

AGENDA
BOARD OF SELECTMEN
November 2, 2020 AT 6:30 PM
TOWN HALL, PAULSEN MEETING ROOM

- I. CALL TO ORDER
- II. CITIZEN COMMENT
- III. SCHEDULED MEETINGS:
 - a. Continued Public Hearing – Chapter 180-9 Parking
 - b. Continued public Hearing – Chapter 191-19 Timed Parking
 - c. Acceptance of Donation Suncook Little League
- IV. OLD BUSINESS
 - a. Health/Dental Insurance Rates
 - b. Signage Memorial Field
 - c. Reconsideration of Dudley Hill Paving
 - d. COVID Travel and Quarantine Policy
- V. NEW BUSINESS:
 - a. Finalize 2021 Town Budget
 - b. 2021 Selectmen Meeting Schedule
 - c. Appointments
 - d. Manifest/Abatements
 - e. Minutes 10/19/20
- VI. TOWN ADMINISTRATOR REPORT
- VII. COMMITTEE REPORTS
- VIII. OTHER/CITIZEN COMMENT
- IX. ADJOURN

§ 180-8 School cancellation

In the event of a storm on a school day, the Pembroke Academy Headmaster shall contact the Hill School Principal and have him/her contact the Police Department to determine the safety of students using school buses. The Headmaster and Principal shall make the decision to cancel or postpone school for that day and contact the Director of Public Works to let him/her know their decision.

* § 180-9 Parking

The Town has instituted a winter parking ban from January 1st through March 31st from 12 midnight through 6AM. The Director of public works also has the opportunity to at any time with notice declare a winter emergency parking ban. In the event that a parking ban is called, all notifications will be made to the news and radio stations as well as posting on the Town's website and social media sites.. If a snow emergency has been called, parking on the road is allowed for the following areas. Glass Street from Main Street to the United States Post Office. Main Street from the Allenstown Town Line bridge North to Broadway, Union Street from the Perry Eaton Building to Main Street. This is allowed so that the businesses can continue to operate.

§ 180-10 Damage to private property

The Town is not responsible and assumes no liability for damage to private property that is located within the public right-of-way (RSA 231:92). The right-of-way (ROW) is often 50' wide and, in most cases, extends 10 to 20 feet from either side of the paved or gravel road.

§ 180-11 Mail & newspaper boxes/Items in Town Right of Way

The Town's primary obligation is to ensure that its roadways are kept free of snow and ice. It is also understood that most mailboxes are located inside the public right of way and occasional damage to them is often unavoidable for various reasons. Therefore, there is a shared responsibility between the town and homeowner when mailboxes are damaged during snow removal operations. Any Highway Department employee who knows that damage was done to a mail / newspaper box during maintenance activity shall report the incident to his / her immediate supervisor immediately and any citizen may file a mail / newspaper box damage claim with the Public Works Department within (7) days of when the damage occurred. Upon investigation of the

David Jodoin

From: sammy_gaudette <sammy_gaudette@yahoo.com>
Sent: Monday, October 19, 2020 9:34 PM
To: rbean03275@comcast.net; djodoin@pembroke-nh.com;
Anbondpembrokeselectmen@gmail.com
Subject: 10.19.2020 Hearing

Hello,

I first want to thank you for your time and consideration in hearing my testimony this evening during the public hearing on the parking issue. Although I wasn't totally prepared as I was pulled into a last minute home visit.

I understand that this is a huge undertaking and anticipate that this isn't going to be an easy issue to resolve. It is challenging, I am sure. However, I feel strongly that we can come up with something.

I would like to present that 3-5 Broadway have 4 parking spaces reserved on a permit basis in municipal parking. Part of the issue we have going on here is that homes like the one next to me (7-9) has about 6 apartments per home. We only have 2 units and have no plans to create more.

My other thought was, what is being done with Village School? Is there a reason we could not park there? Is there no other option to look at in the village for parking?

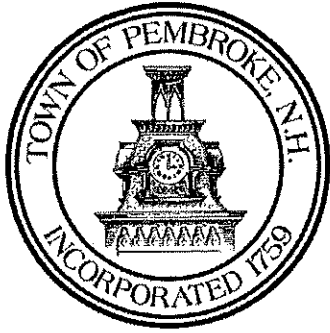
Again, as the soon to be home owner of 3-5 Broadway, I would like to respectfully request to allow for 4 parking spaces to be permitted in municipal for 3-5 Broadway if back-in parking is not going to be allowed through the winter. I think there needs to be effort to park in municipal, but i can tell you in this moment, there will not be enough spaces this winter. Back-in parking is fuller than it has ever been suggesting there are more people down here in the village. Simply telling us as home owners and tax payers with no room to put in a driveway "too bad. Figure it out" is not an appropriate course of action and I would hope the selectmen would understand that. There is no feasible way to put in a driveway at our home and we obviously are respectful of the memorial. There are people with driveways that have many cars that choose to park in municipal parking or have MANY apartments. We are simply asking for 4 spaces to be permitted to 3-5 Broadway in municipal. I think you will find the PD amenable to this suggestion and that this would likely be reasonable and easy enough to enforce.

Please let me know your thoughts. Again, I want to thank you for your time.

Please forward as necessary.

Respectfully,

Samantha L. Owen



Town of Pembroke

Department of Public Works

8 Exchange Street, Pembroke, NH 03275
Phone: (603) 485-4422 Fax: (603) 485-2613

To: David Jodoin
From: James Boisvert
Date: February 12, 2020
Re: Parking on Broadway

It is the opinion of Public Works that it is NOT a good idea for residents to park on Broadway. If they don't move until Wednesday (trash/recycling collection day) vehicles are there for a week and they interfere with snow removal. While removing snow, slushing or sanding, the sand and snow can be thrown onto vehicles. We therefore recommend leaving it as is.

Attached and highlighted is chapter 191-9.

Thank you.

David Jodoin

From: Mr. Appliance <mrappliancenh@gmail.com>
Sent: Wednesday, October 7, 2020 9:42 AM
To: David Jodoin; chiefgilman@pembroke-nh.com
Subject: To be submitted at the Public hearing on Parking restrictions

To the Board of Selectmen, Town of Pembroke;

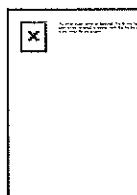
It is my suggestion that the board vote to reinstate the previous policy that was in place in regards to parking restrictions during the winter months. Namely that the Director of Public Works in conjunction with the Town Administrator and Police Chief declare a "Snow Emergency" whenever there is a significant snowstorm forecast. This applies to about 6 times per year and would require that all vehicles be off the streets during a declared "Snow Emergency" This allows the Public Works to clear the snow with as few obstructions in the roadways as practical and also allows for most vehicle owners to avoid double parking in their yards, etc. except for days when there is a snow storm. The current parking ban during the overnight hours would only make sense if we had a policy of clearing snow from the streets at night only. As far as I know, removing snow at night only, is not our current policy.

To force all vehicle owners to park off-street when there is limited parking available in the village area for most of the winter seems silly to me. Most people are able and willing to find parking off-road for the approximately 6 times during the winter that a "Snow Emergency" would need to be declared. They can double or triple park in their driveways or in a neighbor's yard for the few times that would be required but would be a major inconvenience to do this all winter long.

In the past, we made an exception for portions of Main street and Glass street so that their patrons could park on street during business hours in a "Snow Emergency" I believe it went from the funeral home on Main street down to Glass street and from Main street up Glass street to the Bank. David should still have access to the old ordinance.

In case anyone is curious, whatever policy is decided on by the Board has very limited effect on either of my business'. I have 1 tenant at 145 Main street that parks in the municipal parking lot and the rest of my tenants have sufficient parking off-street.

Thank you,
Larry Preston / Owner of Front Street Realty and Mr Appliance



Mr Appliance of Manchester/Concord/Laconia
141 Main Street, rear

David Jodoin

From: DANA CARLUCCI <taihi@comcast.net>
Sent: Wednesday, October 7, 2020 10:49 PM
To: David Jodoin
Subject: Parking Changes to Glass Street and Main Street
Attachments: Gilman email 11-26-2019.pdf

Hi David,

Jocelyn and I received an email from Dwayne Gilman that concerns us. We may be out of town so I would like this letter read into the record at the public hearing regarding the downtown parking.

I have been involved in Pembroke EDC, MMIS, Master Plan reviews, and other committees to improve the Town. The downtown has been my greatest passion.

The downtown is a walking community with a diverse business base. These 100-year old buildings consist of quality workmanship and create a quaint downtown which is a gem to New Hampshire.

A decision to allow only businesses on the first floor was written into our ordinance years ago in order to provide services to the walking community of Suncook Village. Decades of information has been shared by experts in areas such as economic development and historic preservation which my wife and I have been active in.

We have had our own downtown business for over 40 years and understand the importance of state, federal, and local revenue -- some examples are Business Profits Tax, Business Enterprise Tax, local property tax, corporate income tax, social security tax, state and federal unemployment tax. Some of these taxes make their way back to our town.

The downtown has at least 17 building owners that rent space to a variety of businesses. They are mostly walk-in businesses that rely on convenient parking.

If the 2-hour parking restrictions are eliminated, the residents of the upper levels of these buildings will find it more convenient to park in front of the businesses rather than in the municipal lot, or near the Suncook Methodist Church, or on a side street.

If patrons are not able to find a convenient parking spot in front of or near a business, they will not stop which will result in less customers, and the business could close its doors. Is this what we want?

At the present time, the 2-hour parking limitation allows patrons the time necessary to eat at a restaurant, have their hair done, go to church or discuss wedding or other special event planning at Jacques. The 2-hour parking is adequate to support our businesses. Why would we want to change something that is working?

The only issue I have heard is the inability for the police to enforce the 2-hour parking. I have attached an email from Chief Gilman's dated 11/26/2019 stating: "Please note that we cannot enforce the 2 hour parking issue by the marking of tires either on the tread or sidewall. Recent case data (out of state) has supreme court rulings that this method is a violation of search and seizure in

other words marking tires (defacing) in order to see if the person is about to commit a town ordinance violation (parking). We have stopped marking tires as of about 4 months ago and are looking for an alternative way to enforce this at the least amount of cost as possible to the town."

If it is becoming too difficult to keep track of the parking violators because of the inability to chalk tires, perhaps contacting other towns for their input would be helpful.

If businesses flounder and end up leaving, buildings deteriorate because of lack of revenue. We have all seen the result of vacant and deteriorated buildings -- less desirable tenants and more crime. Fortunately, the town has supported revitalization efforts especially in the mid-1980s and 1990s.

Lifting parking limits on Main Street and Glass Street is unnecessary. If the problem is the inability to chalk a tire, based on a court case in another state, maybe there is another way of monitoring and enforcing the law.

Sincerely,
Dana Carlucci

(3)

Dwayne Gilman <chiefdgilman@pembroke-nh.com>

11/26/2019 7:39 AM

Parking complaints

To CARLUCCI <taihi@comcast.net> Copy Dave Jodoin <djodoin@pembroke-nh.com>

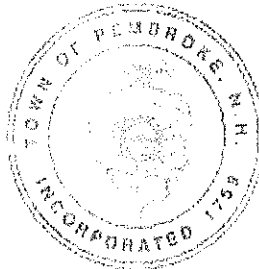
Good Morning Dana, I read my email and learned that you called in yesterday about a parking complaint on Main Street. We will talk with the owner of the car and remind him about the time limit parking. Please note that we cannot enforce the 2 hour parking issue by the marking of tires either on the tread or sidewall. Recent case data (out of state) has supreme court rulings that this method is a violation of search and seizure in other words marking tires (defacing) in order to see if the person is about to commit a town ordinance violation (parking). We have stopped marking tires as of about 4 months ago and are looking for an alternative way to enforce this at the least amount of cost as possible to the town but that maybe hard to do. Dave Jodoin is aware of this recent issue, and has been ccd in this email response.

We will figure this out, but I say end all parking restrictions other than snow removal and overnight parking But that won't be an option I'm sure.

Have a good day,

**Chief Dwayne Gilman
Pembroke Police Department
247 Pembroke Street
Pembroke New Hampshire
03275**

(603)-485-9173 ext 2204



David Jodoin

From: DANA CARLUCCI <carlucci@comcast.net>
Sent: Tuesday, October 6, 2020 8:04 PM
To: chiefdgilman@pembroke-nh.com; David Jodoin; bondpembrokeselectmen@gmail.com; rbean03275@comcast.net; sgouletselectman@gmail.com; michael.crockwell@gmail.com; karen.yeaton@yahoo.com
Cc: joanbussier@hotmail.com; Emile Jr Bussiere
Subject: Selectmen's Meeting - Village Parking

Hi All,

We received a copy, second hand, of Dwayne Gilman's email pertaining to the potential parking changes on Main and Glass Streets. We own 147-149 Main Street and we, along with our business tenant, The Print Shop, were omitted from receiving the email. Parking is an important matter and we think it would be appropriate to notify all property owners and businesses that would be affected by this change.

Would you please renounce (either by email or hand-delivered notices) the individual property owners and businesses that are missing from the list (such as Lavalley Oil, The Print Shop, Famous Village Pizza, Madear's, etc.) before scheduling the public hearing.

Thank you,
Dana and Jocelyn Carlucci

David Jodoin

From: Dwayne Gilman <chiefdgilman@pembroke-nh.com>
Sent: Wednesday, October 7, 2020 6:50 AM
To: 'DANA CARLUCCI'; 'David Jodoin'; bondpembrokeselectmen@gmail.com; rbean03275@comcast.net; sgouletselectman@gmail.com; michael.crockwell@gmail.com; karen.yeaton@yahoo.com
Cc: Gaskell Gary
Subject: RE: Selectmen's Meeting - Village Parking

No Good deed goes without an issue!

Hello to all, I read Mr. Carlucci's email this morning and I find this very concerning with mis informed facts . Since he included all of you I am responding to all of you.

As I started to say in the meeting I have started a contact email list of all Village business's Route 3 and Rte 106. Its not a fail-safe system. There are loops. Officers went door to door to meet with the owner which is great and handed them a sheet to respond back to me with their contact information to be added to the group. I'm guessing that Prospect residential area wasn't on their radar for Carlucci plumbing and heating. Ill take care of that and add that this week.

Most NOT ALL have responded with their information. That's if they wanted too. Some did not and I can't control that. This group is not for me to send out public notices from meetings. Dave has a system for that already. I have had responses from Lavalley store in the past with this email system so thank you Mr. Carlucci Ill check with them to see if they changed their email. Others have been added as they respond.

If anyone wants to be added to that list please let me know .

Lastly all the information given at that meeting is true and accurate to the issue of parking, Anyone can view the meeting and see what was said so other than sending out the Public Notice information as the town always has there is a responsibility to stay in touch with what the towns is doing via those recorded meetings. My email was strictly informational to who wanted to be in contact with our department. Again not all want that,

I spoke in the meeting for the Public residents. Not my self-agenda and not for any other reason than there is no parking in the village. Its my job to field these calls however if I don't have a tool to work with there isn't much I can do,

Each time I speak up about a topic its assumed that it's a self-agenda for my staff. If I don't speak up then I'm ignoring a problem. My crew is not lazy and work very hard to make sure we handle everything we need too. I do very little press releases and notification of what happens in town because of the picture it will paint. My staff deals

with larger priority issue's day to day than parking and who wants what , but we take each complaint serious knowing that its important to that person and we give 100 percent to solve the issue.

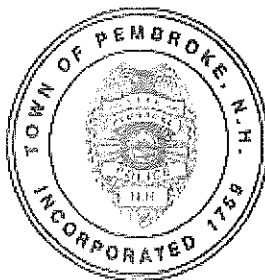
I think Stidham should of started for the pats not Hoyer on Monday, But I don't see the need to tell Bill unless he calls and asks. I guess they Omitted me from that that decision . But there is another game Sunday. If they call I might tell them ..

I hope all of you have a good day,

Chief Dwayne Gilman
Your Police Chief

Chief Dwayne Gilman
Pembroke Police Department
247 Pembroke Street
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03275

(603)-485-9173 ext 2204



From: DANA CARLUCCI [mailto:carlucci@comcast.net]

Sent: Tuesday, October 6, 2020 8:04 PM

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michael.crockwell@gmail.com; karen.yeaton@yahoo.com

Cc: joanbussier@hotmail.com; Emile Jr Bussiere <emilejr@bussierelaw.com>

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Cc: ggaskell@pembroke-nh.com
Subject: RE: Selectmen's Meeting - Village Parking

I probably should have included the email that I received (it is below, in the order that it was received) which spoke of Main Street and Glass Street parking which was my only concern.

The B2 (Village) area businesses rely heavily on parking for their patrons, it may be helpful and less time-consuming to notify the property owners who can, in turn, notify their business tenants.

Dana Carlucci

On 10/07/2020 6:50 AM Dwayne Gilman <chiefdgilman@pembroke-nh.com> wrote:

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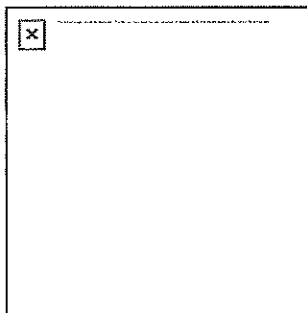
I hope all of you have a good day,

Chief Dwayne Gilman

Your Police Chief

***Chief Dwayne Gilman
Pembroke Police Department
247 Pembroke Street
Pembroke New Hampshire
03275***

(603)-485-9173 ext 2204



From: DANA CARLUCCI [mailto:carlucci@comcast.net]

Sent: Tuesday, October 6, 2020 8:04 PM

To: chiefdgilman@pembroke-nh.com; David Jodoin <djodoin@pembroke-nh.com>;
bondpembrokeselectmen@gmail.com; rbean03275@comcast.net; sgouletselectman@gmail.com;
michael.crockwell@gmail.com; karen.yeaton@yahoo.com

Cc: joanbussier@hotmail.com; Emile Jr Bussiere <emilejr@bussierelaw.com>

Subject: Selectmen's Meeting - Village Parking

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Thank you,

Dana and Jocelyn Carlucci

From: Dwayne Gilman <chiefdgilman@pembroke-nh.com>

Sent: Tuesday, October 06, 2020 8:46 AM

To: 6 Union Street <emilejr@bussierelaw.com>; Allgeyer Management <ams-pm@comcast.net>; Big Ben Pizza <Bonobenny@gmail.com>; DOGGONE RECORDS <doggonerecords@gmail.com>; Jacques Fine Pastries <Jacques2@comcast.net>; Little Vintage Venue <littlevintagevenue@icloud.com>; Mr. Appliance <mrappliancenh@gmail.com>; Pembroke Wellness Center <pembrokewellness@comcast.net>; Salon Boisvert <medohare@comcast.net>; Suncook Post Office <Richard.w.Provencher@usps.gov>; TD BANK <Hugh.Howard@td.com>

Cc: Dave Jodoin <djodoin@pembroke-nh.com>

Subject: Selectman Meeting

Hello Village Business owners,

I attended a Selectman's meeting last night and discussed many topics two of which can affect you one way or the other.

There will be a public hearing for the following topics that will affect you.

- 1. The removal of the Parking ban currently in place as of January 1 to March 31***
- 2. The removal of time restricted parking on Main and Glass street EXCLUDING the 15 minute parking areas.***

If you wish to have say in these matters you can send a letter or email to Dave Jodoin, or myself at this email address and I can voice your concerns in that public meeting. You are more than welcome to call in or come in wearing a mask and social distancing if that's what you chose.

Thanks to all,

Dwayne

Chief Dwayne Gilman

Pembroke Police Department

247 Pembroke Street

Pembroke New Hampshire

03275

(603)-485-9173 ext 2204

David Jodoin

From: HENRY MALO <pmalo41047@comcast.net>
Sent: Wednesday, October 7, 2020 2:35 PM
To: DJodoin@pembroke-nh.com
Subject: Public Hearing on Parking

David,

I will not be able to attend this meeting on October 19, 2020 due to other commitments, please have this read into the public hearing for me.

Thanks,

Winter Parking Ban

For many years this parking ban was from Nov. 1st to April 15th this was the case when I moved to Town in 1982, same as Allenstown's current policy. Then about 20 years later a complaint was received that some people had no place for their friends/guest to park during the Holiday Season for parties that went beyond midnight with out getting tickets. So the Winter Parking Ban was eliminated for the few in Town. Several years later the Winter Parking Ban was implemented from Jan. 1st to April 15th due to the fact that these are the months that normally have the most snow/ice occurrences.

I don't think that the Town should be looking for parking places for any of the apartment buildings. I feel that this a landlord issue. They find a place to park during a snow emergency but can't during a winter parking ban doesn't make sense to me. If the Town wants more parking space, build a parking garage and charge for the spaces to be used by the landlords, tenants or businesses, but do not take the parking away from the patrons.

Let's change the Town Code: 143-48 Location of parking spaces within the B2 District that was Amended 3-14-2020: That currently reads;

Within the B2 District the Planning Board may reduce or eliminate the required on-site parking provided that the applicant prove one of the following:

A. Adequate public parking is available within 500 feet of the property.

B. The provision of parking is available from an adjacent property owner through a lease agreement subject to the following: or

1. Planning Board approval of the lease agreement; and

2. If off-site parking becomes unavailable the property owner shall be responsible for obtaining replacement parking, or the use shall not be permitted to continue

C. The parking requirements are in excess of what is required for that use.

Let's strike out A and start enforcing B:2

According to the Town we do not have adequate parking, parking areas are first come first served, permits required.

We are making changes for the few and disregarding the safety of our own employees on any given night that we have snow/ice events that were not predicted with enough notice for the public to be informed properly.

Timed Parking on Main St & Glass St

I understand that timed parking cannot be enforced by chalking the tires. However, you will not have any parking for the patrons of the businesses downtown. Therefore, you will lose the businesses that we currently have if parking is not available for the patrons. Right now I don't believe it's a big issue with Covid going on. I agree with many people that we have been dealing with this issue for some time. That's why there was a limit was adopted for parking on these streets. Business owners and tenants were taking all the parking spaces and there were none for the patrons.

Both the Town and the State have removed several parking places in the village area since the mid 1980's. For those who remember the head in parking on Main Street both sides from Front and Glass St. to Union And Central St. We lost 2 breakfast establishments soon after that change. Every time this happens we change the parking rules and regulations to please a few. Maybe, we can change the parking for Patron from 8am to 11 pm instead of the 2 hour limit. I think if we change the parking to anyone/anytime, so we don't have anything to enforce, some businesses will not survive.

Or maybe we need to change the Town Code:

Chapter143-71.1. Suncook Business Overlay District. (Added 3-8-2005 by Amendment No. 5)

- 1. Purpose: The purpose of this District is to restrict residential dwellings from the first floor of buildings in the Suncook Business District.**
- 2. Boundaries of the District: The boundaries of the District shall be:**
 - o Both sides of Main St south of Union Street and Central Street, and north of Front Street and Glass Street.**
 - o Easterly side of Main Street south of Glass Street and north of Mill Falls.**
 - o Both sides of Glass Street west of Crescent Street and east of Main Street.**
 - o Both sides of Union Street east of Prospect Street and west of Main Street**
 - o Properties at the intersection of Front Street and Main Street; and Central and Main Street.**

I believe if you remove these businesses from the downtown area you will have a bigger parking problem then you do now and once again we will make a few happy but not the majority of the taxpayers. . Maybe it's time to think outside the box, and think of different ways of helping the downtown to thrive. Removing the parking limits in this area does not accomplish this. This Town is limited as to where businesses can prosper.

Thank you for your time

Paulette Malo

13 Bridge St

David Jodoin

From: HENRY MALO <pmalo41047@comcast.net>
Sent: Thursday, October 8, 2020 11:16 AM
To: DJodoin@pembroke-nh.com
Subject: Error

Let's change the Town Code: 143-48 Location of parking spaces within the B2 District that was Amended 3-14-2020: That currently reads;

Should have read (Amended 3-14-2000) not 2020.

**Thank you,
Paulette**

180-9

Lindy Street		9:00 a.m. to 2:00 p.m. on trash days	From Broadway to Turnpike
Main Street		9:00 a.m. to 2:00 p.m. on trash days	
Maple Street		9:00 a.m. to 2:00 p.m. on trash days	
Millard Street		9:00 a.m. to 2:00 p.m. on trash days	
Pine Street		9:00 a.m. to 2:00 p.m. on trash days	
Pleasant Street		9:00 a.m. to 2:00 p.m. on trash days	
Prospect Street		9:00 a.m. to 2:00 p.m. on trash days	
Union Street		9:00 a.m. to 2:00 p.m. on trash days	From High Street to 6 Union Street

Carry over

Also referenced in Chapter 133 Solid waste



§ 191-19 Schedule V: Time Limit Parking.

[Amended 7-6-1992; 5-17-1993; 7-9-2001 by Ordinance No. 01-6; Amended 12/5/2011 BOS Public Hearing]

In accordance with § 191-11, Article III, (1), no person shall park a vehicle for longer than the time limit shown upon any of the following described streets or parts of streets:

Name of Street	Side	Hours/Days	Location
Glass Street	North	2 hrs.; 6:00 a.m. to 10:00 p.m./ All except Sundays and holidays	From Crescent street to bank entrance
Glass Street	South	2 hrs.; 6:00 a.m. to 10:00 p.m./ All except Sundays and holidays	From Main Street to Post Office.
Main Street	Both	2 hrs.; 6:00 a.m. to 10:00 p.m./ All except Sundays and holidays	From the town line to Broadway.
Central Street	South	2 hrs.; 6:00 a.m. to 10:00 p.m./ All except Sundays and holidays	Main Street to Village Lane
Main Street	East	2 hrs; 6:00 a.m. to 10:00 p.m./ All except Sundays and holidays	Town Line to Church Street, excluding the (1) 15 minute space North

			of Glass Street
Glass Street [Added 5/19/14 BOS]	East	15 Minute parking only	Front of Lavallee's Store
Church Street [Added 5/19/14 BOS]	East	2 hrs; 6:00 a.m. to 10:00 p.m./ All except Sundays and holidays	Glass Street to Bank exit.

§ 191-20 Schedule VI: One-way Streets.

[Added 11-18-1996 by Ordinance No. 96-23]

In accordance with the provisions of § 191.7.2, the following described streets or parts thereof are hereby designated as one-way streets in the direction indicated:

Name of Street	Direction of Travel	Location
Central Street [Added 5-1-1998 by ord. No. 98-2]	East	For its full length from Main Street to Church Street
Crescent Street	North	For its full length from Glass Street to Central Street
Maple Street [Added by Board of Selectmen 9-19-2011 Public Hearing]	East	From High Street to Broadway
Pine Street Added by Board of Selectmen 9-19-2011 Public Hearing]	West	From Broadway to High Street

§ 191-21 Schedule VII: Speed Zones.

[Added 6-18-2001 by Ordinance No. 01-3]

In accordance with the provisions of § 191-7.1., the following described streets or parts thereof, shall be subject to the following speed limits:

Name of Street	MPH Limit	Location
Academy Road	35	Pembroke Street to Buck Street
Academy Road	25	In school zone while lights are flashing
Borough Road	30	Sheep Davis Road to North Pembroke

Main Street parking policy – change discussion, KYeaton

I think it might be helpful for us to step back and re-evaluate what problem we are trying to solve. I'm just going to throw out some observations that help me with that.

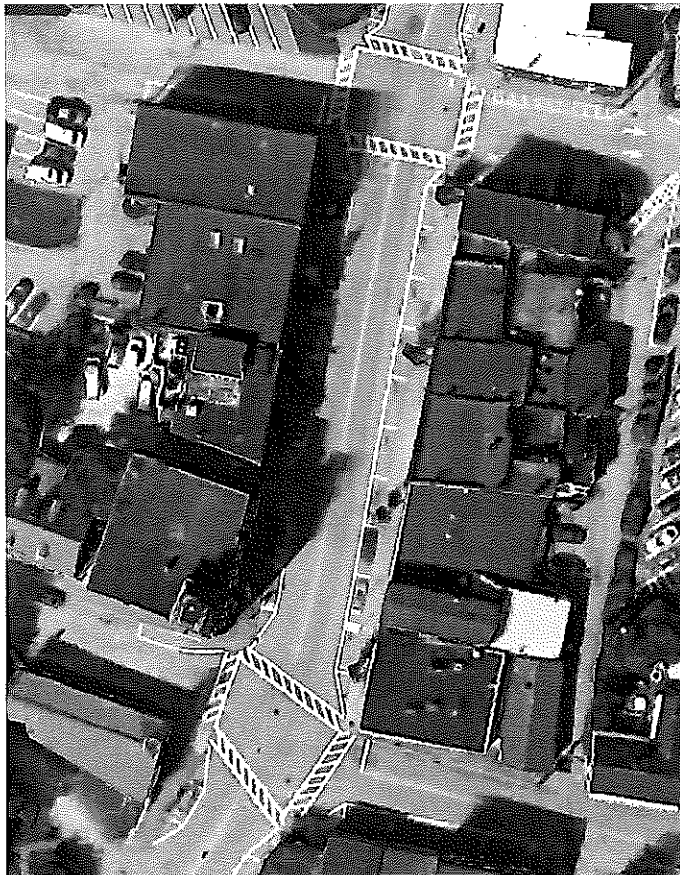
- Parking availability for residents in the village area is inadequate to accommodate the demand
- The town of Pembroke currently restricts parking on Main Street to 2 hours. This was done to ensure the businesses on Main Street are provided with parking for their patrons.
- PPD can no longer mark a tire to determine parking violation – time in the space on Main

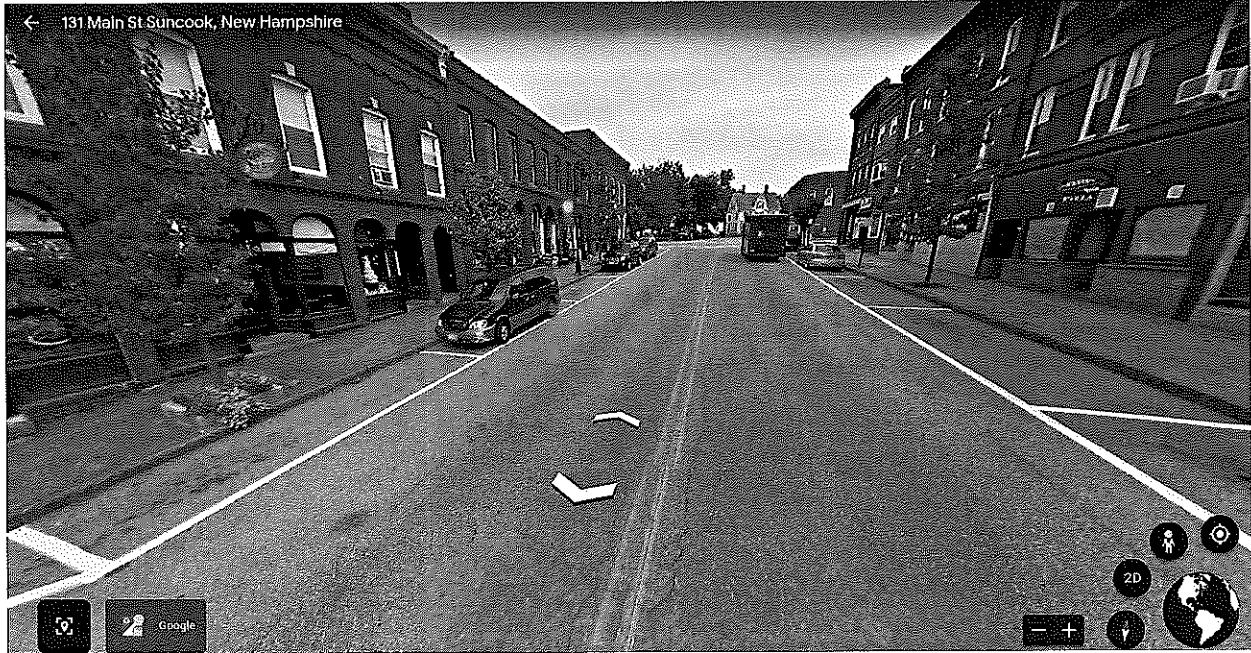
Questions

Do we want to remove the 2-hour parking policy that supports business-patron parking on Main?

If yes, it's very likely that residents will consume the parking spaces on Main St and business patrons will not have parking available to visit Main Street businesses. Are the selectman OK with that?

If no, how does the PPD now help to enforce a time-based parking policy on Main Street? In my opinion this is the primary problem statement.





David Jodoin

From: Matt Petersons <matt.petersons@gmail.com>
Sent: Saturday, October 24, 2020 3:50 PM
To: David Jodoin
Cc: Ryan Pelissier; Richard Bean; Ann Bond; Rose Galligan
Subject: Re: Memorial field

Hi,

Thank you! Yes, we are taking on this project's cost. Right now, the cost is projected at \$6500. I will get a final project cost from Ryan once all the work is complete and materials are ordered and update everyone.

Thank you!

Matt

Enjoy my Facebook page: <https://www.facebook.com/matt.petersons>

Connect with me on Linked-In: <http://www.linkedin.com/pub/matt-petersons/36/bba/894>

Follow me on Twitter: @mattpetersons

On Thu, Oct 22, 2020 at 7:37 PM David Jodoin <djodoin@pembroke-nh.com> wrote:

Looks good.

Matt I would like to acknowledge this and accept the cost that Little League put into this along with the loam donation from Merrill at the next Selectmen Meeting on 11/2.

Can you let me know what LL spent on this.

Thanks

David

From: Ryan Pelissier [mailto:tmaxxman21@yahoo.com]

Sent: Thursday, October 22, 2020 2:57 PM

To: Matt Petersons <matt.petersons@gmail.com>

Cc: Richard Bean <richardbean@comcast.net>; Ann Bond <anbond007@me.com>; David Jodoin <djodoin@pembroke-nh.com>



Town of Pembroke
Medical and Prescription Benefit Options
Monthly Rates for 1/1/2021 - 12/31/2021

Member Groups may choose ONE medical plan from each colored section with a maximum of three medical options per employee group. One prescription plan may be chosen per medical plan. Please consult with your Benefits Advisor if you are considering plan changes.

Current Medical Plan(s)					
Medical Plan Type	Access Blue New England HMO		Access Blue New England HMO with Deductible		
Plan Name	AB5	AB20	AB15/40IPDED	ABSOS20/40/1KDED	ABSOS25/50/3KDED
Visit Copay	\$5	\$20	\$15	\$20	\$25
Specially Visit Copay	\$5	\$20	\$40	\$40	\$50
Walk-In Center Copay	\$5	\$20	\$15	\$20	\$25
Urgent Care Copay	\$25	\$50	\$125	\$50	\$75
ER Copay	\$25	\$100	\$250	\$100	\$150
Standard Deductible (per person/per family)	\$0	\$0	\$1,000 / \$3,000	\$1,000 / \$3,000	\$3,000 / \$9,000
Chiropractic Visits/Copay	12 / \$5	12 / \$20	12 / \$15	Unlimited / \$20	Unlimited / \$25
Therapy Visits (PT/OT/ST)/Copay	60 / \$5	60 / \$20	60 / \$15	60 / \$20	60 / \$25
Acupuncture Visits/Copay	N/A	N/A	12 / \$15	12 / \$20	12 / \$25
Durable Medical Equipment	You pay 20%	You pay 20%	\$100 deductible, then you pay 20%	\$100 deductible, then you pay 20%	\$100 deductible, then you pay 20%
MRI, CT scan, PET, MRA	You pay \$0	You pay \$0	Standard Deductible	You pay \$0 at SOS providers. Otherwise, Standard Deductible	You pay \$0 at SOS providers. Otherwise, Standard Deductible
X-Rays and Ultrasounds	You pay \$0	You pay \$0	You pay \$0	You pay \$0 at SOS providers. Otherwise, Standard Deductible	You pay \$0 at SOS providers. Otherwise, Standard Deductible
Labs (including allergy testing)	You pay \$0	You pay \$0	You pay \$0	You pay \$0 at SOS providers. Otherwise, Standard Deductible	You pay \$0 at SOS providers. Otherwise, Standard Deductible
Maximum Out-of-Pocket (medical and RX expenses combined)	\$3,000 / \$6,000	\$3,000 / \$6,000	\$5,000 / \$10,000	\$5,000 / \$10,000	\$5,000 / \$10,000

Monthly Medical Rates with Prescription Benefit Option RX10/20/45					
single	\$ 950.94	\$ 899.21	\$ 773.87	\$ 724.81	\$ 526.35
2-person	\$ 1,901.88	\$ 1,798.42	\$ 1,547.75	\$ 1,449.61	\$ 1,052.69
family	\$ 2,567.54	\$ 2,427.86	\$ 2,089.46	\$ 1,956.98	\$ 1,421.13

OR

Monthly Medical Rates with Prescription Benefit Option R10/25/40M10/40/70					
single	\$ 919.94	\$ 869.92	\$ 748.68	\$ 701.22	\$ 509.23
2-person	\$ 1,839.88	\$ 1,739.84	\$ 1,497.35	\$ 1,402.45	\$ 1,018.46
family	\$ 2,483.84	\$ 2,348.78	\$ 2,021.42	\$ 1,893.30	\$ 1,374.92

RX = Copays for both retail and mail order R= Copays for retail (up to 34 day supply) M = Copays for Maintenance Choice (up to 90 day supply)

DISCLAIMER: Monthly rates are based on a minimum of 75% participation of all eligible employees who do not otherwise have group medical coverage. Active employees and retirees must be offered the same prescription drug coverage. HealthTrust reserves the right to change these rates if there is a +/- 10% in enrollment. All deductibles and benefit limits shown are per plan year (January 1 through December 31). These charts are intended for summary purposes only. Details of coverage are set forth in separate documents, which govern these plans.

Town of Pembroke

2021 Health Insurance Rates/per Month

Plan	Single	2-Person	Family
Access Blue	\$ 869.92	\$ 1,739.84	\$ 2,348.78
Access Blue - DPW	\$ 950.94	\$ 1,901.88	\$ 2,567.54
Blue Choice	\$ 1,021.88	\$ 2,043.76	\$ 2,759.08
Delta Dental	\$ 43.90	\$ 84.96	\$ 154.57

2021 Employee Contributions(15%) /Per Month

Plan	Single	2-Person	Family
Access Blue	\$ 130.49	\$ 260.98	\$ 352.32
Access Blue - DPW	\$ 142.64	\$ 285.28	\$ 385.13
Blue Choice	\$ 153.28	\$ 311.06	\$ 413.86

2021 Employee Contribution(15%) /Per Paycheck

Plan	Single	2-Person	Family
Access Blue	\$ 65.25	\$ 130.49	\$ 176.16
Access Blue - DPW	\$ 71.32	\$ 142.64	\$ 192.57
Blue Choice	\$ 76.64	\$ 155.53	\$ 206.93

24 Checks a year

Domestic Partner - Bi Weekly

INTAX - Non Union		\$ 369.72	
INTAX - Union		\$ 404.15	

Reimbursement for not taking Health Insurance benefit

10% Ins. Reimb.	\$ 34.13	\$ 68.26	\$ 92.14
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October 9, 2020

Mr. David Jodoin
Town Administrator
Town of Pembroke
311 Pembroke Street
Pembroke, NH 03275

Dear Mr. Jodoin:

The HealthTrust Board of Directors met on October 6, 2020 to set renewal rates for the CY2021 renewal period. Enclosed are your Member Group's renewal rates for medical coverage for the period of January 1, 2021 through December 31, 2021 for your current benefit plans. Also included are the renewal rates for dental, life, short-term and long-term disability coverage, if applicable. Your Benefits Advisor can work directly with you to provide alternative benefit options and applicable rates. Please see the enclosed transmittal for your Member Group's specific renewal rates for all your coverage lines.

This year's rating process uses a different claims experience period than is typically utilized to set medical and dental rates as a result of COVID-19's disruption to normal claims activity. Starting March of 2020, the COVID-19 pandemic resulted in the cancellation or deferral of a significant volume of elective and non-emergency medical and dental care that would have taken place during the period of March through June 2020 but for the state of emergency. As a result, for the current rating, Milliman's actuarial review utilized a 12-month claims experience period from March 2019 through February 2020 that ended just prior to the impact of COVID-19. In calculating these rates, Milliman also took into account projected increases in future claims that are anticipated to occur between January 1, 2021 through June 30, 2021 as covered individuals reschedule some of the care they postponed due to COVID-19.

Medical Rates

The rate adjustment for all Member Groups renewing medical coverage for CY2021 (January 1, 2021 – December 31, 2021) is an *overall average increase of 6.8%*. This increase primarily is due to projected medical and prescription trend and increased claims utilization. ***Your Member Group's rate change will vary from this overall average increase based in part on your Group's own claims experience.*** If you are a Group in the Small Group Rating Tier (50 and Under), or part of a combined rating group, your rate reflects the claims experience of that combined rating group.

Dental Rates

For Member Groups currently participating in HealthTrust's dental coverage, *there is no rate change for CY2021 (January 1, 2021 – December 31, 2021).*

As a reminder, the HealthTrust Board of Directors voted to implement a one-time, temporary increase of the annual plan year benefit maximums by 50% for the CY2021 plan year (January 1, 2021 through December 31, 2021). This was done to assist individuals who may have been impacted by the COVID-19 pandemic due to the temporary closure of dental offices for non-emergency care during the current CY2020 plan year.

Short-Term Disability Coverage

For Member Groups currently participating in HealthTrust's short-term disability coverage, there is an *overall base rate increase of 4.0%* for CY2021 (January 1, 2021 – December 31, 2021) due to increased claims volume and average claim duration. ***However, your Member Group's actual rate adjustment will vary from the overall increase depending on your Group's experience and demographic make-up.***

- **Rating Summary**– a report showing how your Group’s rates were calculated. *(Also available to Small Groups showing the 50 and under summary)*
- **Stewardship Report** *(for Groups with 100 or more Enrollees)* – a detailed report showing your Group’s membership data, medical and prescription claims utilization data, wellness program participation and recommendations.

Thank you for your continued participation with HealthTrust. If you have any questions or concerns, please do not hesitate to contact Andrew at 800.527.5001.

Sincerely,

A handwritten signature in blue ink that reads "Wendy Lee Parker". The signature is fluid and cursive, with the first name "Wendy" being the most prominent.

Wendy Lee Parker
Executive Director

Enclosures



Town of Pembroke ("Member")

Member hereby elects the following HealthTrust, Inc. ("HealthTrust") coverage(s):

Medical Coverage and Rates

January 2021 Medical Renewal

The following rates shall apply from January 1, 2021 to December 31, 2021

Rating Renewal	January	Rating Tier	Large
Probationary Period	0M	Rating Type	Combined

Benefit Option(s)	Single	2-Person	Family
AB20(01L)-R10/25/40M10/40/70/3K(L)	\$869.92	\$1,739.84	\$2,348.78
AB5(01L)-RX10/20/45/3K(L)	\$950.94	\$1,901.88	\$2,567.54
BC3T10(01L)-RX10/20/45/3K(L)	\$1,021.88	\$2,043.76	\$2,759.08
MC3(01L)-R10/25/40M10/40/70(LCY)	\$582.45		
MC3(01L)-RX10/20/45(LCY)	\$602.04		
MCNRX(01L)	\$240.78		

Monthly rates and continued Member Group coverage are subject to applicable HealthTrust minimum participation requirements including, without limitation:

- 1) at least 75 % participation of Eligible Employees who do not otherwise have group medical coverage; and
- 2) Employees who elect to cover dependents must enroll all of their Eligible Dependents (other than dependent children age 19 and over) who do not otherwise have group medical coverage.

HealthTrust reserves the right to change the rates at any time if there is a 10% or more increase or decrease in enrollment.

PROBATIONARY PERIOD EXCEPTIONS

None

SPECIAL NOTES

Member participates in a Combination of Entities agreement for medical coverage rating purposes. The Combination of Entities is comprised of: BCEP Solid Waste, Town of Allentown, Town of Barnstead, Town of Chichester, Town of Epsom, Town of Pembroke, Town of Pittsfield and Town of Strafford. Coverage includes Domestic Partner (same sex and opposite sex) Rider.

BILLING SERVICES

Member Group has separately contracted with HealthTrust for the following Billing Services with respect to any selected medical and dental plan coverages:

☒ COBRA ☒ Retirees

ADDITIONAL TERMS

Summary of Benefits and Coverage ("SBC") Compliance: HealthTrust, Inc. agrees to prepare and provide Member with an SBC for each medical plan coverage option listed on this transmittal. Member must distribute the SBCs to applicable eligible individuals. These obligations will be performed in accordance with (i) the statutory and regulatory requirements for SBCs under the Affordable Care Act ("ACA"), and (ii) related SBC compliance information provided to Member by HealthTrust, Inc.

Maximum Probationary Period Compliance: The eligibility conditions and probationary period requirements for enrollment in each medical plan coverage option listed on this transmittal must comply with the 90-Day Maximum Waiting Period rule of the ACA.

AGREEMENT AND AUTHORIZATION

Member agrees that the coverages elected herein are subject to the terms and conditions of the HealthTrust Membership Agreement, the HealthTrust Bylaws and applicable Coverage Documents.

Member hereby authorizes HealthTrust, Inc. to execute and deliver any and all documents necessary to effectuate the enrollment of the Member and its Employees into the coverage(s) listed on this transmittal.

For the Member, duly authorized

Title

Date

For HealthTrust, Inc.

Title

Date



Medical Rate Exhibit for: Town of Pembroke

Rating Renewal: January

Rating Tier: Large

Rating Type: Combined

Current Benefit Option(s)	Enrollment Type	Enrollee Counts as of 09/20	01/20 Rates	01/21 Rates	% Change
AB20(01L)-R10/25/40M10/40/70/3K(L)	Single	6	\$ 822.23	\$ 869.92	5.8%
	2-Person	6	\$ 1,644.46	\$ 1,739.84	5.8%
	Family	13	\$ 2,220.02	\$ 2,348.78	5.8%
AB5(01L)-RX10/20/45/3K(L)	Single	3	\$ 898.81	\$ 950.94	5.8%
	2-Person	4	\$ 1,797.62	\$ 1,901.88	5.8%
	Family	2	\$ 2,426.79	\$ 2,567.54	5.8%
BC3T10(01L)-RX10/20/45/3K(L)	Single	0	\$ 965.86	\$ 1,021.88	5.8%
	2-Person	1	\$ 1,931.72	\$ 2,043.76	5.8%
	Family	0	\$ 2,607.83	\$ 2,759.08	5.8%
Monthly Total for Actives / Early Retirees		35	\$ 60,332.61	\$ 63,831.88	5.8%

Current Benefit Option(s)	Enrollment Type	Enrollee Counts as of 09/20	01/20 Rates	01/21 Rates	% Change
MC3(01L)-R10/25/40M10/40/70(LCY)	Single	3	\$ 550.52	\$ 582.45	5.8%
MC3(01L)-RX10/20/45(LCY)	Single	1	\$ 569.04	\$ 602.04	5.8%
MCNRX(01L)	Single	4	\$ 227.58	\$ 240.78	5.8%
Monthly Total for Medicomp Retirees		8	\$ 3,130.92	\$ 3,312.51	5.8%
Grand Monthly Total		43	\$ 63,463.53	\$ 67,144.39	5.8%

Alternative Benefit Option(s): HealthTrust offers a full range of comprehensive Benefit Options. Please consult with your Benefits Advisor to learn more about the Benefit Options that may best meet your Group's needs and work within HealthTrust's underwriting guidelines.



Town of Pembroke
Medical and Prescription Benefit Options
Monthly Rates for 1/1/2021 - 12/31/2021

Member Groups may choose ONE medical plan from each colored section with a maximum of three medical options per employee group. One prescription plan may be chosen per medical plan.
Please consult with your Benefits Advisor if you are considering plan changes.

Medical Plan Type	Access Blue New England HMO with Deductible			
	Plan Name	AB20	AB15/40/PDED	ABSOS20/40/1KDED
Visit Copy		\$20	\$15	\$20
Specialty Visit Copy		\$20	\$40	\$40
Walk-In Center Copy		\$20	\$15	\$20
Urgent Care Copy		\$50	\$125	\$50
ER Copy		\$100	\$250	\$100
Standard Deductible (per person/per family)		\$0	\$1,000 / \$3,000	\$1,000 / \$3,000
Chiropractic Visits/Copy		12 / \$20	12 / \$15	Unlimited / \$20
Therapy Visits (PT/OT/ST)/Copy		60 / \$20	60 / \$15	60 / \$20
Acupuncture Visits/Copy		N/A	12 / \$15	12 / \$20
Durable Medical Equipment		You pay 20%	\$100 deductible, then you pay 20%	\$100 deductible, then you pay 20%
MRI, CT scan, PET, MRA		You pay \$0	Standard Deductible	You pay \$0 at SOS providers. Otherwise, Standard Deductible
X-Rays and Ultrasounds		You pay \$0	You pay \$0	You pay \$0 at SOS providers. Otherwise, Standard Deductible
Labs (including allergy testing)		You pay \$0	You pay \$0	You pay \$0 at SOS providers. Otherwise, Standard Deductible
Maximum Out-of-Pocket (medical and RX expenses combined)		\$3,000 / \$6,000	\$5,000 / \$10,000	\$5,000 / \$10,000

Monthly Medical Rates with Prescription Benefit Option RX10/20/45			
single	\$899.21	\$773.87	\$724.81
2-person	\$1,798.42	\$1,547.75	\$1,449.61
family	\$2,427.86	\$2,089.46	\$1,956.98

OR

Monthly Medical Rates with Prescription Benefit Option R10/25/40M10/40/70			
single	\$869.92	\$748.68	\$701.22
2-person	\$1,739.84	\$1,497.35	\$1,402.45
family	\$2,348.78	\$2,021.42	\$1,893.30

RX = Copays for both retail and mail order R = Copays for retail (up to 34 day supply) M = Copays for Maintenance Choice (up to 90 day supply)

DISCLAIMER: Monthly rates are based on a minimum of 75% participation of all eligible employees who do not otherwise have group medical coverage. Active employees and retirees must be offered the same prescription drug coverage. HealthTrust reserves the right to change these rates if there is a +/- 10% in enrollment. All deductibles and benefit limits shown are per plan year (January 1 through December 31). These charts are intended for summary purposes only. Details of coverage are set forth in separate documents, which govern these plans.

Medical Plan Type		High Deductible Health Plans (HSA Qualified)	
Plan Name		LUMENOS2500	ABHD/SC/20COIN
Standard Deductible		\$2,500 per person / \$5,000 per family (1)	\$5,000 per person / \$10,000 per family
Standard Coinsurance		80% (In-Network); 30% (Out-of-Network)	20%
Coinsurance Maximum		N/A (In-Network); \$2,500 / \$5,000 (Out-of-Network) (1)	\$1,550 per person, per year; \$3,100 per family, per year
Chiropractic Visits		Unlimited	Unlimited
Therapy Visits (PT/OT/ST)		60 Visits	60 Visits
Acupuncture Visits		12 Visits	12 Visits
Durable Medical Equipment		Standard Deductible and/or Coinsurance	Standard Deductible and/or Coinsurance
Prescription Drugs		Standard Deductible and/or Coinsurance	Standard Deductible and/or Coinsurance
Maximum Out-of-Pocket (medical and RX expenses combined)		\$2,500 / \$5,000 (In-Network); \$5,000 / \$10,000 (Out-of-Network) (1)	\$6,550 / \$13,100
single		\$732.89	\$506.47
2-person		\$1,465.78	\$1,012.94
family		\$1,978.80	\$1,567.47

(1) For LUMENOS2500: If you are enrolled at the 2-person or family level, eligible expenses incurred by you or any of your enrolled family members count toward satisfying the entire 2-person/family deductible and/or coinsurance.

Medicare Supplemental Plans (MC3)	
MC3 with RX Coverage	RX10/20/45
single	\$602.04
MC3 with RX Coverage	R10/25/40M10/40/70
single	\$582.45
MCNRX (No RX Coverage)	N/A
single	\$240.78



JANUARY 2021 RENEWAL

How HealthTrust Medical Rates are Determined

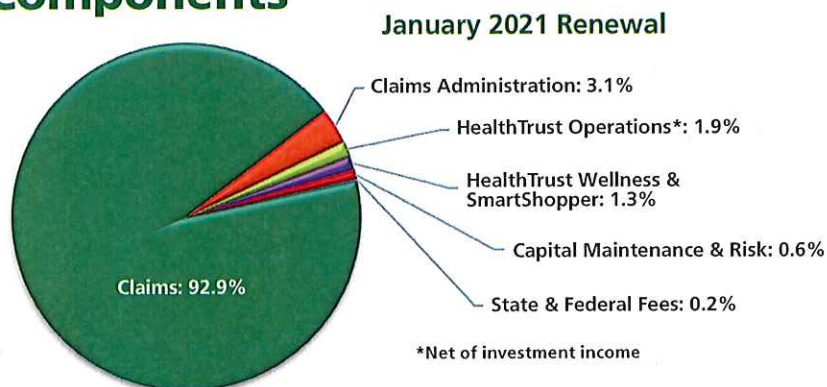
Rating Process

The renewal rates were set by the HealthTrust Board of Directors (HealthTrust Board) on October 6, 2020 as the last step in our comprehensive rate setting process. Staff and external actuaries (Milliman) work together to review historical claims data that is then projected forward using the latest trend forecasts to derive the change required, if any, in renewal rates. This information is presented to the Board's Finance & Personnel Committee for their review and consideration. The Finance & Personnel Committee determines the recommended renewal rates, which are then presented at two public hearings for Members. Finally, the HealthTrust Board adopts the renewal rates, taking into consideration feedback received from the two public hearings and the recommendation by the Finance & Personnel Committee.

This year's rating process used a different claims experience period than is typically utilized to set medical and dental rates as a result of COVID-19's disruption to normal claims activity. Starting March of 2020, the COVID-19 pandemic resulted in the cancellation or deferral of a significant volume of elective and non-emergency medical and dental care that would have taken place during the period of March through June 2020 but for the state of emergency. As a result, for the current rating, Milliman's actuarial review utilized a 12-month claims experience period from March 2019 through February 2020 that ended just prior to the impact of COVID-19. In calculating these rates, Milliman also took into account projected increases in future claims that are anticipated to occur between January 1, 2021 through June 30, 2021 as covered individuals reschedule some of the care they postponed due to COVID-19.

Medical Contribution Components

The overall medical rates are comprised of several components. Claims are the largest component at approximately 93% of the rate, 3.1% for Claims Administration, 1.9% for HealthTrust's Operations (net of investment income), and 1.3% for Wellness and SmartShopper. The remainder of the rate is for required state vaccine fees (0.2%) and risk charges recommended by the actuary (0.6%) for needed reserves.



Medical Plan Relativities

HealthTrust works with its actuaries from time to time to determine the relative cost of the different medical benefit options we offer. At this time, the percentage rate change for each benefit option will remain the same as the overall percentage rate change for Member Groups.

HealthTrust values our Member Groups and we strive to continually enhance our benefits and programs to meet and exceed your Group's expectations.

Plan Enhancements and Updates

Early Intervention Services

Effective September 18, 2020

- HealthTrust medical benefit options will now provide coverage for medically necessary early intervention services at no cost share, with the exception of our High Deductible Health Plans (LUMENOS2500 and ABHD/5K/20COIN) where only the Standard Deductible (no Coinsurance, if applicable) will continue to apply.
- Early intervention services are covered from birth to the covered dependent's third birthday. Eligible covered dependents are those with significant functional physical or mental deficits due to a developmental disability or delay. Covered services include medically necessary physical, speech/language and occupational therapy, nursing care, and psychological counseling provided by eligible behavioral health providers, such as clinical social workers.

Telemedicine Services

Effective November 1, 2020

- HealthTrust medical benefit options currently provide expanded access to telemedicine services, including audio-only services, on the same basis as coverage for in-person visits during the COVID-19 State of Emergency. HealthTrust will now continue to provide this expanded telemedicine coverage on an ongoing basis.

Prescription Diabetic Insulin

Effective January 1, 2021

- All CVS Caremark prescription coverage plans will limit the applicable copayment for covered diabetic insulin medications to no more than \$30 for each 30-day supply. Copayments will remain the same for diabetic insulin filled through the mail service pharmacy or CVS retail pharmacy (Maintenance Choice) for up to a 90-day supply. All other plan provisions remain in effect.
- High Deductible Health Plans (LUMENOS2500 and ABHD/5K/20COIN) with Anthem/IngenioRx prescription coverage will limit cost sharing for covered diabetic insulin medications to no more than \$30 for each 30-day supply or \$90 for a 90-day supply, and the Standard Deductible and/or Coinsurance will not apply.

Dental Plan Benefit Maximum Temporary Increase

Effective January 1, 2021

- Annual plan year benefit maximums will increase on a one time, temporary basis by 50% for the CY2021 plan year (January 1, 2021 through December 31, 2021) due to the COVID-19 pandemic. This will assist covered individuals who may have been impacted relative to their dental care. Please note, lifetime Orthodontic maximums are not being adjusted.
- This temporary benefit maximum increase applies to all HealthTrust dental plan options.

Keep your Employees Informed – Encourage them to create their SEP Account today!

Encourage your covered employees and retirees to create their Secure Enrollee Portal (SEP) account for 24/7 access to digital ID cards, coverage documents, a Secure Message Center, Single Sign-On buttons to Anthem, CVS Caremark, Delta Dental, Onlife, and other vendor partner websites and resources.

Use the flyer and forward-ready email in your BA Toolkit in the SMP to remind employees to set up their account today!



PEMBROKE MEMORIAL FIELD

PARK HOURS: 1/2 hour before Sunrise – 1/2 hour after Sunset

***NO ALCOHOL *NO DRUGS *NO SMOKING**

VEHICULAR TRAFFIC CAN ONLY OPERATE ON THE ROADWAYS

- Closed to vehicular or motorized traffic during winter months.
- Pets must be leashed at all times, not allowed in fenced areas, and wastes are to be removed immediately.

**RESERVE FIELD USE WITH PARKS & RECREATION BY CALLING 603-485-4747
TO REPORT AN EMERGENCY CALL 911 OR PEMBROKE POLICE AT 603-485-3421
VIOLATORS WILL BE PROSECUTED**



PROPOSAL – Dudley Road

October 26, 2020
Recorded 10/26/2020

Town of Pembroke
Department of Public Works
8 Exchange Street
Pembroke, NH 00275

Attn: VJ Ranfos Phone: 603-485-4422 E-mail- vranfos@pembroke-nh.com

We hereby propose to furnish the materials and perform the necessary work for the completion of:

Project – Dudley Road - Pembroke, NH

Proposal presents a shim - overlay and a reclaim, grade and paving option. The work takes place on Dudley road for approximately 600' (LF).

Shim Option 600' x 22' (1,470 sy)

- Trim end joints and driveway (1 ls)
- Asphalt shim on road edge to reduce crown and level approx: (125 ton)
- Asphalt overlay @ 1 ½" (125 ton)
- Flaggers (20 hrs)

For an Estimated Sum of: \$ 20,600.00

Reclaim Option 600' x 22' (1,470 sy)

- Reclaim existing roadway (1,470 sy)
- Fine grade & compact (1,470 sy)
- Asphalt Base @ 2 ½" of 19mm (210 ton)
- Flaggers (40 hrs)

For an Estimated Sum of: \$ 21,128.00

Please contact me with any question– Thank You

GMI Asphalt, LLC agrees to indemnify the Town of Pembroke from any and all liability, loss or damage, including but not limited to bodily injury, illness or death or property damage, which the Town becomes legally obligated to pay as a result of claims, demands, costs, or judgment against the Town arising out of GMI Asphalt, LLC's actions or omissions relating to this project.

Respectfully Submitted By: Jeff Perry - Operations Manager
GMI Asphalt, LLC
288 Laconia Road
Belmont, NH 03220
(603) 520-0539 cell
jeff@gmiasphalt.com

Signature

Date

David Jodoin

From: Karen Yeaton <karen.yeaton@yahoo.com>
Sent: Tuesday, October 13, 2020 3:50 PM
To: David Jodoin; Ann Bond
Subject: Fw: Town Travel and Quaranteen policy - edits to the policy presented on 10/06
Attachments: COVID Travel Policy Pembroke- v2.docx

Thanks for taking the time to consider Covid related travel and quarantine policies for town of Pembroke employees. The draft policy was presented to selectman in the October 6th meeting. In that discussion there was a concern raised from 2 of the 4 selectmen on the failure of the policy draft to effectively consider and prioritize the privacy rights of Pembroke employees. To that the selectman where invited to provide feedback on the draft policy.

At the recorded October 6th selectman meeting, I expressed concerns with how the current draft of the policy fails to consider and prioritize employee privacy. My primary objection is the demand for employees to disclose their personal, non-work-related travel plans to their direct supervisor, with threat of losing their job, if they do not comply. It is not acceptable to demand this private information from employees and this policy cannot be effectively applied to all employees of the town – consider employees who are elected for example. That said I think it's important to bring awareness of existing guidelines that already exist for travel and quarantine and I believe we can manage the concerns via education and providing employees with access to the most current and relevant, state and federal guidelines for travel and quarantine.

Attached is the marked up version of the draft presented on 10/06. In most all instance, I suggest we replace commentary, with links to reliable and up to date information from either the CDC or the State of New Hampshire Department of Health and Human Services. Data and information is changing quickly and the best we can do for our employees is to point them to the best sources for that information.

Keep in mind, the CDC recommends that, *Employers should ensure their employees **are aware** of the COVID-19 Travel Recommendations by Country, which are found on the Centers for Disease Control and Prevention (CDC) homepage. Employees **should be aware** that the CDC currently mandates that individuals returning to the U.S. from any international travel self-quarantine for 14 days. In addition, multiple states have issued orders either recommending or requiring that individuals self-quarantine after returning from certain other states.* I highly recommend that our town policy comply with the CDC guideline, with no, more-restrictive conditions.

I have attached a revised version of the policy. In addition to exclusions, I recommend the following resources be added to the Pembroke Travel and Quarantine Policy:

1. I recommend the Pembroke Travel and Quarantine policy directly reference the CDC guidelines "*Limit travel and advise employees if they must travel to take additional precautions and preparations*" found here <https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html> with no more-stringent restrictions or requirements.
2. I recommend the Pembroke Travel and Quarantine policy directly reference and I recommend the supervisors, managers and selectman familiarize with the CDC recommendations and guidelines, "*Guiding Employers to Keep Workplace Safe*", found here, <https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html> with no more-stringent restrictions or requirements.
3. I recommend the Pembroke Travel and Quarantine policy directly reference the, "*CDC guidance associated with international or domestic travel*" found here <https://www.cdc.gov/coronavirus/2019-ncov/php/risk-assessment.html> with no more-stringent restrictions or requirements.
4. I recommend the Pembroke Travel and Quarantine policy directly reference the "*State of New Hampshire Governors Emergency Orders for Covid*" found here, <https://www.governor.nh.gov/news-and-media/emergency-orders-2020>
5. I recommend the Pembroke Travel and Quarantine policy directly reference the State of New Hampshire Department of Health and Human Services "*Covid 19 Summary Dashboard*" found here <https://www.nh.gov/covid19/dashboard/summary.htm> which provides up to date data on case volume, hospitalization volume and mortality data for the State.

Town of Pembroke COVID-19 Travel and Quarantine Policy

Situation

Level 3 Global Pandemic Travel Health Notice is still in place by the CDC, which recommends against any non-essential travel to global destinations and

Commented [KY1]: Add a link to the CD website which shows the current level state of the travel advisory.

While the COVID State of Emergency is still in affect, and until such time that the governor of the state of New Hampshire lifts this Covid Emergency Orders, the following travel guidelines shall remain in affect for all town employees

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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 recommends employees to follow CDC recommended guidelines for any international travel < see links below >

- The town recommends employees to follow State of New Hampshire Covid Emergency Order travel recommendations for domestic travel <see links below>

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- The Town discourages personal international travel to those locations identified by CDC as high risk < see link below>

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- The town requires Any employee who travels internationally (including to Canada) or domestically to agree to abide by the quarantine or testing guidelines outlined by either the CDC or by the State of NH Travel Advisory under the Covid emergency orders- <see link below>.

- In any event that an employee tests positive for Covid 19, the employee may not return to work until 10 days have elapsed since experiencing any symptoms
[Comment to requiring employees to test negative: See <https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html> which discourages this. "Employers should not require a COVID-19 test result or a healthcare provider's note for employees who are sick to validate their illness, qualify for sick leave, or to return to work."]

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1. I recommend the Pembroke Travel and Quarantine policy directly reference the CDC guidelines "Limit travel and advise employees if they must travel to take additional precautions and preparations" found here <https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html> with no more-stringent restrictions or requirements.
2. I recommend the Pembroke Travel and Quarantine policy directly reference and I recommend the supervisors, managers and selectman familiarize with the CDC

Town of Pembroke

COVID-19 Travel and Quarantine Policy

recommendations and guidelines, "*Guiding Employers to Keep Workplace Safe*", found here, <https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html> with no more-stringent restrictions or requirements.

3. I recommend the Pembroke Travel and Quarantine policy directly reference the, "*CDC guidance associated with international or domestic travel*" found here <https://www.cdc.gov/coronavirus/2019-ncov/php/risk-assessment.html> with no more-stringent restrictions or requirements.
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5. I recommend the Pembroke Travel and Quarantine policy directly reference the State of New Hampshire Department of Health and Human Services "*Covid 19 Summary Dashboard*" found here <https://www.nh.gov/covid19/dashboard/summary.htm> which provides up to date data on case volume, hospitalization volume and mortality data for the State.

Town of Pembroke
COVID-19 Travel and Quarantine Policy

- 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.

This policy will be effective upon approval by the Board of Selectmen and will apply to all employees including elected officials, 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, and this policy shall not extend beyond the expiration date of the Governors State of New Hampshire emergency order for COVID



TOWN OF GILFORD

BOARD OF SELECTMEN
47 Cherry Valley Road
Gilford, NH 03249

Dale Channing Eddy, Chair 603.527.6509
Gus Benavides, Vice-Chair 603.527.6507
J. Kevin Hayes, Clerk 603.527.6508

FAX 603.527.4711
selectmen@gilfordnh.org

TOWN OF GILFORD EMERGENCY COVID-19 EMPLOYEE TRAVEL POLICY

In accordance with guidelines developed by the New Hampshire Department of Public Health Services, the following travel policy shall be effective as of September 10, 2020 until further notice.

In order to prevent the spread of the coronavirus (in so much as possible) and for the protection of all Town employees, the Town of Gilford strongly discourages international travel, cruise ship travel, and travel outside of the six New England States, (Maine New Hampshire, Vermont, Massachusetts, Connecticut and Rhode Island).

Any employee who chooses to travel internationally or on a cruise ship or outside of New England, is hereby required to comply with the following in order to return to duty:

1. Notify your Department Manager as soon as possible of any plans to travel.
2. Plan to self-quarantine at home for 14 days upon your return, during which time you shall not be allowed to work until you are able to provide the Town with a negative COVID-19 test result from a certified medical laboratory.
3. You may request permission from your Department Manager to report to work 48 hours after your return home (which shall not be unreasonably denied) provided that you:
 - (a) Are not exhibiting any signs or symptoms of a respiratory infection or fever;
 - (b) Have not been in close contact with anyone with a suspected or confirmed case of COVID-19;
 - (c) Wear a mask at all times in the workplace and maintain at least 6 feet of separation from other employees and customers and participate in daily health screenings for 12 days (or until such time as you produce a negative COVID-19 test result as noted above).

Please note the use of leave time during the 14 day self-quarantine period shall be in accordance with state and federal laws as well as any applicable Town policies – there should be no expectation that you will automatically be paid for this time when it comes to voluntary travel during this health pandemic.

Approved and adopted by the Board of Selectmen at a duly posted, public meeting held on the ____ day of _____, 2020; ATTEST:

J. Kevin Hayes, Clerk

Town of Belmont COVID-19 Travel and Quarantine Policy

Situation

The novel coronavirus disease 2019 (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 Belmont Travel and Quarantine Guidelines

- The Town of Belmont 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 choosing to travel internationally (including Canada), on a cruise ship, or domestically outside of Maine, Vermont, Massachusetts, Connecticut, or Rhode Island shall quarantine for 14 days upon return from said travel and may not return to work.
- Unless exhausted, employees required to quarantine under these guidelines may take up to 80 hours of emergency paid sick leave as established under the Families First Coronavirus Response Act during this quarantine. If emergency paid sick leave is declined or exhausted, employees will be unpaid during quarantine unless they choose to use appropriate, available paid leave during this quarantine period.
- If a quarantined employee wishes to return to work sooner, they may voluntarily obtain and provide documentation of a reliable, negative COVID-19 test from an authorized provider; copy of the results shall be provided directly to Human Resources.
- Employees who are quarantining under this policy should refrain from any travel that may subject them to an additional 14-day quarantine period. In the event of such additional travel, the employee's quarantine will be appropriately extended.

This policy will be effective upon approval by the Board of Selectmen and will apply to all non-Union and Union 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.

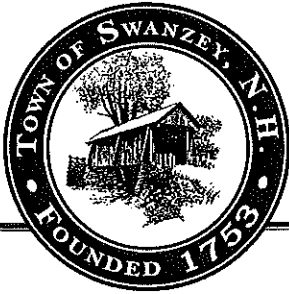
By: Belmont Board of Selectmen

Ruth P. Mooney, Chairman

Jon Pike, Vice Chairman

Claude B. Patten, Jr.

Date:



TOWN OF SWANZEY

620 OLD HOMESTEAD HIGHWAY

P.O. BOX 10009

SWANZEY, NH 03446-0009

TOWNHALL (603) 352-7411 FAX (603) 352-6250

WWW.SWANZEYNH.GOV

TOWN OF SWANZEY, NEW HAMPSHIRE

COVID-19 Employee Travel and Quarantine Policy

I. Background and Purpose

After being discovered in December 2019 an outbreak of respiratory illness due to a novel coronavirus (a disease now known as COVID-19) has impacted most countries around the world. On March 11, 2020 the World Health Organization declared COVID-19 a pandemic. On March 13, 2020 Governor Chris Sununu issued Executive Order 2020-04, which declared a State of Emergency in the State of New Hampshire effective 11:59 p.m. on Sunday March 15, 2020. Subsequently both the State and Federal governments have issued further executive orders and legislation, which this policy intends to document and customize to Swanze as applicable.

As of August 2020, 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 Centers for Disease Control (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 a person's 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.

II. Authority

These policies are adopted by the Board of Selectmen in accordance with RSA 31:39 as it relates to the management of the Town's prudential affairs.

III. Effective Date

These policies are effective immediately on August 12, 2020 and in are in effect until the end of the current State of Emergency or until rescinded. This policy will be reviewed when the NH Department

of Health and Human Services publishes a revised COVID-related travel guidance or by December 31, 2020, whichever is sooner. The Board of Selectmen may extend or amend this policy as needed.

IV. Policy

- This policy shall apply to all full time, part time, and on call Town of Swanzey employees.
- The Town shall not authorize any non-essential international and out-of-state domestic business travel (e.g., conferences, meetings) by employees.
- The Town strongly discourages personal international and domestic travel outside of the New England states by employees.
- The Town strongly discourages personal travel on cruise ships, planes, buses or trains.
- Any employee choosing to travel internationally (including Canada), on a cruise ship, or domestically outside of Maine, Vermont, Massachusetts, Connecticut, or Rhode Island notify their supervisor prior to such travel and shall be subject to a 14 calendar day quarantine period. During the quarantine period, the employee shall not enter Town property and shall not return to work.
- If remote work is available and approved by the employee's supervisor, remote work may be allowed during the quarantine period.
- During the quarantine period employees may choose to use appropriate, available paid leave or the quarantine period shall be unpaid. Emergency paid sick leave as established under the Families First Coronavirus Response Act shall not be used for a quarantine period due to discretionary travel.
- If a quarantined employee wishes to return to work sooner, they may voluntarily obtain and provide documentation of a reliable, negative COVID-19 test from an authorized provider; copy of the results shall be provided directly to Human Resources who will then notify the supervisor that the employee may return to work.
- Employees who are quarantining under this policy should refrain from any travel that may subject them to an additional 14-day quarantine period. In the event of such additional travel, the employee's quarantine will be appropriately extended.
- Any employee found to not comply with this policy shall be subject to discipline, up to and including termination.

Approved this 12th day of August, 2020

Kenneth P. Colby, Jr Chairman

Sylvester Karasinski

W. William Hutwelker III

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.

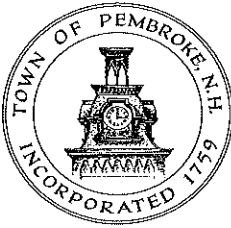
Town of Pembroke

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.



**TOWN OF PEMBROKE
TOWN HALL
311 Pembroke Street
Pembroke, New Hampshire 03275
Tel: 603-485-4747 Fax: 603-485-3967
Web: pembroke-nh.com**

**2021
PEMBROKE BOARD OF SELECTMEN
MEETING SCHEDULE**

Meeting Date	Day	Agenda Items Due by Wednesday***	Payment Vouchers due THURSDAY**
January 4	Monday	December 30	December 31
*January 19	Tuesday	January 13	January 15
February 1	Monday	January 27	January 29
*February 16	Tuesday	February 10	February 12
March 1	Monday	February 24	February 26
March 15	Monday	March 10	March 12
April 5	Monday	March 31	April 2
April 19	Monday	April 14	April 16
May 3	Monday	April 28	April 30
May 17	Monday	May 12	May 14
June 7	Monday	June 2	June 4
June 21	Monday	June 16	June 18
July 6	Tuesday	June 30	July 2
July 19	Monday	July 14	July 16
August 2	Monday	July 28	July 30
August 16	Monday	August 11	August 13
*September 7	Tuesday	September 1	September 3
September 20	Monday	September 15	September 17
October 4	Monday	September 29	October 1
October 18	Monday	October 13	October 15
November 1	Monday	October 27	October 29
November 15	Monday	November 10	November 12
December 6	Monday	November 17	November 19
December 20	Monday	December 15	December 17

*** = Monday Holiday meetings rescheduled to Tuesday**

**** =All vouchers are due at the Town Hall Finance Office by NOONTIME on THE THURSDAY before the Selectmen's Meeting in order to have enough time to process the manifest for Selectmen signature on Monday. Any item not turned in will be placed on the next manifest.**

*****=In order to get the packet ready for the Board, all items need to be in by Noon If not the item will be placed on the next meeting agenda for discussion.**

REPORT OF THE ACADEMY HEADMASTER

Mr. Henry J. McLaughlin
Superintendent of Schools
163 Main Street
Pembroke, New Hampshire
Dear Mr. McLaughlin:

I hereby submit my annual report as Headmaster of Pembroke Academy. My last several reports have concerned themselves with two basic areas: improvements to program and future needs of the Academy. As the physical limitations of plant still exist, this report will review our current situation and explore briefly our plans for the next academic year.

Enrollment As Of September 3, 1970

	Grode 9	10	11	12	T.
Allenstown	24	25	22	20	91
Bow	---	---	---	1	1
Candia	---	---	1	---	1
Canterbury	---	---	---	1	1
Chichester	14	14	15	13	56
Deerfield	---	---	1	3	4
Epsom	28	29	18	19	94
Hooksett	0	25	14	18	57
Pembroke	73	62	58	44	237
Total	139	155	129	119	542
Enrollment As of January 26, 1970					
Allenstown	26	26	22	20	94
Bow	---	---	---	1	1
Candia	---	---	1	---	1
Canterbury	---	---	---	1	1
Chichester	16	14	17	13	60
Deerfield	---	---	1	3	4

Epsom	25	24	17	18	84
Hooksett	---	23	13	16	52
Pembroke	72	61	62	44	239
Total	139	148	133	116	536

As of July 1, 1969, Pembroke Academy became a Public Area High School, owned by the town of Pembroke and serving the secondary school needs of students from Pembroke, Allenstown, Epsom, and Chichester.

The anticipated increase in September enrollment was eased somewhat by the Pembroke School Board decision not to take entering freshmen from Hooksett. The Board also ruled that no new students outside the Area communities be allowed admission until physical limitations of plant and current overcrowding be improved. With the acquisition of five additional full-time staff members and a full-time female guidance counselor, certain problems relative to class size were improved. By increasing the number of time periods in the day from seven to eight, definite scheduling advantages were created for the current academic year. Upon recommendations from the headmaster, the Pembroke School Board agreed to help ease overcrowded conditions by releasing all seniors at the end of the sixth period which concludes at 1:02 p.m. This allowed us more flexibility in scheduling ninth and tenth grade classes in the afternoon session. Recently, the Board agreed to release some juniors at the end of the seventh period to further ease study hall problems at the end of the day. Some very definite disadvantages exist with an eight period day, and, at best, it is only a temporary means of meeting some of our more pressing problems brought about by a lack of space.

The eight period day and the additional staff allowed us to reduce the number of class divisions with over thirty students that were in evidence last year. It was reported last year that 36 out of 115 academic classes had more than thirty students. This year only 22 out of 129 academic classes have more than thirty students. The only new course that was

added to the curriculum was Stenography 11. Personal Typing was dropped in order to accommodate a course felt to be more justifiable in the preparation of our business students.

At best, our efforts have been to make room for those students that we are obligated to take. Inadequate space is still with us and will, in all probability, create the same problems for at least another year. The Pembroke School Board is now moving rapidly to develop an acceptable plan for the expansion of the physical plant. A curriculum study group is at work and a building committee is trying to evaluate our future space needs in light of the program that we want to offer. My recommendations to the Superintendent of Schools is that we continue with our current scheduling formula for the academic year 1970-1971 in light of indications that no additional space will be available before the fall of 1971. I also recommend that seniors and juniors be released early where deemed feasible.

The early enrollment projections for next year indicate a probable enrollment of approximately 570 students. As this will raise the total number of students by approximately 20 over this current year, additional staff members may be required in one or two academic areas.

I wish to take this opportunity to thank the Pembroke School Board for their sensitive and understanding reactions to the many problems that I have brought before them concerning the operation of the Academy. My thanks also to Mr. Scheopf, Mr. McLaughlin, and Mr. Kaffel who have given me much valuable assistance and guidance. I especially wish to extend my appreciation to the Academy staff for their continuing cooperation and dedication to good teaching. My thanks to the parents and students whose cooperation is so essential in maintaining the kind of school we can all be proud of.

Respectfully submitted,
William H. Marston
Headmaster

STATUS OF SCHOOL NOTES AND BONDS

Outstanding at Beginning of Year	\$ 195,000.00
Issued During Year	390,000.00
Total	\$ 585,000.00
Payments of Principal of Debt	15,000.00
Notes and Bonds Outstanding at End of Year	570,000.00

STATISTICAL REPORT

Number of half-days in session	360
Total Enrollment	623
Average Daily Membership	569.8
Percent of Attendance	94.6
Average Daily Attendance of Pupils Transported by District	417.5

PEMBROKE ANNUAL REPORT OF THE SCHOOL HEALTH SERVICES

1968-69

Vision	1108	Weight	1100
Hearing	1113	First Aid	152
Inspections	1100	Home Visits	154
Height	1100		

Heaf - T B Test - "Operation First Grade" - 83

	Defects	Treated
Vision	58	47
Hearing	23	18
Teeth	1100	1000

Communicable Diseases

Chicken Pox	46
Measles	16
Mumps	7
Pediculosis	4
Impetigo	1
German Measles	5
Pre-School Registration	59
Orthopedic Clinic	2 attend at regular intervals
Physicals for Sports	91 by Dr. R. M. Lake - boys and Dr. S. B. Lake - girls
Small Pox Clinic	21 by Dr. R. M. Lake
Measle Clinic	55 by Dr. R. M. Lake
Oral Polio Clinic	140

The students' mental health needs are served by Concord Mental Health Center.

Films are shown with selection being based on the age group of the children involved.

A Smoking Program for Junior High level arranged with Concord YMCA and Dr. Underwood.

1 student received glasses through Lions Club
1 family helped by Sight Conservation

Dental Program arranged with the Dept. of Dental Health - each grade was shown a movie or film strip on the care of their teeth.
Matching Funds Dental Program sponsored by Pembroke PTA - 13 children were helped by this - work was done by Dr. Vandis in Concord.

A B/L School Vision tester has been donated by the Lions Club. For this we say Thank You Very Much.

Respectfully Submitted

Geraldine R. Perron, R.N.

Pembroke Annual Report of the School Health Services

1969-70

Vision	1114	
Hearing	1127	
Inspections	1105	
Height	1105	
Weight	1105	
First Aid	159	
Home Visits	236	
Heaf - TB Test	141	Students in Grade 1 & 7

	<u>Defects</u>	<u>Treated</u>
Vision	28	23
Hearing	4	4
Teeth	1105	950

Communicable Diseases:

Chicken Pox	3
Mumps	55
Pediculosis	10
Scarlet Fever	2

Pre-School Registrations	61
Orthopedic Clinic	2
Physicals for Sports	20
German Measles Clinic	76
Dental Clinics	186
	(In 2 clinics)
	21
	Children served in 15 clinics

These are sponsored by Pembroke PTA in the Matching Funds State Dental Program.

The students' mental health needs are served by Concord Mental Health Center.

Conducted a dental program with all grade 3 students.

Films shown with selection being based on the age group of the children involved.

Respectfully submitted,

GERALDINE R. PERRON, R.N.
Pembroke School Nurse

Status of School Notes and Bonds

Outstanding at Beginning of Year	\$570,000.00
Issued During Year	150,000.00
Total	\$720,000.00
Payments of Principal of Debt	35,000.00
Notes and Bonds Outstanding at End of Year	\$685,000.00

STATISTICAL REPORT

Number of half-days in Session	360
Total Enrollment	1216
Average Daily Membership	1122.27
Percent of Attendance	94.43
Average Daily Attendance of Pupils Transported by District	431.54

**BOARD OF SELECTMEN
TOWN OF PEMBROKE, NH
October 19, 2020 at 6:30 PM**

DRAFT,

Present: Chairperson Ann Bond, Selectman Richard Bean, Selectman Sandy Goulet, Selectman Karen Yeaton, Selectman Michael Crockwell

Staff: Town Administrator David Jodoin

I. Call to Order:

Chairman Ann Bond called the meeting to order at 6:30pm.

II. Citizens Comment:

None

III. Scheduled Meetings

Public Hearing – Approval of PILOT agreement with Pembroke Solar, LLC

Andrew Provencher, Public Engagement Director Olivewood Energy, and Dominic Lebel Director of Land Management Olivewood Energy, stated they are into the interconnection process of the project which is the longest timeline item for them. They are continuing with all of the due diligence necessary. Selectman Yeaton asked for clarification on the first two payments of the PILOT agreement. The first two payments are in relation to the construction term which is while they are building the project and it is not yet operational. The rate they would pay would be half of the regular payment once the project is fully operational. Construction is expected to only take a year but they leave room for the chance that the project could take longer.

Selectman Bond asked what the length of anticipated construction is. The construction term is expected to take under a year. They will run a few testing periods and then the project will go online.

Selectman Yeaton asked if they could give an overview of how other New Hampshire sites perform and if the rate would change based on performance. Andrew explained that the contracted PILOT payment rates are based on capacity rather than actual output. If there are cloudy days or rainy days, the PILOT payments would not change.

Selectman Bond opened the public hearing at 6:37pm.

Gerry Fleury, 21 Kimball Street, stated that he believes this is a great project for this Town.

Selectman Bond closed public hearing at 6:38pm.

Selectman Goulet made a motion to approve the PILOT agreement with Pembroke Solar, LLC as presented. Selectman Crockwell seconded the motion. Motion passed 5-0.

Public Hearing – Chapter 180-9 Parking

Selectman Bond opened the public hearing at 6:42pm.

Samantha Gaudette 3-5 Broadway – Expressed concerns and frustrations with the lack of parking in the Village. She has been forced to stay at her parent's house because there was nowhere for her to park her vehicle. She has written to Selectman and the Police Department and suggests allowing parking in the back in angled spaces. She supports removing the parking ban.

David asked if there was a snow emergency called, where she would park. She answered that they would be able to make plans for parking if they knew ahead of time.

Gerry Fleury, 21 Kimball Street, suggested tagging cars or giving special exemptions for people who own homes in the Village and do not have driveways. Gerry supports keeping the winter parking ban because of the narrow roads.

Selectman Bond recessed the public hearing at 7:11pm.

Public Hearing – Chapter 191-19 Time Limit Parking

Selectman Yeaton shared concerns for removing the time limits on Main Street which will allow residents to take over the parking spaces leaving none for the customers of the downtown businesses.

Selectman Crockwell supports bringing in a kiosk which may carry costs up to \$20,000. Lieutenant Gaskell, Pembroke Police Department, stated that the Town may need 3-4 kiosks.

David suggested opening the spaces on Broadway and keeping the winter parking ban and time limit parking as is.

Selectman Bond shared concerns for businesses losing parking if the time limits are lifted, the costs to adding kiosks, and the inability to enforce parking time limits.

Selectman Yeaton stated that the Town is obligated to plow the roads and removing the parking ban does not allow them to fulfill the obligation. However, she would be willing to see how it goes this year. She is not in favor of removing time limits.

Gerry Fleury stated that they need to make a decision and stick with it because it is confusing to residents.

Selectman Bean made a motion to continue the public hearing for Chapter 180-9 and 191-19 until Monday, November 2, 2020. Selectman Goulet seconded the motion. Motion passed 5-0.

Public Hearing – Chapter 191-20 One Way Streets

Selectman Bond opened the public hearing 7:35pm.

Lieutenant Gaskell expressed support for making that portion of the street one way.

Gerry Fleury expressed concerns that the traffic would now be diverted to Kimball Street and that road has parking on both sides.

Public hearing was closed at 7:39pm.

Selectman Goulet made a motion to accept Chapter 191-20 One Way Street on Church Street from Central up to Main Street as presented. Selectman Yeaton seconded the motion. Motion passed 5-0.

Chief Paulsen – 2021 Budget Review

Fire Chief Harold Paulsen discussed the 2021 Fire Department budget. Chief Paulsen highlighted that wages stayed the same, Fire and Training are the same, and software costs will be going up considerably. There are newer people who need to go to the Fire Academy. Some of the testing was cancelled this year. The Fire and EMS supplies line is over by \$3,000 in 2020 due to COVID related unanticipated expenditures. David explained that when the new hire and the increases to dispatch services are taken out the equation, the 2021 budget is up much less than 8.44%.

Selectman Bond asked if the New Hampshire Retirement System is upping the percentage the Town has to pay. David stated that he has not seen the updated rates yet.

IV. Old Business:

COVID Travel and Quarantine Policy

Tabled until the next meeting.

V. New Business

Approval of 2021-2023 Catch Basin Cleaning Bids

Selectman Crockwell made a motion to approve the three-year contract with Eastern Pipe Service, LLC for \$30,000 per year. Selectman Yeaton seconded the motion. Motion passed 5-0.

Approval of 2021 Health and Dental Rates

David explained that health insurance went up 6.8% for FY21 and dental rates remained the same. David has reached out to a representative from HealthTrust to inquire about what other plans are available and what the rates would be if they were considered a small municipality rather than part of the Suncook Valley Cooperative. Notices for open enrollment will be going out in paychecks this week. David will reach out to the representative to ask if he can come to the next Board meeting to discuss the Town's options.

Approval of Street Names in San Ken Development

Selectman Goulet made a motion to accept the proposed street names as presented. Selectman Yeaton seconded the motion. Motion passed 5-0

Approval of License Agreement with GTP Towers

Selectman Goulet made a motion to approve the licensing agreement with GTP Towers and to authorize the Town Administrator to sign the documents. Selectman Yeaton seconded the motion. Motion passed 5-0.

Approval of Hazard Mitigation Grant – CNHRPC

Selectman Goulet made a motion to approve the letter of agreement with Central New Hampshire Regional Planning Commission for updates to the Town Hazard Mitigation Plan and to appoint the following members to the committee; Town Administrator, Fire Chief, Police Chief, Public Works Director, a member of the Planning Board, Code Enforcement Officer, Town Planner, a representative from Water and Sewer, Tri-Town Director, member of Conservation Commission, a Board of Selectmen representative, School District Facilities Director, and member of the community if available. Selectman Bond seconded the motion. Motion passed 5-0.

DPW Request to Pave

Selectman Goulet made a motion to accept the request from the Roads Committee to put a shim overlay on Dudley Hill Road this year for approximately \$14,262. Selectman Crockwell seconded the motion. Motion passed 5-0.

Authorization to sign State Municipal Work Zone Agreement

Selectman Goulet made a motion to authorize the Town Administrator to sign the Municipal Work Zone Agreement. Selectman Crockwell seconded the motion. Motion passed 5-0.

Amend previous authorization for body cameras

Selectman Goulet made a motion to reconsider the vote taken on October 5, 2020 for the Police body cameras. Selectman Yeaton seconded the motion. Motion passed 5-0.

Selectman Goulet made a motion to authorize the Chief of Police to proceed with the body camera and server purchase with the sum not to exceed \$7,500 and to authorize the withdrawal of the funds to come out of the Police Small Equipment Capital Reserve. Selectman Bond seconded the motion. Motion passed 5-0.

Selectman Yeaton clarified that the reason they are reconsidering the vote is because there was an additional cost of \$1,000 for the server that was not included in the initial vote on October 5th.

Discussion on potential dates for Upper Beacon Public Hearing

David explained that Bill Evans has submitted his drafts to all of the different Town departments based on what has been presented to the Select Board and is ready to proceed with the site walk and public hearing. The site walk is scheduled for November 14, 2020 at 10:00am and the public hearing will be continued to the Selectman Meeting on November 16, 2020.

Appointments

Selectman Goulet made a motion to appoint Brent Edmunds as a member of the Planning Board, Kevin Foss as an alternate to the Planning Board, and Susan Plante as a member of the Conservation Commission. Selectman Yeaton seconded the motion. Motion passed 5-0.

Manifests/Abatements

Selectman Goulet made a motion to accept the manifests and abatements as presented. Selectman Crockwell seconded the motion. Motion passed 5-0.

Minutes 10/5/20

Selectman Goulet made a motion to accept the minutes of October 5, 2020 as amended. Selectman Bean seconded the motion. Motion passed 4-0. Selectman Crockwell abstained.

VI. Town Administrator Report:

There will be a special meeting on October 26, 2020 at 6:30pm to review the Public Works Budget and to finalize any other budget.

Every year, the town newsletter is sent out and this year a stack of approximately 250 came back undelivered. This costs about \$1,400/ year. David is suggesting making the newsletter digital and printing some for Town Hall. The Board agreed to make the newsletter digital this year.

David explained that there are around 200 Town Reports left over from last year. David is proposing printing 650 rather than 700.

HealthTrust is giving back “holiday pay” or return of surplus to the Town. With the exception of retirees, the town pays 100% of dental so the town will keep that portion of the return. When the medical portion comes in, the Town will keep 85% and the remainder will split among those employees. In total, the medical return is \$32,142, which is \$2,800 for retirees and \$29,320 for the Town. For Dental, the Town will receive \$1,955 and retirees will receive \$131.60.

Selectman Goulet made a motion to accept the CARES Act Funding for elections in accordance with RSA 21-P:43 and to authorize the Town Administrator to act as agent to sign all the necessary documents Selectman Crockwell seconded the motion. Motion passed 5-0.

VII. Committee Reports:

Selectman Yeaton – Roads Committee met and discussed the CNRPC’s database of the culvert inventory and right now they just have the location of each culvert. The Committee would also like to add the material and condition. There is a \$30,000 grant that will be used for the MS-4 Storm Water Management. They are looking at \$450,000 budget for next year. Due to the delays from this year, they will be short by \$62,000 in order to get caught up and be on track to match the 10-year plan. They are looking at options including bonding. State of NH sent out a letter looking for projects to add to their 10-year plan. VJ has sent back some suggestions including Glass Street and Route 3. Budget Committee met to discuss updates to the town and school budgets and set the calendar.

Selectman Bean – Recreation is replacing the sign for Memorial Field due to graffiti. Rose would like to change the name from Memorial Field to Memorial Park to help with the confusion from Memorial Field in Concord. The Board does not want to change the name to Memorial Park. Frank Merrill donated 500 yards of screened

loam to the Town. Suncook Little League is donating \$6,500 to the Town for work on the fields.

Selectman Bond – Elections will be moved to Pembroke Academy. They need to discuss the March elections further. The Town Master Plan is ready and approved. They would like a notice to be put on the tax bill to let residents know. They started a subcommittee for the open space ordinance and they will ask voters to remove the open space ordinance for now.

Selectman Goulet – None

Selectman Crockwell - None

VIII. Other Citizens Comment:

None

IX. Non-Public Session:

Selectman Bean made a motion to enter into non-public session in accordance with RSA 91-A: 3 II (b) Hiring Public Personnel, seconded by Selectman Crockwell at 9:13pm

Roll Call Vote:

Selectman Yeaton	Yes
Selectman Bean	Yes
Selectman Bond	Yes
Selectman Goulet	Yes
Selectman Crockwell	Yes

The Board came out of non-public session at 9:30 PM.

X. Adjourn:

Selectman Goulet made a motion to adjourn at 9:31 PM. Selectman Yeaton seconded the motion and it was approved unanimously.

Ann Bond, Chairman

For more detailed information, the meetings are now taped and can be seen on www.townhallstreams.com click on Pembroke NH and look for the day of the meeting under the month.