Subscriptions - TA	6,090.00	6,083.00	6,263.00	6,083.00	6,182.00	6,200.00	117.00	1.92 %
1000-41302-62500 Postage - TA	3,153.29	4,000.00	2,171.56	4,000.00	2,778.23	4,000.00	0.00	0.00 %
1000-41302-68000 Office Supplies - TA	6,557.85	5,800.00	7,799.76	5,800.00	3,744.38	5,800.00	0.00	0.00 %
1000-41302-83000 Public Notices - TA	1,397.72	1,000.00	641.90	1,000.00	877.14	1,000.00	0.00	0.00 %

Town of Pembroke

2021 Town Budget proposal

Account Number / Description	3 Years Prior Actual 1/1/2018 - 12/31/2018	2 Years Prior Budget 1/1/2019 - 12/31/2019	2 Years Prior Actual 1/1/2019 - 12/31/2019	1 Year Prior Revised 1/1/2020 - 12/31/2020	1 Year Prior Actual 1/1/2020 - 12/31/2020	2021 Budget 1/1/2021 - 12/31/2021	Budget Difference 1/1/2021 - 12/31/2021	Change %
1000-41302-84000 Mileage Reimbursement - TA	0.00	200.00	0.00	200.00	0.00	200.00	0.00	0.00 %
1000-41302-86000 Computer/Software Maint -TA	9,054.68	9,555.00	10,094.91	9,555.00	9,982.77	10,033.00	478.00	5.00 %
TOTAL 41302 Town Administration	\$294,177.35	\$303,974.00	\$315,099.70	\$314,104.00	\$231,987.64	\$324,913.00	\$10,809.00	3.44 %
41401 Town Clerk								
1000-41401-11000 Wages - TC	83,804.91	84,727.00	86,205.04	91,167.00	65,756.49	92,960.00	1,793.00	1.97 %
1000-41401-14000 Overtime - TC	0.00	0.00	182.16	0.00	0.00	0.00	0.00	---
1000-41401-21000 Health Insurance - TC	15,570.12	16,067.00	16,066.68	16,774.00	12,580.11	18,451.00	1,677.00	10.00 %
1000-41401-21100 Dental Insurance - TC	959.16	982.00	981.24	1,020.00	764.64	1,071.00	51.00	5.00 %
1000-41401-21500 Life Insurance - TC	36.00	36.00	36.00	36.00	27.00	36.00	0.00	0.00 %
1000-41401-21900 Disability Insurance - TC	894.24	895.00	894.24	895.00	669.96	895.00	0.00	0.00 %
1000-41401-22000 Social Security - TC	4,990.37	5,254.00	5,178.17	5,653.00	3,939.22	5,764.00	111.00	1.96 %
1000-41401-22500 Medicare - TC	1,167.09	1,229.00	1,211.09	1,322.00	921.30	1,348.00	26.00	1.97 %
1000-41401-23000 NH Retirement - TC	6,981.01	6,996.00	7,097.54	7,467.00	5,486.03	7,614.00	147.00	1.97 %
1000-41401-39000 Binding - Vital Records - TC	0.00	400.00	0.00	400.00	0.00	400.00	0.00	0.00 %
1000-41401-56000 Dues & Subscriptions - TC	35.00	60.00	130.00	60.00	55.00	60.00	0.00	0.00 %
1000-41401-56001 Meetings & Conferences - TC	180.00	550.00	588.00	600.00	0.00	600.00	0.00	0.00 %
1000-41401-62000 Department Supplies - TC	1,349.34	6,000.00	1,164.46	6,000.00	542.09	6,000.00	0.00	0.00 %
1000-41401-62500 Postage - TC	900.61	1,800.00	1,167.62	1,800.00	1,720.08	1,800.00	0.00	0.00 %
1000-41401-63000 Equipment Maintenance - TC	0.00	350.00	0.00	350.00	0.00	350.00	0.00	0.00 %
1000-41401-68000 Office Supplies - TC	215.89	450.00	316.64	450.00	173.98	450.00	0.00	0.00 %
1000-41401-84000 Mileage Reimbursement - TC	277.95	200.00	277.82	450.00	0.00	450.00	0.00	0.00 %
1000-41401-86000 Computer/Software Maint - TC	3,059.85	4,000.00	3,401.95	4,000.00	3,441.95	4,000.00	0.00	0.00 %
TOTAL 41401 Town Clerk	\$120,421.54	\$129,996.00	\$124,898.65	\$138,444.00	\$96,077.85	\$142,249.00	\$3,805.00	2.75 %
41402 Elections								
1000-41402-13000 Wages - EL	2,420.00	2,000.00	820.00	2,000.00	4,062.50	2,000.00	0.00	0.00 %
1000-41402-22000 Social Security - EL	150.04	124.00	50.84	124.00	251.89	124.00	0.00	0.00 %
1000-41402-22500 Medicare - EL	35.09	29.00	11.89	29.00	470.84	29.00	0.00	0.00 %
1000-41402-55000 Ballot & Elections Printing - EL	1,362.00	1,500.00	471.65	1,500.00	573.60	1,500.00	0.00	0.00 %

Town of Pembroke

2021 Town Budget proposal

Account Number / Description	3 Years Prior Actual 1/1/2018 - 12/31/2018	2 Years Prior Budget 1/1/2019 - 12/31/2019	2 Years Prior Actual 1/1/2019 - 12/31/2019	1 Year Prior Revised 1/1/2020 - 12/31/2020	1 Year Prior Actual 1/1/2020 - 12/31/2020	2021 Budget 1/1/2021 - 12/31/2021	Budget Difference 1/1/2021 - 12/31/2021	Change %
1000-41402-62000 Other Elections Supplies - EL	471.97	1,000.00	66.69	1,000.00	3,061.87	1,000.00	0.00	0.00 %
1000-41402-62500 Postage - EL	0.00	100.00	0.00	100.00	0.00	500.00	400.00	400.00 %
1000-41402-63000 Equipment Maintenance- EL	225.00	300.00	287.00	300.00	250.00	300.00	0.00	0.00 %
1000-41402-74000 Equipment Programming - EL	2,410.00	1,000.00	567.00	3,000.00	1,253.00	1,500.00	(1,500.00)	(50.00)%
1000-41402-83000 Public Notices - EL	0.00	100.00	0.00	100.00	0.00	100.00	0.00	0.00 %
TOTAL 41402 Elections	\$7,074.10	\$6,153.00	\$2,275.07	\$8,153.00	\$9,923.70	\$7,053.00	\$(1,100.00)	(13.49)%
41502 Auditing								
1000-41502-30100 Auditing Services	14,444.00	16,745.00	17,666.00	17,046.00	12,525.00	18,184.00	1,138.00	6.68 %
Notes: \$15,934 Audit; \$1500 Actuarial services GASB #34; CARES Act Audit Est. \$750								
TOTAL 41502 Auditing	\$14,444.00	\$16,745.00	\$17,666.00	\$17,046.00	\$12,525.00	\$18,184.00	\$1,138.00	6.68 %
41504 Tax Collecting								
1000-41504-11000 Wages - TX	0.00	1.00	0.00	1.00	0.00	1.00	0.00	0.00 %
1000-41504-22000 Social Security - TX	0.00	1.00	0.00	1.00	0.00	1.00	0.00	0.00 %
1000-41504-22500 Medicare - TX	0.00	1.00	0.00	1.00	0.00	1.00	0.00	0.00 %
1000-41504-39006 Deed Research - TX	1,802.00	2,000.00	1,675.95	2,000.00	1,584.00	2,000.00	0.00	0.00 %
1000-41504-55000 Printing - TX	1,393.00	1,800.00	1,409.00	1,800.00	1,155.38	1,800.00	0.00	0.00 %
1000-41504-56000 Dues & Subscriptions - TX	20.00	20.00	20.00	20.00	20.00	20.00	0.00	0.00 %
1000-41504-56001 Meetings & Conferences - TX	0.00	250.00	0.00	250.00	0.00	250.00	0.00	0.00 %
1000-41504-62500 Postage - TX	3,921.82	4,200.00	4,263.13	4,200.00	3,684.06	4,200.00	0.00	0.00 %
1000-41504-68000 Office Supplies - TX	0.00	250.00	0.00	250.00	0.00	250.00	0.00	0.00 %
1000-41504-81100 Filing Fees - TX	567.22	1,000.00	781.50	1,000.00	475.95	1,000.00	0.00	0.00 %
1000-41504-86000 Computer/Software Maint - TX	4,542.05	4,700.00	4,723.73	4,955.00	4,983.54	5,182.00	247.00	5.01 %
TOTAL 41504 Tax Collecting	\$12,246.09	\$14,223.00	\$12,873.31	\$14,458.00	\$11,902.93	\$14,705.00	\$247.00	1.71 %
41506 Information System								
1000-41506-39005 Website Maint.	2,000.00	2,500.00	2,100.00	2,500.00	2,205.00	2,500.00	0.00	0.00 %
1000-41506-86000 Network System Maint.	7,596.85	5,500.00	5,518.59	5,500.00	4,013.59	5,500.00	0.00	0.00 %
TOTAL 41506 Information System	\$9,596.85	\$8,000.00	\$7,618.59	\$8,000.00	\$6,218.59	\$8,000.00	\$0.00	0.00 %

Town of Pembroke

2021 Town Budget proposal

Account Number / Description	3 Years Prior Actual	2 Years Prior Budget	2 Years Prior Actual	1 Year Prior Revised	1 Year Prior Actual	2021 Budget	Budget Difference	Change %
	1/1/2018 - 12/31/2018	1/1/2019 - 12/31/2019	1/1/2019 - 12/31/2019	1/1/2020 - 12/31/2020	1/1/2020 - 12/31/2020	1/1/2021 - 12/31/2021	1/1/2021 - 12/31/2021	
41509 Budget Committee								
1000-41509-11000 Wages - Budget Committee	830.88	1,100.00	790.40	1,100.00	466.94	1,100.00	0.00	0.00 %
1000-41509-22000 Social Security - BC	51.49	69.00	49.01	69.00	28.94	69.00	0.00	0.00 %
1000-41509-22500 Medicare - BC	12.05	16.00	11.48	16.00	6.75	16.00	0.00	0.00 %
1000-41509-55000 Printing - BC	315.89	150.00	197.75	200.00	67.50	200.00	0.00	0.00 %
1000-41509-83000 Public Notices - BC	124.15	300.00	459.87	300.00	364.67	300.00	0.00	0.00 %
TOTAL 41509 Budget Committee	\$1,334.46	\$1,635.00	\$1,508.51	\$1,685.00	\$934.80	\$1,685.00	\$0.00	0.00 %
41522 Assessing Services								
1000-41522-31200 Assessing Services (General)	40,625.91	43,000.00	28,529.62	42,000.00	15,556.58	0.00	(42,000.00)	(100.00)%
1000-41522-31201 Assessing Services (Utility)	19,837.20	25,000.00	12,771.12	20,000.00	17,152.80	0.00	(20,000.00)	(100.00)%
TOTAL 41522 Assessing Services	\$60,463.11	\$68,000.00	\$41,300.74	\$62,000.00	\$32,709.38	\$0.00	\$(62,000.00)	(100.00)%
41532 Legal Services								
1000-41532-32000 Legal Services	32,996.54	100,000.00	26,635.31	100,000.00	12,068.16	100,000.00	0.00	0.00 %
TOTAL 41532 Legal Services	\$32,996.54	\$100,000.00	\$26,635.31	\$100,000.00	\$12,068.16	\$100,000.00	\$0.00	0.00 %
41911 Planning & Land Use Dept.								
1000-41911-11000 Wages - PLU	158,467.62	162,568.00	163,610.42	174,472.00	130,052.38	175,689.00	1,217.00	0.70 %
1000-41911-21000 Health Insurance - PLU	24,325.04	25,708.00	25,709.22	26,903.00	20,160.41	42,106.00	15,203.00	56.51 %
Notes: All employees now require insurance. One was for a partial year.								
1000-41911-21100 Dental Insurance - PLU	2,372.62	2,470.00	2,469.48	2,567.00	1,924.29	2,696.00	129.00	5.03 %
1000-41911-21500 Life Insurance - PLU	94.50	108.00	108.00	108.00	81.00	108.00	0.00	0.00 %
1000-41911-21900 Disability Insurance - PLU	2,197.97	2,431.00	2,430.48	2,431.00	1,820.79	2,431.00	0.00	0.00 %
1000-41911-22000 Social Security - PLU	9,533.59	10,179.00	9,912.64	10,923.00	7,936.86	10,930.00	7.00	0.06 %
1000-41911-22500 Medicare - PLU	2,229.75	2,381.00	2,318.21	2,556.00	1,856.16	2,557.00	1.00	0.04 %
1000-41911-23000 NH Retirement - PLU	18,018.78	18,684.00	18,295.07	19,684.00	14,526.90	19,691.00	7.00	0.04 %
1000-41911-29001 Training & Education - PLU	675.00	1,500.00	142.50	1,500.00	34.25	600.00	(900.00)	(60.00)%
Notes: Training was reduced due to COVID for 2021								
1000-41911-31200 Contracted Serv - Planner	8,987.50	1.00	0.00	1.00	0.00	1.00	0.00	0.00 %

Town of Pembroke

2021 Town Budget proposal

Account Number / Description	3 Years Prior Actual 1/1/2018 - 12/31/2018	2 Years Prior Budget 1/1/2019 - 12/31/2019	2 Years Prior Actual 1/1/2019 - 12/31/2019	1 Year Prior Revised 1/1/2020 - 12/31/2020	1 Year Prior Actual 1/1/2020 - 12/31/2020	2021 Budget 1/1/2021 - 12/31/2021	Budget Difference 1/1/2021 - 12/31/2021	Change %
1000-41911-39007 Mapping Services - PLU	11,350.00	15,000.00	12,150.00	15,000.00	9,050.00	15,000.00	0.00	0.00 %
1000-41911-49001 Equipment - PLU	2,578.99	2,500.00	2,626.65	2,500.00	1,864.95	2,500.00	0.00	0.00 %
1000-41911-55000 Printing - PLU	1,248.02	1,500.00	520.47	1,500.00	0.00	1,200.00	(300.00)	(20.00)%
1000-41911-56000 Dues & Subscriptions - PLU	150.00	400.00	175.00	400.00	100.00	400.00	0.00	0.00 %
1000-41911-56003 CNHRPC Dues - PLU	8,133.00	8,154.00	8,154.00	8,154.00	8,186.00	8,154.00	0.00	0.00 %
1000-41911-62500 Postage - PLU	2,057.38	2,500.00	1,234.98	2,500.00	1,114.57	2,500.00	0.00	0.00 %
1000-41911-63500 Gas & Fuel - PLU	382.32	500.00	327.35	500.00	215.13	500.00	0.00	0.00 %
1000-41911-68000 Office Supplies - PLU	1,616.06	1,000.00	1,001.83	1,000.00	663.52	1,000.00	0.00	0.00 %
1000-41911-76001 Vehicle Maint & Repair - PLU	480.16	750.00	695.59	750.00	72.38	750.00	0.00	0.00 %
1000-41911-81100 Filing Fees - PLU	417.50	250.00	804.79	250.00	200.20	250.00	0.00	0.00 %
1000-41911-84000 Mileage Reimbursement - PLU	11.45	200.00	0.00	200.00	0.00	200.00	0.00	0.00 %
1000-41911-86000 Computer/Software Maint - PLU	23,670.00	6,015.00	5,840.00	20,496.00	6,015.20	10,000.00	(10,496.00)	(51.21)%
TOTAL 41911 Planning & Land Use Dept.	\$278,997.25	\$264,799.00	\$258,526.68	\$294,395.00	\$205,874.99	\$299,263.00	\$4,868.00	1.65 %
41912 Planning Board								
1000-41912-11000 Wages - PB Secretary	3,354.68	3,100.00	2,949.46	3,100.00	1,470.72	3,100.00	0.00	0.00 %
1000-41912-22000 Social Security - PB	207.99	193.00	182.82	193.00	91.18	193.00	0.00	0.00 %
1000-41912-22500 Medicare - PB	48.65	45.00	42.75	45.00	21.31	45.00	0.00	0.00 %
1000-41912-56001 Meetings & Conferences - PB	55.00	350.00	605.00	400.00	68.50	300.00	(100.00)	(25.00)%
1000-41912-62000 Department Supplies - PB	173.00	200.00	459.25	200.00	0.00	200.00	0.00	0.00 %
1000-41912-62500 Certified Postage - PB	995.51	1,000.00	2,276.93	1,000.00	1,358.40	1,000.00	0.00	0.00 %
1000-41912-81000 Legal Hearing Notices - PB	3,442.16	3,500.00	3,225.93	3,500.00	2,843.45	3,500.00	0.00	0.00 %
TOTAL 41912 Planning Board	\$8,276.99	\$8,388.00	\$9,742.14	\$8,438.00	\$5,853.56	\$8,338.00	\$(100.00)	(1.19)%
41913 Zoning Board								
1000-41913-11000 Wages - ZB Secretary	1,179.03	800.00	530.77	800.00	601.24	800.00	0.00	0.00 %
1000-41913-22000 Social Security - ZB	73.10	50.00	32.90	50.00	37.28	50.00	0.00	0.00 %
1000-41913-22500 Medicare - ZB	17.09	12.00	7.68	12.00	8.73	12.00	0.00	0.00 %
1000-41913-56001 Meetings & Dues - ZBA	126.75	250.00	248.75	300.00	54.80	300.00	0.00	0.00 %
1000-41913-62500 Certified Postage - ZB	1,395.47	700.00	1,272.33	700.00	739.40	700.00	0.00	0.00 %

Town of Pembroke

2021 Town Budget proposal

Account Number / Description	3 Years Prior Actual 1/1/2018 - 12/31/2018	2 Years Prior Budget 1/1/2019 - 12/31/2019	2 Years Prior Actual 1/1/2019 - 12/31/2019	1 Year Prior Revised 1/1/2020 - 12/31/2020	1 Year Prior Actual 1/1/2020 - 12/31/2020	2021 Budget 1/1/2021 - 12/31/2021	Budget Difference 1/1/2021 - 12/31/2021	Change %
1000-41913-81000 Legal Hearing Notices - ZB	2,526.12	2,000.00	1,625.51	2,200.00	1,181.50	2,200.00	0.00	0.00 %
TOTAL 41913 Zoning Board	\$5,317.56	\$3,812.00	\$3,717.94	\$4,062.00	\$2,622.95	\$4,062.00	\$0.00	0.00 %
41940 General Government Buildings								
1000-41940-11000 Wages - GB	19,767.98	19,959.00	10,599.52	20,000.00	2,290.00	19,900.00	(100.00)	(0.50)%
1000-41940-22000 Social Security - GB	1,225.63	1,238.00	657.17	1,240.00	141.98	1,234.00	(6.00)	(0.48)%
1000-41940-22500 Medicare - GB	286.63	290.00	153.70	290.00	33.22	289.00	(1.00)	(0.34)%
1000-41940-41000 Electricity - Town Clock	437.36	600.00	460.57	650.00	361.58	600.00	(50.00)	(7.69)%
1000-41940-41001 Electricity - Safety Center	21,027.84	21,000.00	18,316.93	21,000.00	13,112.03	20,000.00	(1,000.00)	(4.76)%
1000-41940-41003 Electricity - Town Hall	4,867.02	6,000.00	3,880.62	6,000.00	2,782.35	5,500.00	(500.00)	(8.33)%
1000-41940-41004 Electricity - Public Works	6,307.14	7,000.00	5,823.34	6,500.00	4,540.27	6,500.00	0.00	0.00 %
1000-41940-41005 Electricity - P. Eaton Bldg.	4,784.80	5,000.00	3,285.11	0.00	0.00	0.00	0.00	---
1000-41940-41101 Heating Fuel - Safety Center	10,923.07	12,000.00	10,572.57	12,000.00	5,127.72	11,500.00	(500.00)	(4.17)%
1000-41940-41103 Heating Fuel - Town Hall	2,264.49	2,500.00	2,554.41	2,500.00	1,382.84	2,500.00	0.00	0.00 %
1000-41940-41104 Heating Fuel - Public Works	5,110.18	6,000.00	5,362.33	6,000.00	4,923.46	6,000.00	0.00	0.00 %
1000-41940-41105 Heating Fuel - P. Eaton Bldg.	3,829.43	4,500.00	2,653.16	0.00	0.00	0.00	0.00	---
1000-41940-43000 Repair & Maint. - Town Clock	0.00	1,000.00	347.35	1,000.00	0.00	500.00	(500.00)	(50.00)%
1000-41940-43001 Repair & Maint - Safety Center	17,609.22	15,000.00	17,486.93	16,000.00	21,192.23	17,500.00	1,500.00	9.38 %
1000-41940-43003 Repair & Maint - Town Hall	6,861.96	6,000.00	7,008.63	6,000.00	17,006.88	7,500.00	1,500.00	25.00 %
1000-41940-43004 Repair & Maint - Public Works	3,752.31	6,000.00	7,708.84	6,000.00	12,265.68	8,000.00	2,000.00	33.33 %
1000-41940-43005 Repair & Maint - P. Eaton Bldg.	7,739.53	3,400.00	2,384.84	0.00	0.00	0.00	0.00	---
1000-41940-43007 Repair & Maint - Library	5,502.85	6,500.00	6,769.19	7,000.00	12,488.88	7,500.00	500.00	7.14 %
1000-41940-67002 Maint & Repair - Parks & Lots	435.92	600.00	217.61	600.00	516.62	600.00	0.00	0.00 %
TOTAL 41940 General Government Buildings	\$122,733.36	\$124,587.00	\$106,242.82	\$112,780.00	\$98,165.74	\$115,623.00	\$2,843.00	2.52 %
41951 Cemeteries								
1000-41951-39000 Contracted Mowing Services	21,165.00	22,670.00	22,365.30	24,000.00	16,790.00	24,000.00	0.00	0.00 %
1000-41951-43000 Marker Repairs & Cemetery Maint.	2,330.00	2,500.00	1,750.00	2,500.00	38.50	2,500.00	0.00	0.00 %
1000-41951-44000 Burials - CE	1,650.00	3,500.00	3,300.00	3,800.00	2,700.00	4,000.00	200.00	5.26 %
1000-41951-62000 Other Supplies - CE	5.57	50.00	25.40	50.00	0.00	50.00	0.00	0.00 %

Town of Pembroke

2021 Town Budget proposal

Account Number / Description	3 Years Prior Actual	2 Years Prior Budget	2 Years Prior Actual	1 Year Prior Revised	1 Year Prior Actual	2021 Budget	Budget Difference	Change %
1000-41951-83000 Public Notices - CE	0.00	150.00	0.00	150.00	0.00	150.00	0.00	0.00 %
TOTAL 41951 Cemeteries	\$25,150.57	\$28,870.00	\$27,440.70	\$30,500.00	\$19,528.50	\$30,700.00	\$200.00	0.66 %
41961 Liability Insurance								
1000-41961-52000 Liability Insurance	80,965.00	76,539.00	76,539.00	77,777.00	76,776.87	81,666.00	3,889.00	5.00 %
Notes: Actual numbers not in yet assumes a 5% increase								
TOTAL 41961 Liability Insurance	\$80,965.00	\$76,539.00	\$76,539.00	\$77,777.00	\$76,776.87	\$81,666.00	\$3,889.00	5.00 %
41962 Liability Insurance Deductible								
1000-41962-52000 Liability Ins. Deductible	1,000.00	2,000.00	2,000.00	2,000.00	(2,788.80)	2,000.00	0.00	0.00 %
TOTAL 41962 Liability Insurance Deductible	\$1,000.00	\$2,000.00	\$2,000.00	\$2,000.00	\$(2,788.80)	\$2,000.00	\$0.00	0.00 %
41963 Unemployment								
1000-41963-52000 Unemployment Comp.	2,119.00	2,244.00	2,243.81	2,918.00	2,917.54	3,064.00	146.00	5.00 %
Notes: Assumes a 5% increase								
TOTAL 41963 Unemployment	\$2,119.00	\$2,244.00	\$2,243.81	\$2,918.00	\$2,917.54	\$3,064.00	\$146.00	5.00 %
41964 Workers Compensation								
1000-41964-52000 Workers Comp	52,279.00	59,485.00	32,817.65	58,914.00	58,913.04	61,860.00	2,946.00	5.00 %
Notes: Assumes a 5% increase								
TOTAL 41964 Workers Compensation	\$52,279.00	\$59,485.00	\$32,817.65	\$58,914.00	\$58,913.04	\$61,860.00	\$2,946.00	5.00 %
42101 Police Department								
1000-42101-11000 Wages - PD	757,464.30	797,420.00	766,459.78	855,789.00	666,020.00	866,324.00	10,535.00	1.23 %
1000-42101-12000 Wages SRO - PD	0.00	0.00	0.00	0.00	(418.56)	0.00	0.00	---
1000-42101-14000 Overtime - PD	30,853.11	40,000.00	41,166.61	50,000.00	19,654.87	50,000.00	0.00	0.00 %
1000-42101-15000 Court Time - PD	2,254.70	5,000.00	1,432.06	5,000.00	353.36	5,000.00	0.00	0.00 %
1000-42101-21000 Health Insurance - PD	235,313.01	248,233.00	229,816.25	262,595.00	196,878.78	288,860.00	26,265.00	10.00 %
1000-42101-21100 Dental Insurance - PD	17,137.86	18,981.00	16,558.06	18,981.00	13,382.01	18,981.00	0.00	0.00 %
1000-42101-21500 Life Insurance - PD	489.00	504.00	465.00	504.00	378.00	504.00	0.00	0.00 %

Town of Pembroke

2021 Town Budget proposal

Account Number / Description	3 Years Prior Actual	2 Years Prior Budget	2 Years Prior Actual	1 Year Prior Revised	1 Year Prior Actual	2021 Budget	Budget Difference	Change %
1000-42101-21900 Disability Insurance - PD	10,459.33	10,591.00	10,135.16	10,591.00	8,159.85	10,591.00	0.00	0.00 %
1000-42101-22000 Social Security - PD	5,552.39	5,806.00	5,616.14	6,115.00	4,365.42	6,117.00	2.00	0.03 %
1000-42101-22500 Medicare - PD	10,830.96	10,963.00	11,343.14	11,876.00	9,595.04	12,002.00	126.00	1.06 %
1000-42101-23000 NH Retirement - PD	205,625.75	225,329.00	209,446.22	236,546.00	171,973.64	239,619.00	3,073.00	1.30 %
1000-42101-24000 Tuition Reimbursement - PD	0.00	1.00	0.00	1.00	0.00	1.00	0.00	0.00 %
1000-42101-29000 Uniforms - PD	7,685.29	11,500.00	8,659.88	11,500.00	2,365.56	11,500.00	0.00	0.00 %
Notes: Winter/summer uniforms; Detail uniforms; Hats, gloves, vests, jackets, boots								
1000-42101-29001 Training & Education - PD	6,551.57	7,000.00	4,145.99	7,000.00	945.59	7,000.00	0.00	0.00 %
Notes: COVID Pandemic has caused a huge decline in training of officers. 2021 Funds will be used to catch up								
1000-42101-29002 Police Immunizations	0.00	1.00	0.00	1.00	0.00	500.00	499.00	49,900.00 %
Notes: Looking into COVID/hepatitis testing in case of contact								
1000-42101-33000 Animal Control	881.83	1,000.00	500.00	1,000.00	300.00	1,000.00	0.00	0.00 %
Notes: Housing fees, software, leashes, collars etc								
1000-42101-34100 Telephone - PD	12,300.88	13,000.00	12,280.99	13,000.00	8,813.30	15,000.00	2,000.00	15.38 %
Notes: Verizon wireless, Comcast, interior lobby, cruiser maintenance tracker (removed from cruiser maintenance)								
1000-42101-39000 Prosecutor Services	15,683.00	19,425.00	15,683.00	19,500.00	15,865.00	19,500.00	0.00	0.00 %
1000-42101-39001 Community Education	1,304.87	1,000.00	598.39	1,000.00	0.00	1,000.00	0.00	0.00 %
Notes: DARE/LEAD; Dare account closed out during 2019 Audit								
1000-42101-39002 Criminal Investigations - PD	3,499.02	5,800.00	3,909.71	5,850.00	2,066.39	5,850.00	0.00	0.00 %
Notes: evidence equipment; camera equipment; leads on line; trans union software; surveillance camera; evidence hard drives								
1000-42101-39008 Breathalyzer Services	947.32	1,500.00	1,055.89	1,500.00	200.00	1,500.00	0.00	0.00 %
Notes: Blood tests; machine equipment; new machine								
1000-42101-39009 Pre-Employment Testing	1,198.90	3,000.00	1,973.96	3,000.00	0.00	3,000.00	0.00	0.00 %
Notes: 1-2 applications per year								
1000-42101-39010 Dispatch Services - PD	41,318.00	45,000.00	40,133.00	45,000.00	18,651.00	45,000.00	0.00	0.00 %
Notes: .1% increase with \$386 fee for fiber line per department per user								
1000-42101-39012 Central NH Special Ops Unit-PD	0.00	1.00	0.00	1.00	0.00	1.00	0.00	0.00 %

Town of Pembroke

2021 Town Budget proposal

Account Number / Description	3 Years Prior Actual 1/1/2018 - 12/31/2018	2 Years Prior Budget 1/1/2019 - 12/31/2019	2 Years Prior Actual 1/1/2019 - 12/31/2019	1 Year Prior Revised 1/1/2020 - 12/31/2020	1 Year Prior Actual 1/1/2020 - 12/31/2020	2021 Budget 1/1/2021 - 12/31/2021	Budget Difference 1/1/2021 - 12/31/2021	Change %
Notes: Applications pending								
1000-42101-55000 Printing - PD	1,014.00	1,500.00	1,241.00	1,500.00	634.00	1,500.00	0.00	0.00 %
Notes: parking tickets; warnings; parking reminder cards; must appear summons; blu house calls; business cards;								
1000-42101-56000 Due & Subscriptions - PD	506.00	800.00	651.00	700.00	175.00	700.00	0.00	0.00 %
Notes: NHLeap; NH Cop; Concord Monitor; Crime Line								
1000-42101-56001 Meetings & Conferences - PD	285.00	500.00	284.00	500.00	294.00	500.00	0.00	0.00 %
1000-42101-62000 Department Supplies - PD	3,276.06	4,500.00	1,480.18	4,500.00	1,139.89	4,500.00	0.00	0.00 %
1000-42101-62500 Postage - PD	457.17	450.00	291.05	450.00	5.40	450.00	0.00	0.00 %
1000-42101-63500 Gas & Fuel - PD	22,687.54	30,000.00	18,707.83	30,000.00	12,005.43	30,000.00	0.00	0.00 %
1000-42101-68000 Office Supplies - PD	6,135.63	8,000.00	5,569.49	8,000.00	2,770.97	8,000.00	0.00	0.00 %
Notes: Copiers; shredding; furniture; paper etc.								
1000-42101-74000 Equipment Purchases - PD	6,912.99	9,200.00	9,350.80	9,200.00	541.00	9,200.00	0.00	0.00 %
Notes: desk/computer install; replacement cruiser tablet; camera/recording equipment; replacement rifles; cruiser								
1000-42101-74001 Equip/Radio Repairs & Maint. - PD	1,827.93	2,000.00	1,894.24	2,000.00	924.70	2,650.00	650.00	32.50 %
Notes: Batteries; radar certifications; car poicccs								
1000-42101-76001 Vehicle Maint & Repair - PD	9,764.40	10,000.00	8,758.69	10,000.00	7,956.79	10,000.00	0.00	0.00 %
Notes: tires/non warranty work etc								
1000-42101-83000 Public Notices - PD	178.73	500.00	100.00	500.00	100.00	500.00	0.00	0.00 %
Notes: job ads; winter parking notices; training exercise notifications								
1000-42101-84000 Mileage Reimbursement - PD	103.66	250.00	165.88	250.00	0.00	250.00	0.00	0.00 %
1000-42101-86000 Computer/Software Maint - PD	11,079.29	15,064.00	11,823.58	21,800.00	9,542.33	21,800.00	0.00	0.00 %
Notes: Tri tech software; IT vendor program								
TOTAL 42101 Police Department	\$1,431,579.49	\$1,553,819.00	\$1,441,696.97	\$1,655,750.00	\$1,175,638.76	\$1,698,900.00	\$43,150.00	2.61 %
42151 Ambulance - Contracted								
1000-42151-39000 Tri-Town Ambulance	224,635.00	147,822.00	147,822.00	221,974.00	110,987.00	283,383.00	61,409.00	27.66 %
TOTAL 42151 Ambulance - Contracted	\$224,635.00	\$147,822.00	\$147,822.00	\$221,974.00	\$110,987.00	\$283,383.00	\$61,409.00	27.66 %

Town of Pembroke

2021 Town Budget proposal

Account Number / Description	3 Years Prior Actual 1/1/2018 - 12/31/2018	2 Years Prior Budget 1/1/2019 - 12/31/2019	2 Years Prior Actual 1/1/2019 - 12/31/2019	1 Year Prior Revised 1/1/2020 - 12/31/2020	1 Year Prior Actual 1/1/2020 - 12/31/2020	2021 Budget 1/1/2021 - 12/31/2021	Budget Difference 1/1/2021 - 12/31/2021	Change %
42202 Fire Department								
1000-42202-11000 Wages - FD	163,130.32	190,614.00	174,173.14	188,500.00	146,936.73	188,500.00	0.00	0.00 %
Notes: Call fire fighters/Full time								
1000-42202-13000 Forest Fires payroll - FD	0.00	1,500.00	0.00	1,500.00	0.00	1,500.00	0.00	0.00 %
1000-42202-14000 Overtime - FD	28.64	0.00	764.80	0.00	202.44	0.00	0.00	---
1000-42202-21000 Health Insurance - FD	6,487.50	21,690.00	634.81	884.00	612.94	24,920.00	24,036.00	2,719.00 %
Notes: New hire factored at a family plan								
1000-42202-21100 Dental Insurance - FD	413.00	1,786.00	0.00	0.00	0.00	1,948.00	1,948.00	---
1000-42202-21500 Life Insurance - FD	27.00	36.00	24.00	36.00	226.52	36.00	0.00	0.00 %
1000-42202-21900 Disability Insurance - FD	558.09	520.00	428.96	520.00	283.15	520.00	0.00	0.00 %
1000-42202-22000 Social Security - FD	7,954.96	8,680.00	8,588.94	8,891.00	6,874.51	8,990.00	99.00	1.11 %
1000-42202-22500 Medicare - FD	2,358.22	2,785.00	2,526.83	2,753.00	2,146.90	2,755.00	2.00	0.07 %
1000-42202-23000 NH Retirement - FD	11,348.98	14,759.00	10,936.94	13,143.00	10,487.69	13,540.00	397.00	3.02 %
1000-42202-29001 Fire & EMS Training	3,157.03	4,120.00	899.58	3,120.00	611.16	3,120.00	0.00	0.00 %
Notes: outside courses; FF1 classes - @810								
1000-42202-34100 Telephone - FD	3,646.44	3,600.00	3,762.06	3,780.00	2,577.10	4,098.00	318.00	8.41 %
1000-42202-39010 Dispatch Services - FD	63,195.00	62,084.00	62,084.00	62,952.00	62,952.00	68,960.00	6,008.00	9.54 %
1000-42202-43000 Testing - FD	9,093.00	12,748.00	12,678.48	13,331.00	2,477.00	12,235.00	(1,096.00)	(8.22)%
Notes: SCBA Fit mask testing \$2625; SCBA re-testing \$500; Hydro testing \$440; SCBA Flow testing \$4800; Compressor testing \$1000; Pump testing \$770; Ladder testing \$2100								
1000-42202-49001 Fire Alarm Maint. - FD	1,008.00	0.00	0.00	0.00	0.00	0.00	0.00	---
1000-42202-56000 Dues & Subscriptions - FD	1,495.00	1,350.00	0.00	1,350.00	0.00	1,350.00	0.00	0.00 %
Notes: NFPA dues								
1000-42202-62000 Fire & EMS Supplies	1,556.80	4,350.00	1,826.38	3,625.00	3,290.65	5,350.00	1,725.00	47.59 %
Notes: 25 gallons class A foam \$600; speedy dry \$250; Misc \$1500; Building supplies \$2000; EMS supplies \$1000								
1000-42202-62500 Postage - FD	25.00	50.00	62.15	75.00	84.05	75.00	0.00	0.00 %
1000-42202-63500 Gas & Fuel - FD	4,327.63	4,565.00	4,518.26	4,800.00	3,046.65	4,000.00	(800.00)	(16.67)%
1000-42202-74000 Safety Equipment Purchases - FD	8,227.64	14,282.00	11,485.67	10,046.00	412.73	10,046.00	0.00	0.00 %

Town of Pembroke

2021 Town Budget proposal

Account Number / Description	3 Years Prior Actual	2 Years Prior Budget	2 Years Prior Actual	1 Year Prior Revised	1 Year Prior Actual	2021 Budget	Budget Difference	Change %
Notes: Fire coats and pants 3@1625; Helmets 2@260; helmet fronts 2@55; Nomex hoods 5@40; FF boots 2@180; FF gloves 10@75; FF gear annual preventative maintenance 1690; work uniform pants 10@54; work uniform shirts 10@48; work t shirts 25@8; forestry shirts 2@80; forestry gloves 5@5; forestry goggles 6@6; vehicle id plate 5@20								
1000-42202-74001 Equipment Maint & Repairs - FD	6,550.05	3,715.00	2,866.00	6,240.00	9,422.78	6,240.00	0.00	0.00 %
Notes: misc SCBA repairs 1000; compressor air quality 540; cascade system 1000; gas meter maintenance 1200; small equipment repairs 1500; radio maintenance 1000								
1000-42202-74002 New Equipment - FD	3,319.32	1,614.00	7,139.00	3,619.00	0.00	4,085.00	466.00	12.88 %
Notes: floating strainer; foam system forestry tanker; personal CO monitors 3@95; short throw projector 1500								
1000-42202-74003 Replacement Equipment - FD	5,006.86	14,460.00	10,200.35	14,333.00	2,568.40	15,357.00	1,024.00	7.14 %
Notes: Battery chain saw 1096 T1; AED 2090; Printer 390; traffic cones 1148; vent fan spare battery 50; floating pump F1 3300; 5" storz blind cap E3; pike poles 2@130 E1 & E3; SCBA replacement bottles 2 @ 1500;								
1000-42202-76001 Vehicle Maint & Repair - FD	6,466.70	6,890.00	15,667.12	19,157.00	9,226.72	16,733.00	(2,424.00)	(12.65)%
Notes: 62E1 general maintenance 900; pump repairs 9133; 62R2 general maintenance 800; 62E3 general maintenance 800; 62R1 general maintenance 900; Rust 700; 4 rear tires 1600; 62FT1 general maintenance 600; 62U1 general maintenance 600; 62F1 general maintenance 700								
1000-42202-84000 Mileage Reimbursement - FD	63.66	100.00	117.88	100.00	0.00	100.00	0.00	0.00 %
1000-42202-86000 Computer/Software Maint - FD	4,985.14	6,940.00	938.50	5,150.00	4,517.65	5,550.00	400.00	7.77 %
Notes: I am responding 650; firehouse software 3900; misc 1000								
TOTAL 42202 Fire Department	\$314,429.98	\$383,238.00	\$332,323.85	\$367,905.00	\$268,957.77	\$400,008.00	\$32,103.00	8.73 %
42290 Other Fire								
1000-42290-44000 Hydrant Rental	29,484.00	29,484.00	29,484.00	29,484.00	14,742.00	29,648.00	164.00	0.56 %
Notes: 1 New hydrant whittemore Road								
TOTAL 42290 Other Fire	\$29,484.00	\$29,484.00	\$29,484.00	\$29,484.00	\$14,742.00	\$29,648.00	\$164.00	0.56 %
42904 Emergency Management								
1000-42904-11000 Wages - EM	0.00	400.00	0.00	1.00	0.00	1.00	0.00	0.00 %
1000-42904-22000 Social Security - EM	0.00	25.00	0.00	1.00	0.00	1.00	0.00	0.00 %
1000-42904-22500 Medicare - EM	0.00	6.00	0.00	1.00	0.00	1.00	0.00	0.00 %
1000-42904-29001 Training & Education - EM	1,750.00	16,625.00	15,250.00	1,000.00	0.00	1,000.00	0.00	0.00 %
1000-42904-34100 Telephone - EM	1,993.41	1,738.00	1,615.35	1,762.00	1,202.80	1,762.00	0.00	0.00 %
1000-42904-62000 Department Supplies - EM	0.00	1,600.00	0.00	1,600.00	0.00	1,600.00	0.00	0.00 %

Town of Pembroke

2021 Town Budget proposal

Account Number / Description	3 Years Prior Actual	2 Years Prior Budget	2 Years Prior Actual	1 Year Prior Revised	1 Year Prior Actual	2021 Budget	Budget Difference	Change %
1000-42904-74000 Equipment -EM	0.00	1,500.00	1,600.00	1,500.00	0.00	1,500.00	0.00	0.00 %
TOTAL 42904 Emergency Management	\$3,743.41	\$21,894.00	\$18,465.35	\$5,865.00	\$1,202.80	\$5,865.00	\$0.00	0.00 %
43111 Public Works Department								
1000-43111-11000 Wages - PWD	470,797.02	519,249.00	515,798.97	563,587.00	392,519.80	527,208.00	(36,379.00)	(6.45)%
1000-43111-14000 Overtime Wages - PWD	38,377.37	36,500.00	39,776.49	37,500.00	31,035.45	40,000.00	2,500.00	6.67 %
1000-43111-16000 Part Time/Seasonal Wages - PWD	9,224.17	18,096.00	0.00	18,000.00	0.00	12,480.00	(5,520.00)	(30.67)%
1000-43111-21000 Health Insurance - PWD	159,593.57	185,290.00	183,792.96	192,532.00	138,318.66	211,073.00	18,541.00	9.63 %
1000-43111-21100 Dental Insurance - PWD	10,990.49	11,783.00	11,782.92	12,470.00	8,841.78	12,861.00	391.00	3.14 %
1000-43111-21500 Life Insurance - PWD	369.00	396.00	396.00	396.00	285.00	396.00	0.00	0.00 %
1000-43111-21900 Disability Insurance - PWD	7,213.21	7,584.00	7,583.64	7,584.00	5,270.68	7,584.00	0.00	0.00 %
1000-43111-22000 Social Security - PWD	30,612.26	35,579.00	32,581.38	37,762.00	24,788.63	35,941.00	(1,821.00)	(4.82)%
1000-43111-22500 Medicare - PWD	7,159.37	8,322.00	7,619.78	8,832.00	5,797.40	8,406.00	(426.00)	(4.82)%
1000-43111-23000 NH Retirement - PWD	57,484.01	63,208.00	62,642.61	68,074.00	46,977.80	63,401.00	(4,673.00)	(6.86)%
1000-43111-29000 Uniforms - PWD	4,483.45	5,700.00	4,894.62	5,700.00	1,817.69	5,700.00	0.00	0.00 %
1000-43111-29001 Training & Education - PWD	1,086.98	1,400.00	960.00	1,500.00	325.00	2,000.00	500.00	33.33 %
Notes: Extra training for position upgrades/changes								
1000-43111-31200 Contracted Services - PWD	1,425.00	3,000.00	2,264.34	3,000.00	0.00	3,000.00	0.00	0.00 %
1000-43111-34100 Telephone - PWD	4,002.18	4,200.00	4,956.58	4,300.00	4,460.40	4,300.00	0.00	0.00 %
1000-43111-39001 Striping Contract - PWD	12,089.46	13,299.00	13,055.39	13,299.00	0.00	13,308.00	9.00	0.07 %
1000-43111-39002 Street Sweeping - PWD	7,500.00	7,500.00	7,500.00	7,650.00	7,650.00	7,800.00	150.00	1.96 %
1000-43111-39003 Tree Cutting - PWD	304.58	2,000.00	1,625.59	3,000.00	2,388.59	3,000.00	0.00	0.00 %
1000-43111-39004 Storm Drain Cleaning/Repair - PWD	20,000.00	30,000.00	27,347.87	35,000.00	53,092.18	35,000.00	0.00	0.00 %
Notes: Out to Bid								
1000-43111-39010 Pager Services - PWD	161.28	275.00	161.28	275.00	120.96	275.00	0.00	0.00 %
1000-43111-44000 Equipment Rentals - PWD	883.44	8,000.00	889.33	5,000.00	588.96	5,000.00	0.00	0.00 %
1000-43111-44001 Tower Rental	3,794.96	4,200.00	3,292.96	4,500.00	2,769.03	4,500.00	0.00	0.00 %
1000-43111-55000 Printing - PWD	446.00	600.00	531.15	600.00	218.00	600.00	0.00	0.00 %
1000-43111-56000 Dues & Subscriptions - PWD	553.05	800.00	550.04	800.00	520.04	800.00	0.00	0.00 %
1000-43111-56001 Meetings & Conferences - PWD	0.00	100.00	0.00	100.00	0.00	100.00	0.00	0.00 %

Town of Pembroke

2021 Town Budget proposal

Account Number / Description	3 Years Prior Actual	2 Years Prior Budget	2 Years Prior Actual	1 Year Prior Revised	1 Year Prior Actual	2021 Budget	Budget Difference	Change %
1000-43111-61000 Street Signs - PWD	1,252.27	2,000.00	1,591.40	2,000.00	1,972.16	2,500.00	500.00	25.00 %
1000-43111-62000 Department Supplies - PWD	1,216.97	1,500.00	1,049.90	1,500.00	1,200.54	1,500.00	0.00	0.00 %
1000-43111-62001 Fleet Tools & Parts - PWD	6,013.73	6,000.00	3,971.24	6,000.00	5,346.38	6,500.00	500.00	8.33 %
Notes: New Jack								
1000-43111-62500 Postage - PWD	94.31	100.00	201.96	100.00	43.45	150.00	50.00	50.00 %
1000-43111-63500 Gas & Fuel - PWD	43,554.19	50,000.00	42,818.04	50,000.00	24,976.14	48,000.00	(2,000.00)	(4.00)%
1000-43111-68000 Office Supplies - PWD	397.45	700.00	655.41	600.00	571.57	700.00	100.00	16.67 %
1000-43111-69000 Salt & Sand - PWD	57,762.59	50,000.00	54,645.64	50,000.00	34,585.05	55,000.00	5,000.00	10.00 %
Notes: Increase cost Sand								
1000-43111-73000 Road Maintenance and Improvement - PWD	31,592.40	40,000.00	16,784.09	40,000.00	14,021.61	40,000.00	0.00	0.00 %
1000-43111-74000 Machinery & Equip Purchases - PWD	18.81	725.00	0.00	800.00	1,825.00	2,000.00	1,200.00	150.00 %
1000-43111-74001 Equip/Radio Maint & Repair - PWD	792.10	1,000.00	785.73	1,000.00	541.50	1,000.00	0.00	0.00 %
1000-43111-74002 Safety Equipment - PWD	648.42	1,500.00	1,148.18	1,500.00	105.30	1,500.00	0.00	0.00 %
1000-43111-76001 Vehicle Maint & Repair - PWD	46,008.22	55,000.00	41,447.39	48,000.00	29,090.90	50,000.00	2,000.00	4.17 %
1000-43111-83000 Public Notices - PWD	0.00	300.00	0.00	300.00	0.00	300.00	0.00	0.00 %
1000-43111-86000 Computer/Software Maint - PWD	1,951.18	2,500.00	1,516.18	2,300.00	732.43	3,400.00	1,100.00	47.83 %
Notes: New Computer								
TOTAL 43111 Public Works Department	\$1,039,853.49	\$1,178,406.00	\$1,096,619.06	\$1,235,561.00	\$842,798.08	\$1,217,283.00	\$(18,278.00)	(1.48)%
43112 Engineering								
1000-43112-31000 Engineering	0.00	5,000.00	0.00	25,000.00	193.36	25,000.00	0.00	0.00 %
TOTAL 43112 Engineering	\$0.00	\$5,000.00	\$0.00	\$25,000.00	\$193.36	\$25,000.00	\$0.00	0.00 %
43163 Street Lighting								
1000-43163-41000 Electricity - Street Lighting	41,744.09	30,000.00	15,779.73	18,000.00	11,279.93	18,000.00	0.00	0.00 %
TOTAL 43163 Street Lighting	\$41,744.09	\$30,000.00	\$15,779.73	\$18,000.00	\$11,279.93	\$18,000.00	\$0.00	0.00 %
43231 Solid Waste Division								
1000-43231-62000 Department Supplies - SW	3,978.10	4,000.00	4,249.40	5,000.00	4,553.38	5,000.00	0.00	0.00 %
Notes: Trash carts								

Town of Pembroke

2021 Town Budget proposal

Account Number / Description	3 Years Prior Actual	2 Years Prior Budget	2 Years Prior Actual	1 Year Prior Revised	1 Year Prior Actual	2021 Budget	Budget Difference	Change %
1000-43231-83200 Environmental Monitoring - SW	5,148.72	7,000.00	9,836.10	10,500.00	5,200.47	10,500.00	0.00	0.00 %
TOTAL 43231 Solid Waste Division	\$9,126.82	\$11,000.00	\$14,085.50	\$15,500.00	\$9,753.85	\$15,500.00	\$0.00	0.00 %
43243 Solid Waste Collection								
1000-43243-39000 CRSW/RCC Tipping	195,352.06	220,000.00	194,363.59	222,000.00	143,448.74	222,000.00	0.00	0.00 %
Notes: New numbers not in yet								
TOTAL 43243 Solid Waste Collection	\$195,352.06	\$220,000.00	\$194,363.59	\$222,000.00	\$143,448.74	\$222,000.00	\$0.00	0.00 %
43244 Solid Waste Division								
1000-43244-39000 Recycling	19,072.74	15,000.00	19,491.54	20,000.00	16,381.46	25,000.00	5,000.00	25.00 %
TOTAL 43244 Solid Waste Division	\$19,072.74	\$15,000.00	\$19,491.54	\$20,000.00	\$16,381.46	\$25,000.00	\$5,000.00	25.00 %
43245 Solid Waste Division								
1000-43245-39000 Hazardous Waste Removal	0.00	7,500.00	12,897.09	0.00	0.00	10,000.00	10,000.00	---
1000-43245-39050 Used Oil/Antifreeze Disposal	471.62	450.00	599.43	500.00	549.62	750.00	250.00	50.00 %
TOTAL 43245 Solid Waste Division	\$471.62	\$7,950.00	\$13,496.52	\$500.00	\$549.62	\$10,750.00	\$10,250.00	2,050.00 %
43249 Solid Waste Division								
1000-43249-39000 Container Removal	27,674.10	30,000.00	30,477.30	33,000.00	23,426.55	33,000.00	0.00	0.00 %
TOTAL 43249 Solid Waste Division	\$27,674.10	\$30,000.00	\$30,477.30	\$33,000.00	\$23,426.55	\$33,000.00	\$0.00	0.00 %
44110 Health Administration								
1000-44110-11000 Wages - HE	3,000.00	3,000.00	3,000.00	3,000.00	1,500.00	3,000.00	0.00	0.00 %
1000-44110-22000 Social Security - HE	186.00	186.00	186.00	186.00	93.00	186.00	0.00	0.00 %
1000-44110-22500 Medicare - HE	43.50	44.00	43.50	44.00	21.75	44.00	0.00	0.00 %
1000-44110-62000 Other Supplies - HE	0.00	150.00	0.00	150.00	0.00	150.00	0.00	0.00 %
TOTAL 44110 Health Administration	\$3,229.50	\$3,380.00	\$3,229.50	\$3,380.00	\$1,614.75	\$3,380.00	\$0.00	0.00 %
44410 Welfare Administration								
1000-44410-11000 Wages - WE	28,101.10	29,637.00	27,335.00	30,994.00	20,912.45	31,608.00	614.00	1.98 %
1000-44410-22000 Social Security - WE	1,705.26	1,838.00	1,677.91	1,922.00	1,296.58	1,960.00	38.00	1.98 %

Town of Pembroke

2021 Town Budget proposal

Account Number / Description	3 Years Prior Actual 1/1/2018 - 12/31/2018	2 Years Prior Budget 1/1/2019 - 12/31/2019	2 Years Prior Actual 1/1/2019 - 12/31/2019	1 Year Prior Revised 1/1/2020 - 12/31/2020	1 Year Prior Actual 1/1/2020 - 12/31/2020	2021 Budget 1/1/2021 - 12/31/2021	Budget Difference 1/1/2021 - 12/31/2021	Change %
1000-44410-22500 Medicare - WE	398.81	430.00	392.41	450.00	303.24	459.00	9.00	2.00 %
1000-44410-56000 Dues & Subscriptions - WE	30.00	30.00	30.00	30.00	0.00	30.00	0.00	0.00 %
1000-44410-56001 Meetings & Conferences - WE	30.00	250.00	45.00	250.00	15.00	250.00	0.00	0.00 %
1000-44410-62500 Postage - WE	51.76	150.00	47.93	150.00	25.00	150.00	0.00	0.00 %
1000-44410-68000 Office Supplies - WE	35.49	150.00	19.99	150.00	0.00	150.00	0.00	0.00 %
1000-44410-86000 Computer Maint.-WE	870.99	500.00	448.43	500.00	0.00	500.00	0.00	0.00 %
TOTAL 44410 Welfare Administration	\$31,223.41	\$32,985.00	\$29,996.67	\$34,446.00	\$22,552.27	\$35,107.00	\$661.00	1.92 %
44411 CAP Contribution								
1000-44411-39000 CAP Contribution	21,000.00	21,000.00	21,000.00	21,000.00	21,000.00	21,000.00	0.00	0.00 %
TOTAL 44411 CAP Contribution	\$21,000.00	\$21,000.00	\$21,000.00	\$21,000.00	\$21,000.00	\$21,000.00	\$0.00	0.00 %
44421 Direct Assistance								
1000-44421-00000 Direct Assistance	3,895.33	55,000.00	10,830.86	55,000.00	3,175.00	55,000.00	0.00	0.00 %
TOTAL 44421 Direct Assistance	\$3,895.33	\$55,000.00	\$10,830.86	\$55,000.00	\$3,175.00	\$55,000.00	\$0.00	0.00 %
45201 Recreation Administration								
1000-45201-11000 Wages - Rec	10,279.44	13,500.00	10,547.35	13,500.00	5,574.81	13,500.00	0.00	0.00 %
Notes: Maintenance of Memorial Field \$11,100; Program Supervisor \$2,400								
1000-45201-22000 Social Security - Rec	637.31	837.00	653.92	837.00	345.63	837.00	0.00	0.00 %
1000-45201-22500 Medicare - Rec	149.07	196.00	152.94	196.00	80.83	196.00	0.00	0.00 %
1000-45201-34100 Telephone - Rec	490.99	540.00	533.49	500.00	352.76	500.00	0.00	0.00 %
1000-45201-41000 Electricity - Rec	1,688.80	1,600.00	1,624.97	1,750.00	1,294.86	1,700.00	(50.00)	(2.86)%
1000-45201-43000 Improvements - Rec.Facilities	0.00	2,200.00	2,200.00	2,200.00	0.00	5,200.00	3,000.00	136.36 %
Notes: Tennis Maintenance \$3,000; Tree pruning \$2,200								
1000-45201-49000 Field Maint. - Rec	2,681.50	3,200.00	3,277.90	3,300.00	796.00	3,300.00	0.00	0.00 %
Notes: Aeration of Fields twice a year, fertilizing, grub control slice/seed. and lime. Leagues will contribute \$1,600 to this amount								
1000-45201-62000 Department Supplies - Rec	7,358.13	6,300.00	6,941.75	6,400.00	3,949.51	6,500.00	100.00	1.56 %
Notes: loam, stone dust, sand for volleyball and playground area, weed killer, lawn mowers, equipment and tools, benches, trash receptacles etc.								

Town of Pembroke

2021 Town Budget proposal

Account Number / Description	3 Years Prior Actual	2 Years Prior Budget	2 Years Prior Actual	1 Year Prior Revised	1 Year Prior Actual	2021 Budget	Budget Difference	Change %
1000-45201-63500 Gas & Fuel - Rec	633.05	500.00	604.72	550.00	319.51	550.00	0.00	0.00 %
1000-45201-76001 Vehicle Maint & Repairs - Rec	654.63	1,700.00	919.43	1,500.00	651.89	1,500.00	0.00	0.00 %
Notes: costs for repairs to mowers								
1000-45201-88109 Community Programs - Rec	700.00	800.00	727.00	900.00	0.00	900.00	0.00	0.00 %
Notes: \$200 Fishing Derby and \$700 Concerts								
TOTAL 45201 Recreation Administration	\$25,272.92	\$31,373.00	\$28,183.47	\$31,633.00	\$13,365.80	\$34,683.00	\$3,050.00	9.64 %
45830 Patriotic Purposes								
1000-45830-00000 Memorial Day	200.00	200.00	200.00	200.00	200.00	200.00	0.00	0.00 %
TOTAL 45830 Patriotic Purposes	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$200.00	\$0.00	0.00 %
45891 Old Home Day								
1000-45891-00000 Old Home Day	2,000.00	2,000.00	2,000.00	2,000.00	0.00	2,000.00	0.00	0.00 %
1000-45891-11000 Wages - Old Home Day	1,594.28	3,000.00	2,414.88	3,000.00	0.00	3,000.00	0.00	0.00 %
1000-45891-22500 Medicare - Old Home day	23.11	44.00	34.72	44.00	0.00	44.00	0.00	0.00 %
1000-45891-23000 NH Retirement - Old Home Day	469.20	759.00	590.12	759.00	0.00	759.00	0.00	0.00 %
TOTAL 45891 Old Home Day	\$4,086.59	\$5,803.00	\$5,039.72	\$5,803.00	\$0.00	\$5,803.00	\$0.00	0.00 %
45892 Meet Me in Suncook								
1000-45892-00000 Meet Me in Suncook	1,000.00	1,000.00	1,000.00	0.00	0.00	0.00	0.00	---
TOTAL 45892 Meet Me in Suncook	\$1,000.00	\$1,000.00	\$1,000.00	\$0.00	\$0.00	\$0.00	\$0.00	---
45893 Christmas in the Village								
1000-45893-00000 Christmas in the Village	250.00	250.00	250.00	250.00	0.00	250.00	0.00	0.00 %
TOTAL 45893 Christmas in the Village	\$250.00	\$250.00	\$250.00	\$250.00	\$0.00	\$250.00	\$0.00	0.00 %
46110 Conservation Commission								
1000-46110-00000 Conservation Land Maintenance	0.00	500.00	0.00	0.00	0.00	0.00	0.00	---
1000-46110-39000 Professional Services-Conservation	2,000.00	2,424.00	2,424.00	3,000.00	1,500.32	3,000.00	0.00	0.00 %
1000-46110-55000 Printing - CC	0.00	75.00	0.00	0.00	0.00	0.00	0.00	---
1000-46110-56000 Dues & Subscriptions	663.00	350.00	575.00	300.00	675.00	400.00	100.00	33.33 %

Town of Pembroke

2021 Town Budget proposal

Account Number / Description	3 Years Prior Actual 1/1/2018 - 12/31/2018	2 Years Prior Budget 1/1/2019 - 12/31/2019	2 Years Prior Actual 1/1/2019 - 12/31/2019	1 Year Prior Revised 1/1/2020 - 12/31/2020	1 Year Prior Actual 1/1/2020 - 12/31/2020	2021 Budget 1/1/2021 - 12/31/2021	Budget Difference 1/1/2021 - 12/31/2021	Change %
1000-46110-56001 Meeting & Conferences - CC	180.00	100.00	0.00	200.00	0.00	300.00	100.00	50.00 %
1000-46110-62500 Postage - CC	0.00	1.00	0.00	0.00	0.00	0.00	0.00	---
1000-46110-68000 Supplies - CC	62.00	250.00	0.00	500.00	870.50	800.00	300.00	60.00 %
TOTAL 46110 Conservation Commission	\$2,905.00	\$3,700.00	\$2,999.00	\$4,000.00	\$3,045.82	\$4,500.00	\$500.00	12.50 %
46510 Economic Development								
1000-46510-11000 Recording Wages - EDC	0.00	1.00	0.00	1.00	0.00	1.00	0.00	0.00 %
1000-46510-22000 Social Security - EDC	0.00	1.00	0.00	1.00	0.00	1.00	0.00	0.00 %
1000-46510-22500 Medicare - EDC	0.00	1.00	0.00	1.00	0.00	1.00	0.00	0.00 %
1000-46510-32000 Consulting Services - EDC	0.00	100.00	0.00	100.00	0.00	100.00	0.00	0.00 %
1000-46510-39000 Marketing, Advertising & Promo - EDC	0.00	50.00	0.00	50.00	0.00	50.00	0.00	0.00 %
1000-46510-55000 Printing - EDC	0.00	50.00	0.00	50.00	0.00	50.00	0.00	0.00 %
1000-46510-56000 Dues & Subscriptions - EDC	0.00	1.00	0.00	1.00	0.00	1.00	0.00	0.00 %
1000-46510-56001 Meetings & Conferences - EDC	0.00	1.00	0.00	1.00	0.00	1.00	0.00	0.00 %
1000-46510-62500 Postage - EDC	0.00	50.00	0.00	50.00	0.00	50.00	0.00	0.00 %
1000-46510-68000 Supplies - EDC	0.00	50.00	0.00	50.00	0.00	50.00	0.00	0.00 %
1000-46510-83000 Public Notices - EDC	0.00	50.00	0.00	50.00	0.00	50.00	0.00	0.00 %
TOTAL 46510 Economic Development	\$0.00	\$355.00	\$0.00	\$355.00	\$0.00	\$355.00	\$0.00	0.00 %
47112 Principal - General Obligation Bonds								
1000-47112-98000 Principal - General Obligation Bonds	571,000.00	600,000.00	600,000.00	600,000.00	300,000.00	600,000.00	0.00	0.00 %
Notes: Final Year for Upper Beacon;								
TOTAL 47112 Principal - General Obligation Bonds	\$571,000.00	\$600,000.00	\$600,000.00	\$600,000.00	\$300,000.00	\$600,000.00	\$0.00	0.00 %
47212 Interest - General Obligation Bonds								
1000-47212-98100 Interest - General Obligation Bonds	191,779.42	179,450.00	179,450.00	157,450.00	142,750.00	135,400.00	(22,050.00)	(14.00)%
TOTAL 47212 Interest - General Obligation Bonds	\$191,779.42	\$179,450.00	\$179,450.00	\$157,450.00	\$142,750.00	\$135,400.00	\$ (22,050.00)	(14.00)%
47901 Interest on TANs/LOCs								
1000-47901-98100 Interest on TANs/LOCs	0.00	1.00	0.00	1.00	0.00	1.00	0.00	0.00 %

Town of Pembroke

2021 Town Budget proposal

Account Number / Description	3 Years Prior Actual 1/1/2018 - 12/31/2018	2 Years Prior Budget 1/1/2019 - 12/31/2019	2 Years Prior Actual 1/1/2019 - 12/31/2019	1 Year Prior Revised 1/1/2020 - 12/31/2020	1 Year Prior Actual 1/1/2020 - 12/31/2020	2021 Budget 1/1/2021 - 12/31/2021	Budget Difference 1/1/2021 - 12/31/2021	Change %
TOTAL 47901 Interest on TANs/LOCs	\$0.00	\$1.00	\$0.00	\$1.00	\$0.00	\$1.00	\$0.00	0.00 %
GRAND TOTAL	\$5,336,811.62	\$5,801,771.00	\$5,319,641.13	\$6,033,942.00	\$4,019,933.41	\$6,117,592.00	\$83,650.00	1.39 %

Pembroke Police Department

Memo

To: Dave Jodoin Town Administrator
From: Chief Dwayne Gilman
CC: FILE
Date: October 5, 2020
Re: Town Wage Schedule

Dave, per our conversation about the budget I would like the Town to consider the following changes to the Pay Scale that affects our department and its positions.

I would like to move the following positions to the Pay Scale noted.

<u>POSITION</u>	<u>CURRENT</u>	<u>RECOMMENDED</u>
Police Off. Non Cert	Grade 13	Grade 14
Police Off. Certified	Grade 14	Grade 15
Detective	Grade 15	Grade 16
Detective Sgt.	Grade 17	Stays 17
Police Lieutenant	Grade 18	Grade 19

As we mentioned in the meeting some of our employees would experience zero movement in their hourly pay and would get a one lump sum of money instead. We are very lucky to have employees working for us with tenure in our department and allowing them to just be capped with pay is a way that we could start losing employees. Making the adjustments above will allow the employee to see that they can progress in their hourly wage and not have to look at another department to increase their pay.

Thank you for your consideration

2020 TOWN WAGE SCHEDULE

Hourly	Minimum	Maximum
<u>Grade 5</u>	\$11.70	\$16.96
Custodian		
Library Circulation Svcs. I		
<u>Grade 6</u>	\$12.63	\$17.92
Laborer/Maintenance		
<u>Grade 7</u>	\$13.14	\$19.05
Library Circul. Svcs. II		
Recording Secretary		
<u>Grade 8</u>	\$13.93	\$20.20
<u>Grade 9</u>	\$14.76	\$21.40
EMT -B Ambulance		
Firefighter (Probationary)		
Secretary - DPW		
Truck Driver/Operator		
<u>Grade 10</u>	\$15.65	\$22.70
Library Children Services		
<u>Grade 11</u>	\$16.58	\$24.10
Planning & Land Use Clk.		
Assistant Library Director		
EMT - Advanced		
Finance Clerk		
Police Secretary		
Secretary to TIA		
Firefighters		
Collections Clerk		

Hourly	Minimum	Maximum
<u>Grade 12</u>	\$17.58	\$25.48
Police Admin. Sec.		
Sewer Laborer		
Mechanic		
<u>Grade 13</u>	\$18.64	\$27.11
Welfare Administrator		
Police Off. - Non Cert.		
Highway Foreman		
Fire Engineer		
<u>Grade 14</u>	\$19.85	\$28.78
Accountant		
Police Officer-Cert.		
Tax Collector		
Fire Lieutenant		
Paramedic		
<u>Grade 15</u>	\$21.15	\$30.67
Police Off. - Non Cert.		
Detective		
<u>Grade 16</u>	\$22.52	\$32.66
Police Officer-Cert.		
Detective		
Code Enforce. Off.		
Planner		
<u>Grade 17</u>	\$23.98	\$34.78
Asst EMS Director		
Police Sgt.		
Detective Sgt.		

Salary	Minimum	Maximum
<u>Grade 16</u>	\$46,849	\$67,932
Fire Captain		
Library Director		
Town Clerk		
<u>Grade 17</u>	\$50,264	\$71,156
<u>Grade 18</u>	\$52,878	\$76,677
Police Lieutenant		
Deputy Fire Chief		
<u>Grade 19</u>	\$56,043	\$81,253
Finance Dir.		
Assistant Fire Chief		
Police Lieutenant		
<u>Grade 20</u>	\$60,017	\$84,962
Sewer - Op. Dir.		
<u>Grade 21</u>	\$62,971	\$91,303
EMS Director		
<u>Grade 22</u>	\$66,756	\$96,799
Fire Chief		
Public Works Dir.		
<u>Grade 23</u>	\$70,754	\$102,592
Police Chief		
<u>Grade 24</u>	\$75,009	\$108,773
Town Administrator		

CHANGES TO THE 2020 TOWN WAGE SCHEDULE

2020 TOWN WAGE SCHEDULE

Hourly	Minimum	Maximum
<u>Grade 5</u> Custodian Library Circulation Svcs. I	\$11.70	\$16.96
<u>Grade 6</u> Laborer/Maintenance	\$12.63	\$17.92
<u>Grade 7</u> Library Circul. Svcs. II Recording Secretary	\$13.14	\$19.05
<u>Grade 8</u>	\$13.93	\$20.20
<u>Grade 9</u> EMT -B Ambulance Firefighter (Probationary) Secretary - DPW Truck Driver/Operator	\$14.76	\$21.40 21.40
<u>Grade 10</u> Library Children Services	\$15.65	\$22.70
<u>Grade 11</u> Planning & Land Use Clk. Assistant Library Director EMT - Advanced Finance Clerk Police Secretary Secretary to T.A. Firefighters Collections Clerk	\$16.58	\$24.10

Hourly	Minimum	Maximum
<u>Grade 12</u> Police Admin. Sec. Sewer Laborer Mechanic	\$17.58	\$25.48
<u>Grade 13</u> Welfare Administrator Police Off - Non Cert. Highway Foreman Fire Engineer	\$18.64	\$27.11
<u>Grade 14</u> Accountant Police Officer Cert. Tax Collector Fire Lieutenant Paramedic	\$19.85	\$28.78
<u>Grade 15</u> Detective	\$21.15	\$30.67
<u>Grade 16</u> Code Enforce. Off. Planner	\$22.52	\$32.66
<u>Grade 17</u> Asst EMS Director Police Sgt. Detective Sgt.	\$23.98	\$34.78

Salary	Minimum	Maximum
<u>Grade 16</u> Fire Captain Library Director Town Clerk	\$46,849	\$67,932
<u>Grade 17</u>	\$50,264	\$71,156
<u>Grade 18</u> Police Lieutenant Deputy Fire Chief	\$52,878	\$76,677
<u>Grade 19</u> Finance Dir. Assistant Fire Chief	\$56,043	\$81,253
<u>Grade 20</u> Sewer - Op. Dir.	\$60,017	\$84,962
<u>Grade 21</u> EMS Director	\$62,971	\$91,303
<u>Grade 22</u> Fire Chief Public Works Dir.	\$66,756	\$96,799
<u>Grade 23</u> Police Chief	\$70,754	\$102,592
<u>Grade 24</u> Town Administrator	\$75,009	\$108,773



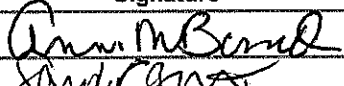
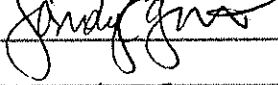
Pembroke Summary Inventory of Valuation

Reports Required: RSA 21-J:34 as amended, provides for certification of valuations, appropriations, estimated revenues and such other information as the Department of Revenue Administration may require upon reports prescribed for that purpose.

Note: The values and figures provided represent the detailed values that are used in the city/towns tax assessments and sworn to uphold under Oath per RSA 75:7.

For assistance please contact:
NH DRA Municipal and Property Division
(603) 230-5090
<http://www.revenue.nh.gov/mun-prop/>

Assessor	
Monica Hurley (Corcoran Consulting Associates)	

Municipal Officials		
Name	Position	Signature
Ann Bond	Chairwoman	
Sandy Goulet	Vice Chair	
Michael Crockwell	Member	
Richard Bean	Member	
Karen Yeaton	Member	

Preparer		
Name	Phone	Email
Monica Hurley	603-533-6689	mkchurley@comcast.net

Preparer's Signature



New Hampshire
Department of
Revenue Administration

2020
MS-1

Land Value Only		Acres	Valuation	
1A	Current Use RSA 79-A	8,016.47	\$1,070,044	
1B	Conservation Restriction Assessment RSA 79-B	0.00	\$0	
1C	Discretionary Easements RSA 79-C	164.34	\$69,800	
1D	Discretionary Preservation Easements RSA 79-D	0.00	\$0	
1E	Taxation of Land Under Farm Structures RSA 79-F	0.00	\$0	
1F	Residential Land	3,612.77	\$181,500,000	
1G	Commercial/Industrial Land	972.10	\$38,247,000	
1H	Total of Taxable Land	12,765.68	\$220,886,844	
1I	Tax Exempt and Non-Taxable Land	1,192.96	\$18,583,118	
Buildings Value Only		Structures	Valuation	
2A	Residential	0	\$409,843,200	
2B	Manufactured Housing RSA 674:31	0	\$2,145,000	
2C	Commercial/Industrial	0	\$107,018,900	
2D	Discretionary Preservation Easements RSA 79-D	0	\$0	
2E	Taxation of Farm Structures RSA 79-F	0	\$0	
2F	Total of Taxable Buildings	0	\$519,007,100	
2G	Tax Exempt and Non-Taxable Buildings	0	\$53,546,400	
Utilities & Timber			Valuation	
3A	Utilities		\$31,285,100	
3B	Other Utilities		\$100,000	
4	Mature Wood and Timber RSA 79:5		\$0	
5	Valuation before Exemption		\$771,279,044	
Exemptions		Total Granted	Valuation	
6	Certain Disabled Veterans RSA 72:36-a	0	\$0	
7	Improvements to Assist the Deaf RSA 72:38-b V	0	\$0	
8	Improvements to Assist Persons with Disabilities RSA 72:37-a	0	\$0	
9	School Dining/Dormitory/Kitchen Exemption RSA 72:23-IV	0	\$0	
10A	Non-Utility Water & Air Pollution Control Exemption RSA 72:12	0	\$0	
10B	Utility Water & Air Polution Control Exemption RSA 72:12-a	0	\$0	
11	Modified Assessed Value of All Properties		\$771,279,044	
Optional Exemptions		Amount Per	Total	Valuation
12	Blind Exemption RSA 72:37	\$30,000	4	\$120,000
13	Elderly Exemption RSA 72:39-a,b	\$0	4	\$391,000
14	Deaf Exemption RSA 72:38-b	\$0	0	\$0
15	Disabled Exemption RSA 72:37-b	\$0	0	\$0
16	Wood Heating Energy Systems Exemption RSA 72:70	\$0	0	\$0
17	Solar Energy Systems Exemption RSA 72:62	\$0	0	\$0
18	Wind Powered Energy Systems Exemption RSA 72:66	\$0	0	\$0
19	Additional School Dining/Dorm/Kitchen Exemptions RSA 72:23	\$0	0	\$0
19A	Electric Energy Storage Systems RSA 72:85	\$0	0	\$0
20	Total Dollar Amount of Exemptions			\$511,000
21A	Net Valuation			\$770,768,044
21B	Less TIF Retained Value			\$0
21C	Net Valuation Adjusted to Remove TIF Retained Value			\$770,768,044
21D	Less Commercial/Industrial Construction Exemption			\$0
21E	Net Valuation Adjusted to Remove TIF Retained Value and Comm/Ind Construction			\$770,768,044
22	Less Utilities			\$31,285,100
23A	Net Valuation without Utilities			\$739,482,944
23B	Net Valuation without Utlilities, Adjusted to Remove TIF Retained Value			\$739,482,944



New Hampshire
Department of
Revenue Administration

2020
MS-1

Utility Value Appraiser

GEORGE SANSOUY

The municipality **DOES NOT** use DRA utility values. The municipality **IS NOT** equalized by the ratio.

Electric Company Name	Distr.	Distr. (Other)	Gen.	Trans.	Valuation
PEMBROKE HYDRO ASSOCIATES LP		\$3,622,100			\$3,622,100
PSNH DBA EVERSOURCE ENERGY	\$10,875,300	\$1,400,300		\$3,606,300	\$15,881,900
UNITIL ENERGY SYSTEMS INC	\$421,800				\$421,800
	\$11,297,100	\$5,022,400		\$3,606,300	\$19,925,800

Gas Company Name	Distr.	Distr. (Other)	Gen.	Trans.	Valuation
LIBERTY UTILITIES (ENERGYNORTH NATURAL GAS) CORP	\$6,835,500	\$0			\$6,835,500
TENNESSEE GAS PIPELINE COMPANY		\$4,523,800			\$4,523,800
	\$6,835,500	\$4,523,800			\$11,359,300

Other Utility Company Name	Valuation
P F I REAL ESTATE HOLDINGS	\$100,000
	\$100,000



New Hampshire
Department of
Revenue Administration

2020
MS-1

Veteran's Tax Credits	Limits	Number	Est. Tax Credits
Veterans' Tax Credit RSA 72:28	\$500	249	\$124,000
Surviving Spouse RSA 72:29-a	\$0	0	\$0
Tax Credit for Service-Connected Total Disability RSA 72:35	\$2,000	13	\$26,000
All Veterans Tax Credit RSA 72:28-b	\$0	0	\$0
Combat Service Tax Credit RSA 72:28-c	\$0	0	\$0
		262	\$150,000

Deaf & Disabled Exemption Report

Deaf Income Limits	
Single	
Married	

Deaf Asset Limits	
Single	
Married	

Disabled Income Limits	
Single	
Married	

Disabled Asset Limits	
Single	
Married	

Elderly Exemption Report

First-time Filers Granted Elderly Exemption for the Current Tax Year

Age	Number
65-74	0
75-79	0
80+	1

Total Number of Individuals Granted Elderly Exemptions for the Current Tax Year and Total Number of Exemptions Granted

Age	Number	Amount	Maximum	Total
65-74	0	\$35,000	\$0	\$0
75-79	0	\$65,000	\$0	\$0
80+	4	\$125,000	\$500,000	\$391,000
	4		\$500,000	\$391,000

Income Limits	
Single	\$23,750
Married	\$34,000

Asset Limits	
Single	\$45,000
Married	\$45,000

Has the municipality adopted Community Tax Relief Incentive? (RSA 79-E)

Granted/Adopted? No

Structures:

Has the municipality adopted Taxation of Certain Chartered Public School Facilities? (RSA 79-H)

Granted/Adopted? No

Properties:

Has the municipality adopted Taxation of Qualifying Historic Buildings? (RSA 79-G)

Granted/Adopted? No

Properties:

Has the municipality adopted the optional commercial and industrial construction exemption? (RSA 72:76-78 or RSA 72:80-83)

Granted/Adopted? No

Properties:

Percent of assessed value attributable to new construction to be exempted:

Total Exemption Granted:

Has the municipality granted any credits under the low-income housing tax credit tax program? (RSA 75:1-a)

Granted/Adopted? No

Properties:

Assessed value prior to effective date of RSA 75:1-a:

Current Assessed Value:



New Hampshire
Department of
Revenue Administration

2020
MS-1

Current Use RSA 79-A	Total Acres	Valuation
Farm Land	928.81	\$352,476
Forest Land	6,287.09	\$684,478
Forest Land with Documented Stewardship	584.73	\$28,692
Unproductive Land	129.67	\$2,657
Wet Land	86.17	\$1,741
	8,016.47	\$1,070,044

Other Current Use Statistics

Total Number of Acres Receiving 20% Rec. Adjustment	Acres:	2,912.58
Total Number of Acres Removed from Current Use During Current Tax Year	Acres:	21.39
Total Number of Owners in Current Use	Owners:	205
Total Number of Parcels in Current Use	Parcels:	286

Land Use Change Tax

Gross Monies Received for Calendar Year		\$19,930
Conservation Allocation	Percentage: 100.00 %	Dollar Amount: \$19,930
Monies to Conservation Fund		\$19,930
Monies to General Fund		

Conservation Restriction Assessment Report RSA 79-B

	Acres	Valuation
Farm Land		
Forest Land		
Forest Land with Documented Stewardship		
Unproductive Land		
Wet Land		

Other Conservation Restriction Assessment Statistics

Total Number of Acres Receiving 20% Rec. Adjustment	Acres:	
Total Number of Acres Removed from Conservation Restriction During Current Tax Year	Acres:	
Owners in Conservation Restriction	Owners:	
Parcels in Conservation Restriction	Parcels:	



New Hampshire
Department of
Revenue Administration

**2020
MS-1**

Discretionary Easements RSA 79-C	Acres	Owners	Assessed Valuation
KEYSTONE PEMBROKE LLC (PEMBROKE PINES GOLF COURSE)	164.34	1	\$69,800

Taxation of Farm Structures and Land Under Farm Structures RSA 79-F

Number Granted	Structures	Acres	Land Valuation	Structure Valuation
----------------	------------	-------	----------------	---------------------

Discretionary Preservation Easements RSA 79-D

Owners	Structures	Acres	Land Valuation	Structure Valuation
--------	------------	-------	----------------	---------------------

Map	Lot	Block	%	Description
<i>This municipality has no Discretionary Preservation Easements.</i>				

Tax Increment Financing District	Date	Original	Unretained	Retained	Current
<i>This municipality has no TIF districts.</i>					

Revenues Received from Payments in Lieu of Tax	Revenue	Acres
State and Federal Forest Land, Recreational and/or land from MS-434, account 3356 and 3357	\$0.00	0.00
White Mountain National Forest only, account 3186	\$0.00	0.00

Payments in Lieu of Tax from Renewable Generation Facilities (RSA 72:74)	Amount
<i>This municipality has not adopted RSA 72:74 or has no applicable PILT sources.</i>	

Other Sources of Payments in Lieu of Taxes (MS-434 Account 3186)	Amount
PEMBROKE ELDERLY HOUSING	\$30,343
UNITED CHURCH OF CHRIST	\$11,906
	\$42,249

Notes

PFI REAL ESTATE HOLDINGS OWNED CHINA MILL DAM. SOLD IN AUGUST 2019 TO ONE WALL ALLENSTOWN, LLC. TOWN VOTE 2020 CHANGED LIMITS AND EXEMPTION AMOUNTS FOR THE ELDERLY.
--

Town of Pembroke

COVID-19 Travel and Quarantine Policy

Situation

The COVID-19 pandemic continues around the world and within the United States. Many countries are showing an increasing number of COVID-19 infections and new outbreaks, including countries that have originally brought their original outbreaks under control. Even the United States is currently experiencing an accelerating pandemic and most states outside of New England are experiencing worsening outbreaks or uncontrolled community transmission. A Level 3 Global Pandemic Travel Health Notice is still in place by the CDC, which recommends against any non-essential travel to global destinations.

The CDC has also issued a Level 3 Travel Health Notice recommending that travelers defer all cruise travel worldwide. Therefore, any travel internationally or domestically increases your chances of getting infected and spreading COVID-19; staying home is the best way to protect yourself and others from getting sick.

Because travel increases a person's chance of getting COVID-19 through close contact with others or contaminated public surfaces, anybody traveling should continue to avoid large gatherings and public areas, keep a distance of at least 6 feet from others, wear a cloth face covering when in public areas and frequently sanitize their hands.

Specific Town of Pembroke Travel and Quarantine Guidelines

- The Town of Pembroke until further notice will not authorize any non-essential international and out-of-state domestic business travel (e.g., conferences, meetings).
- The Town strongly discourages personal international and domestic travel outside of the New England states.
- The Town strongly discourages personal travel on cruise ships.
- Any employee who travels internationally (including to Canada) or domestically outside of Maine, Vermont, Massachusetts, Connecticut or Rhode Island by private vehicle, cruise ship, airplane, bus, train or other public conveyance must notify their supervisor prior to such travel and, upon return, must obtain a negative Covid 19 test prior to return to work and to quarantine until receiving the results of the test. If testing is not available, an employee must quarantine for 14 days upon return. If an employee tests positive for Covid 19, the employee may not return to work until 10 days have elapsed since experiencing any symptoms and/or a negative test result.

Town of Pembroke

COVID-19 Travel and Quarantine Policy

- During quarantine, employees should not travel or frequent public spaces and may not return to work. Employees who are quarantining should refrain from any additional travel during quarantine.
- Employees may qualify for up to 80 hours of paid sick leave under the Family First Coronavirus Response Act if they are unable to work because they are subject to a federal, state or local quarantine or isolation order or are quarantined upon the advice of a healthcare provider; or if they are experiencing Covid 19 symptoms and seeking a medical diagnosis. Part time employees are eligible for the number of hours of leave that the employee works on average over a two-week period. Please consult with the Town Manager to confirm your FFCRA or other sick leave balances.

Employees who fail to comply with this policy may be subject to disciplinary action up to and including termination from employment.

This policy will be effective upon approval by the Board of Selectmen and will apply to all employees, both full and part-time. This policy will be reviewed when NH DHHS publishes a revised COVID-related travel guidance or by December 31, 2020, whichever is earlier.

STATE OF NEW HAMPSHIRE

To the inhabitants of the Town/City (Ward) of _____ in the
County of _____, New Hampshire.

You are hereby notified to meet at _____
(name and location of polling place)
on Tuesday, the third day of November, 2020. The polls will be open between the hours of
_____ a.m. and _____ p.m. to act upon the following subjects:

**To bring in your votes for President and Vice President of the United States, Governor,
United States Senator, United States Representative, Executive Councilor, State Senator, State
Representatives and County Officers.**

Given under our hands and seal, this _____ day of October, in the year of Our Lord two
thousand and twenty.

Signed by:

Selectmen of _____

October _____, 2020

"State of New Hampshire's Broken Promises"

"Your property taxes have tripled in the past 20 years, and the reason has virtually nothing to do with local town, city or county spending. These increases have everything to do with state cost shifting. The actions of the state, including the Governor, both political parties of the Legislature and the Courts have been systematically breaking nearly every promise government has made to municipalities and counties. Shifting taxation to the local property tax payer is not sustainable. We hope that through increasing awareness and information, we can reverse this trend. Every individual property tax payer should demand that state-level revenue sources be utilized more sustainably so as to provide relief for property tax payers. It is critical to understand the effect that state-level budget decisions have on local property taxes. The financial burden is shifted to local government when the state reduces funding for any program developed to help New Hampshire citizens. The state has shirked its responsibility at the expense of the local property tax payer; this letter will focus on a few of those points.

1. Meals and Room Tax (M&RT). Enacted in 1967 the state bargained with the municipalities so that IF the municipalities agreed to collect revenue for the state, the state would split the revenue 60%/40% with the municipalities. That was a promise made into law. However, the state has never kept that promise. Today, only 21% of that revenue is shared with municipalities even though M&RT revenues have risen dramatically. This has taken hundreds of millions of dollars from local communities over the past two decades. Your property taxes increased to fill this void.
2. Business Profits Tax (BPT). Enacted in 1969, again with the state promise that if the municipalities collected this tax locally, it would be returned to the local municipalities. That revenue sharing has decreased over time so currently the state returns NO revenue to the municipalities. This decision has taken hundreds of millions of dollars from the local communities over the past two decades. Your property taxes increased to fill this void.
3. Highway Block Grants. The State promised to help communities maintain and improve Class IV and V local roads. This promise resulted in the Legislature's establishing a sustainable plan to maintain and improve local roads and highways through the use of a gas tax on fuel. However, only once in 23 years has the gas tax been increased to account for inflation. As a result, approximately 30% of local roads and highways are in poor condition. A state funding plan is lacking to correct the condition of the roads in your community. Your property taxes have been increased to fill this void.
4. State Bridge Aid. Due to lack of realistic funding through gas tax and tolls, there will be as many 'Red List' bridges 10 years from now as there were 10 years ago. Local communities that make their own repairs do so with 100% of the own local funding with limited success for reimbursement from the state. There is no state plan to honor the promise of providing adequate bridge aid to communities. Your property taxes have increased to fill this void.
5. Medicaid Funding for Long-Term Care. Over the decades, the State has gradually, but significantly, shifted the costs of nursing home care to the local property tax payer. There are complex formulas mixed in all of this, but in 1998, NONE of your local property taxes went to pay for Medicaid long-term care. Now, your property taxes pay for more than 50% of these costs as part of your County tax assessment, and this does account for the Silver Tsunami that is at hand in the state where the number of residents over 65 is projected to rise to over 408,000 which is over 20% of the total state population, and the number of residents over 85 will triple to over 85,000 by 2040. Although the State has promised to cap the liability for Medicaid costs for counties, that cap is continually increased to shift additional costs onto the local property tax payer. Raising the cap has resulted in the transfer tens of millions of Medicaid costs onto the local property tax payer and this will continue unless changes made. Your property taxes will increase to fill this void.

6. The New Hampshire Retirement System. In 1967 the State insisted that all communities consolidate their local pensions and form one single retirement system for all public employees. In return for this, the State enacted a statute that promised to make funding contributions thereby mitigating the cost to local communities and recognizing that these costs are integral to the overall needs of government in New Hampshire, enabling employees to retire after years of dedicated service. In the past few years, the state has broken that promise and transferred tens of millions of dollars of funding burdens onto the local property tax payers. This saved the state budget from having to contribute its 35% promised contribution. However, your property taxes increased to fill this void.
7. Water and Wastewater Treatment Grants. Environmental Grants to make water/wastewater plants modern and safe have been reduced by more than two-thirds and dozens of projects are now in the "Delayed and Deferred" pile with NO plan for meaningful funding. That means that if (when) your community encounters water or wastewater quality issues, your property taxes will increase to fill this void. In Conclusion The state has virtually abandoned its promises to provide aid to local communities. If you are wondering who funded the "Rainy Day Fund" or created the State budget surplus, it was the local property tax payer. Generally, municipalities are spending less today than they did years ago. Your local property tax continues to increase not because of local spending but because the state has spent the past two decades breaking promises and reallocating the source of income under the guise of 'balancing' the state budget.

We have local Senators and State Representatives in Cheshire County who understand this cost-shifting and who have done their best to ease the burden on property tax payers. However, this is a call to arms, their voices are not enough to accomplish real change. It will take every Selectperson and thousands of citizens to make our voices heard in Concord and more importantly in the voting booth. We need state government to recognize that shifting costs onto the local property tax payer is not sustainable. We have a right to institute responsible state funding practices that generate the revenue necessary to meet State's statutory obligations without leaning so heavily on local property tax payers. Let the discussion begin."

Cheshire County Board of Commissioner's

Charles F. Weed
Robert J. Englund
John Wozmak

David Jodoin

From: VJ Ranfos <vranfos@pembroke-nh.com>
Sent: Tuesday, September 22, 2020 8:22 AM
To: 'David Jodoin'
Subject: RE: Crack Sealing

We were only able to complete 2 roads this year.

Ryan Drive
Wellington Way

Ryan Drive was worse than in looked when they blew the cracks out. We used most of the material on it.

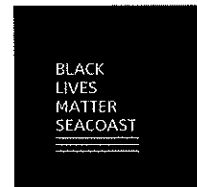
VJ

From: David Jodoin [mailto:djodoin@pembroke-nh.com]
Sent: Monday, September 21, 2020 9:55 PM
To: 'VJ Ranfos' <vranfos@pembroke-nh.com>
Subject: Crack Sealing

Can you provide a list of the roads that were done with the Sealcoating bid

Thanks

David



September 3, 2020

To Whom It May Concern:

The time for change has come. We are not willing to accept any more figurative words of change from our elected officials. Transparency and accountability has been preached as top priority for our elected officials and law enforcement and they must be held to that standard.

Black Lives Matter Seacoast is releasing the following set of demands to the Candidates for State Legislature, Sheriff, County Attorney, Mayor, Town Councils, Board of Aldermen/Selectman and School Board.

All Candidates for State Legislature

- We demand legislation that removes qualified immunity for all law enforcement officials.
- We demand legislation that legalizes the use and possession of cannabis and the retroactive application to all prior convictions and automatic expungement for current and prior convictions.
- We demand legislation that requires law enforcement agencies to gather, analyze and make available to the public, at least annually, data on demographics (including, at a minimum, gender and race) for arrests, citations and motor vehicle and subject stops regardless of disposition.
- We demand legislation that requires law enforcement agencies to gather, analyze, and make available to the public, at least annually, data on demographics (including, at a minimum, gender and race) of all people subject to any kind of search (frisk, container search, car or house, etc.) and the legal justification for the search.
- We demand legislation that establishes the training requirements of part time officers to match the training of full time officers or limiting the abilities and actions of part time officers.
- We demand legislation that suspends the use of paid administrative leave for police under investigation for excessive force.
- We demand legislation that withholds pensions from officers involved in use of excessive force, and don't allow officers who have been documented for use of excessive force to be re-hired in NH.
- We demand legislation that requires law enforcement to be liable for misconduct settlements instead of the taxpayers of the town/city.
- We demand legislation that enacts all recommendations made by the LEACT commission to be implemented.
- We demand legislation that requires a code of civil conduct for all elected officials wherein consequences are censored at minimum and removal from office for egregious conduct.

All Candidates for County Attorney

- We demand annual training hosted by a Black Lives Matter Seacoast recognized trainer, of all prosecutors on implicit bias, personal and interpersonal racism, systemic racism and anti-racism.
- We demand that prosecutors consider the likely impact of racism and implicit bias on Black people and other people of color who have been brought into the criminal justice system in determining a fair sentence.
- We demand that prosecutors report to police agencies when a judge has ruled that an officer has acted unconstitutionally, when the prosecutor has formed that legal conclusion, or when the prosecutor has a reason to suspect the officer's actions were impacted by explicit or implicit bias.

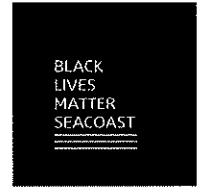
All Candidates for Sheriff and Current Police Chiefs

- We demand that officers should be required to complete at least 20 hours of community service a month in the town/city that they patrol.
- We demand a heightened focus on preservation of life and treating citizens with respect as founding principles of police culture in the law enforcement department.
- We demand full support and the usage of diversion programs as alternatives of arresting individuals with mental health or drug issues.
- We demand the full support of body cam usage and a transparent body cam review process in every police department.
- We demand an investment into having a racial, gender, and sexual orientation diverse police force in each law enforcement department.
- We demand the research and implementation of programs for law enforcement that for certain calls, social workers or other non-police professionals, are the responders and not law enforcement. (i.e. CAHOOT of Eugene, OR & STAR of Denver, CO)
- We demand that police officers' social media postings are monitored for threatening or potentially violent posts.

All Candidates for Mayor, Town Councils or Board of Aldermen/Selectman

- We demand investment into social services, such as homelessness, substance use, mental health and domestic violence treatment facilities.
- We demand a detailed, annual, specific spending report for police expenses to be made available to the public.
- We demand the establishment of a civilian review board to oversee local policing.
- We demand banning the possible use of tear gas and rubber bullets in the respective town/city.
- We demand that the implementation a policy called Recall in which the eligible voters of town/city have the ability, by petition, to demand the removal of an elected official.

Black Lives Matter Seacoast
@blmseacoast
info@blmseacoast.com



- We demand that the updating the current code of conduct to include a rule specifically pertaining to social media that prohibits town employees and elected officials from speech that would be considered reckless or irresponsible, including speech that would ridicule, malign, disparage or otherwise express bias based on race, sex, gender, disability, religion, or any other protected class and have specific, detail punishments for violations of the code.

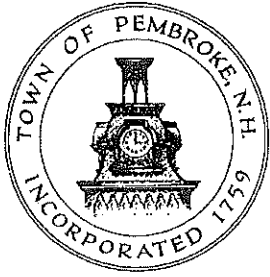
All Candidates for School Board

- We demand the removal of school resource officers and adding diverse social workers in the schools.
- We demand annual training hosted by a Black Lives Matter Seacoast recognized trainer, for all educators and school officials on implicit bias, personal and interpersonal racism, systemic racism and anti-racism.
- We demand the review of the educational curriculum to be more inclusive of african american history & culture and classrooms to be more wide-ranging to the needs of children of color.

We are requesting detail, substantial responses that are made accessible to the general public from the candidates and in-office officials.

Thank you,

BLM Seacoast
Leadership Team



Town of Pembroke

Administration

Memo

To: Board of Selectmen
From: David Jodoin, Town Administrator
Subject: 10/5/20 Meeting Information
Date: 10/2/20

SCHEDULED MEETINGS

Tom Serafin will be in so the Board can have a discussion about elections. Ann was going to reach out to the School to see if we could get the gym at PA and also to have some extra set up time.

Winter Parking discussion – Year 12 that I will hear this and trust me when I say we have tried everything. We had a parking ban November to April; We stopped the ban in its entirety and let people park on the street and called winter parking bans, no one moved their cars and the downtown was restricted to almost one lane of travel everywhere. We used to clear snow in the village at night, then residents complained they couldn't rest or sleep. We then put a parking ban on to what is currently in place, January 1 through March. There will be differences of opinion tonight from both Department Heads.

Discussion of one way on Church Street – Drive this street on any day and there is a good chance that you will see cars parked on both sides of the street. Take a drive this weekend. DPW had a request to line the street with parking spaces. I am not sure why Central Street was made a one way years ago so maybe DPW and the Chief could add something.

Camera System – Last years budget allotted funds to purchase a camera system for safety issues. Chief Gilman will be presenting information on this.

Halloween 2020 – Chief Gilman will be in to discuss. I have enclosed information from the NHMA

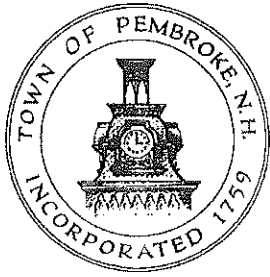
Police Budget

OLD BUSINESS

NEW BUSINESS

MS-1 Signature for those who didn't sign yet

Signature for election material



Town of Pembroke

Administration

Memo

COVID Policies – While I don't expect a decision tonight, the Board should adopt a policy with regards to not just COVID but an infectious disease policy that will be part of the personnel plan. What is enclosed is just a work in process with legal.

CARES ACT Funding Update

TOWN ADMINISTRATORS REPORT

MAIL

Letter from Cheshire County

Information on what was done for crack sealing

BLM Letter