

TOWN OF SEABROOK

SELECTMEN'S MEETING

MAY 15, 2023

Present: Srinivasan "Ravi" Ravikumar 9:00AM
Theresa A. Kyle
Harold F. Eaton
William M. Manzi, III

Ravi opened the meeting at 9:00AM.

Ravi stated the rules relative to the meeting and the public comments/questions.

MONTHLY MEETING - WATER & SEWER SUPERINTENDENT

Curtis Slayton was present and briefly went through his report (see attached). There was discussion on the raw water main that failed at the treatment facility. This pipe has been replaced with a plastic pipe that will hold up better with the use of the acid at the plant.

Ravi asked if the pumps are serviced and maintained. Mr. Slayton said the chief plant operator does the routine maintenance and he does look at repairing the motors.

The residents who are on town water but don't live in town pay a higher rate and were put on town water decades ago. There was discussion on the new water connections for Sun Valley on a temporary basis and what the rate will be.

There was discussion on the warrant articles that passed at the town meeting. Mr. Slayton said they are all being worked on but take time and he could be waiting on different things for each.

There was discussion on the new wells and the public hearing being held by Hampton Falls. Mr. Slayton said they are just looking out for the well-being of their citizens. They will be conducting a study to see what the impact will be. There is a permitting process, and it may be that they will limit the amount of water that can be pumped due to negatively impacting those residents.

Mrs. Kyle asked if the contaminated land in Hampton Falls would affect the water. There was discussion on this and how we closed the Gruhn site based on the treatment system we have in place.

There was discussion on the Fiesta Shows land and the clean-up. There is conservation land and wells that are around this property.

The Blackwater Bridge project will be completed this month.

There was discussion on the cost to bring the new water lines to the treatment plant. Mr. Slayton said this is in the C.I.P. and explained the option he chose and why and how he got to the total cost of this project at 7.6 million. There is a contingency for things that are unforeseen by the engineers in this plan.

There was discussion on the C.I.P. Mr. Slayton went through each project (see attached). He discussed the increase they have seen and why he has increased the water well maintenance from \$55K to \$65K.

Mrs. Kyle asked how much of an increase he had seen in order to run his department. Mr. Slayton said at least 30%. Mrs. Kyle said there was a proposal to cut the budget 10% and if he has seen an increase in overall cost of 30%, she doesn't see how it is going to work. Mr. Slayton said he would like to see a well thought out budget with no fluff and when they get to that point, they can have those discussions.

There was discussion on who pays for the water meter replacements. It was stated that the owner of the new building buys the first meter and pays a fee in the water usage for maintenance and replacement of that meter going forward.

PREVIOUS MINUTES - APRIL 24 NON-PUBLIC, MAY 1 PUBLIC & NON-PUBLIC AND MAY 8 PUBLIC

MOTION: Ravi To adopt the minutes of
Second: Harold F. Eaton 4/24 non-public.
Unanimous

MOTION: Ravi To adopt the minutes of
Second: Harold F. Eaton 5/1 public.
Unanimous

MOTION: Theresa A. Kyle To hold the 5/1 non-
Second: Ravi public and 5/8 public
Unanimous for further review and
comments.

HAMPTON SEWER AGREEMENT

Ravi gave a brief overview of what the agreement is for with Hampton. Mr. Manzi said this is the same contract from the last meeting with the exception of section 5A which has a surety

amount for Hampton to pay if there was any equipment failure at the pump stations due to the increased load.

MOTION: Ravi To approve the agreement
Second: Theresa A. Kyle as amended with section
Unanimous 5A.

2023 FIRST HALF TAX WARRANT

Angela Silva explained this is the first half of the 2023 tax warrant. She explained the calculation that is used to come up with this first bill.

MOTION: Ravi To approve and sign the
Second: Harold F. Eaton first half of the 2023
Unanimous tax warrant in the
amount \$22,902,108.00.

The bills are going out by the end of the month and will be due July 3.

CURRENT USE LIEN RELEASE TAX - 235 LOWER COLLINS STREET

Angela Silva explained why there is a current use lien tax for large pieces of property. They pay a penalty of 10% of the market value when they change the use of the land, which in this case was calculated at \$17,500.

MOTION: Ravi To approve and sign the
Second: Harold F. Eaton current use lien release
Unanimous tax.

ABATEMENT

Joseph & Charlene Destasio - 1 Adder Lane - \$172.68

MOTION: Ravi To approve and sign the
Second: Theresa A. Kyle abatement.
Unanimous

WATER SERVICE APPLICATIONS

Mary Dade - 25 Boynton Lane
Brad Kutcher - 30 Centennial Street
Sara Brown - 16 Worthley Avenue
163 Atlantic Avenue Realty Trust - 163 Atlantic Avenue

MOTION: Ravi To approve and sign all
Second: Theresa A. Kyle water applications.
Unanimous

SEWER SERVICE APPLICATIONS

Brad Kutcher - 30B Centennial Street
163 Atlantic Avenue Realty Trust - 163 Atlantic Avenue
Thomas Markey - 172 Atlantic Avenue

MOTION: Ravi To approve and sign all
Second: Harold F. Eaton sewer applications.
Unanimous

FIREWORKS SALES LICENSES

Phantom Fireworks - 1 Chevy Chase Road
Atomic Fireworks Inc. - 287 Lafayette Road

MOTION: Ravi To approve and sign both
Second: Theresa A. Kyle fireworks sales license.
Unanimous

SURPLUS REQUEST - DPW

2000 International Truck
2007 Ford F350

John Starkey said both trucks have outlived their useful life,
and both will be auctioned off.

MOTION: Ravi To approve the request.
Second: Theresa A. Kyle
Unanimous

HARBOR BEACH ACCESS SOUTH SIDE

Ravi explained the request that came in for access to the beach.
Mrs. Kyle commented that this is a total waste of money and time
as there is already an opening. Mr. Eaton said he visited this
site, and the resident is concerned with having to jump over the
guardrail. He said there is an area with an opening with a path
currently. He doesn't see an issue if it is left the way it is
on the south side. The board will leave the situation as it is
giving with the provision that when the DPW crew is at the beach
on May 19, they check it to ensure safety.

NEXT ERA TAX AGREEMENT

Mr. Manzi said this agreement is worth \$40 million dollars and
is an increase of \$4 million. It covers 2021, 2022 and 2023 tax
years. The year 2021 was in litigation, 2022 was almost in
litigation and this would cover those and nullify the
litigation.

Ravi thanked the town manager and the town attorney as they
guided them through this process making it possible for them to
bring the tax rate down.

MOTION: Ravi To approve and sign the
Second: Theresa A. Kyle settlement agreement &
Unanimous tax stabilization for
Seabrook Nuclear Station

Angela Silva explained that the second agreement covers all the land parcels they own.

MOTION: Ravi To approve and sign the
Second: Theresa A. Kyle real property agreement
Unanimous for Seabrook Nuclear
Station.

Mr. Manzi thanked Angela Silva for her hard work on this agreement.

HEALTHCARE BENEFITS PRESENTATION

Mr. Manzi said this is scheduled for 12:30PM and that Town Counsel is here for the 12PM non-public session.

QUESTIONS/COMMENTS

Contract negotiations will be coming up. Mr. Manzi said as soon as he receives the letters, he will advise the board. He said they would probably start within 30 days or so. Mr. Manzi said the presentation today is on the self-insured model for healthcare. Ravi explained what a self-insured model would do to benefit the town where the healthcare costs have been increasing yearly. They want to make sure the quality of the services received is the same but reduce the cost. In order to implement this program town-wide all 4 unions would have to accept it. Where all 4 contracts are up for negotiations this year the board felt it would be a good time to look at this once again.

Ravi asked about the organization charts and job descriptions. Mr. Manzi said he is working on the organizational chart and hopes to present it with the budget. He said the HR system currently is all paper and said he is moving to a digital system that will include onboarding so revisions and updates can be made to the job descriptions. Mrs. Kyle said if the requirements change for a position, she doesn't want to see the employee currently in that position be affected. Mr. Manzi said that absolutely would not happen.

Ravi said they have been discussing the fees and he would like to set aside some time to discuss them in more detail. Not all fees can be changed as they are set by the state. Mrs. Kyle commented they should look at the cemetery fees.

Town hall hours have been discussed and postponed to this meeting. Mrs. Kyle said if they are going to start changing hours it should be for all departments not just the town hall. Mrs. Kyle suggested a meeting with all department heads to get their input as to how the department is run and when they need to be opened and closed. The board agreed to hold a meeting to discuss the issues with all department heads.

Ravi said they have been meeting every Monday and have had a full schedule. He would like to propose they meet on the 1st and 3rd Mondays at 9AM and the 2nd and 4th Mondays at 6PM. The department heads will come to the meetings held at 9AM. The 6PM meeting would be to work on items such as the fees. Mrs. Kyle doesn't understand why they need to have evening meetings that are going to increase costs with additional personnel. Mr. Eaton said he is fine with the meeting at 9AM as it gets them out and free for the afternoon. Ravi said he has spoken to several people and the idea of starting at 9AM is ideal so people can schedule other things during the second half of the day. There was further discussion on this topic. Mr. Eaton said he is in agreement with the 9AM meetings but feels they need more discussion on the evening meetings. He suggested holding a meeting in the evening to see how it goes.

MOTION: Ravi To have board meetings every Monday beginning at 9AM.

Mr. Eaton said there are times he may need to have a meeting later in the day. Ravi said they can make special exceptions for those times.

Second: Harold F. Eaton
Opposed: Theresa A. Kyle

Ravi said the board has asked that when someone requests to be on the agenda they are required to do so by Monday before the meeting and to have all documents to them the Wednesday before the meeting. He would like to request that some maps or blueprints that they have be put up on the projector so that all members of the audience and people watching on channel 22 can see what is being discussed. This requirement would be in addition to what is already being done. Mr. Manzi commented that the setup is available for the presenter.

MOTION: Ravi To move that anyone who comes to the meeting
Second: Harold F. Eaton with plans, blueprints,
Unanimous

etc. be put on the projector for all to see

Mr. Eaton asked when they would see the tier data on the water and sewer rates. Mr. Manzi said he is hoping within about 30 days.

Mr. Manzi commented that the Aquarion agreement is in progress and will bring it to the board in a future meeting.

Mr. Manzi said the C.I.P. is almost done but still has a couple departments to submit. Once those are received it will be done and he hopes to have it to the board within 2 weeks.

Ravi said when they have budget meetings a school board member sits as a voting member. There is no member from the Board of Selectmen that sits on the school budget committee. He asked what can be done to make it fairer to leave in the elected officials' hands rather than with ex-officio members. Mr. Manzi said he would look into this and get the board an answer, but they may be tied up on this one with legislature.

Ravi asked about an employee recognition day and if they could have this item up for discussion when they meet with the department heads.

Asa Knowles VI asked about the parking placards and why people are using them at the boat ramp. It was stated that the only people that should be parking in this area are those residents who get stickers when they register their vehicle.

Asa Knowles VI spoke about the hours changing at the town hall. He said Ravi is happy to change the meeting hours to 9AM for an earlier start time and said some residents and employees like to start early and do business before they go to work.

Asa Knowles VI said his grandfather who was a Selectman for many years was all about respect and commented that Ravi was disrespectful to Theresa Kyle by removing her as chair. He said she may not run again next year so he should let her be the chair. Ravi responded and said calling people names is not becoming as a chairman. Condescension towards others is not showing respect. Ravi said they can watch the videos and it was unbecoming and needed to be dealt with. Mrs. Kyle commented she should be able to defend herself and asked about him giving confidential client attorney privileged information out to a private party who used it to sue the town. She said that is ground for removal from the board. Mr. Eaton commented he made

the motion he did so that no one is above the other and that everyone is treated the way they want to be treated. There was further discussion on this topic.

John Starkey said Memorial Day is coming up and they have been working in the parks. They will be doing work in the cemeteries and will be replacing tattered flags by working with Post 70.

Ravi read the list of beach ordinances and fines put out by the police department (see attached). John Starkey said the boat ramp signs will be changed per the police chief and deputy police chief to say Seabrook resident. There will be more signs on the streets, but he is unsure what they want in the area near the welcome center. Ravi said they will add it to a meeting agenda and advise him of such.

NON-PUBLIC SESSION

MOTION:	Harold F. Eaton	To go into non-public
Second:	Ravi	session at 11:47AM under
Unanimous		RSA 91-A:3,II (e) legal.

Roll call:

Mrs. Kyle - yes
Ravi - yes
Mr. Eaton - yes

Board reconvened to public session at 12:55PM.

MEETING - HEALTHCARE PRESENTATION - HEALEY & ASSOCIATES

Matthew Arbo was present for this meeting to discuss the self-insured model. He said the town is in a trust product where they share a portion of the cost with other towns. Today why would the town want to make the change to self-insure plans (see attached handout).

The plan is the same across the board for equity purposes. However, employees are able to buy more insurance depending on what they are looking for. The town would buy a stop loss insurance plan so the town would never pay more than what the stop loss insurance coverage is. The town would then select also select a pharmacy plan for prescriptions. The rebates that plan receive on the prescriptions do not go back to the town under the current plan but with the self-insured plan those funds would go back to the town. Currently for a town of our size it is about \$30K per year.

The third-party administrator would handle all claims for employees. All forms and enrollment would be handled through Healey & Associates.

The next steps would be to gather the experience of the town to put the numbers on the table and see what it would look like.

There are currently no towns on this self-insured plan. They have union plans but no towns.

Deductibles are designed based on the plan, so the fees are determined from that. The employees who take a risk and have a deductible would be the ones who would see the savings. This plan is considered a PPO so no referrals are needed and can go to as many specialists or have as many second opinions as they want. The HSA account through Lively would be for medical, dental or vision and can be taken with the employee if they leave the town.

Richard Curtis asked what type of scenario would cause an increase in the plan for the 2nd, 3rd, 4th year cost. It would need to be really bad experience with the health plan. In self-insured there are about 12 competitors for plan coverage versus with the current health plan there is only 4. Matthew Arbo said he would share all the data with the town and show what they have saved on the self-insured plan versus with the trust.

The services will not change, they may see an increase in premiums but not in the service itself. Pre-authorizations for prescriptions will need to be done again when you change any prescription provider. There was discussion on why other towns are not on this type of plan. The biggest is the fear factor of what the unknown is.

Plan cost is based on whatever design they choose and also on the level of the deductible. This would all be done through the negotiation process.

The tiered prescription could mean a cost to the employee that is not covered under the plan. Matthew Arbo explained what the plan would look like from his perspective with this type of coverage for prescriptions.

Next steps are to gather data, get a feel for what has been happening with the plan and then come back with a plan design and cost. Those plan designs are not fixed changes they can be made and then have a final go through for any changes. Questions can be directed to the town manager who will funnel

them to Matthew Arbo and answer will be fed back to all employees.

<p><u>MOTION:</u> Ravi <u>Second:</u> Theresa A. Kyle Unanimous</p>	<p>To release the data on the experience rating to get the proposal started</p>
---	---

<p><u>MOTION:</u> Ravi <u>Second:</u> Theresa A. Kyle Unanimous</p>	<p>To adjourn the meeting at 1:59PM.</p>
---	---

Meeting adjourned at 1:59PM.

Minutes taken by Kelly J. O'Connor.

Approved and endorsed:



Harold F. Eaton,
Clerk

Date: JUNE 12, 2023