

TOWN OF SEABROOK

SELECTMEN'S MEETING

October 16, 2023

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

9:30AM

Mr. Eaton opened the meeting at 9:32AM

PRESENTATION

Matt Arbo from Healey Associates gave a presentation regarding a health care proposal to the board. (please see attached)

Morgan Cogdill, Finance Clerk stated that if the town was to switch over to the presented plan, we will not be grandfathered into the Health Trust/Anthem plan we are currently on if we decided to come back.

Carrie Fowler, Finance Manager asked if we were to switch over and not use 100% of the benefits would the town get money back just for 2024 or is that every year. Matt Arbo stated that it would be every year if we didn't hit 100%.

Michele Knowles, Tax Collector asked how the process worked, if the board made a motion to move forward with the process and if the unions were involved. Mr. Manzi stated that yes, all four employee unions would have to agree to switch over from Health Trust/Anthem to Healey Associates.

After conversations amongst the board members, they agreed to explore the process of making the change and bring the idea to the unions.

MOTION: Harold F. Eaton
Second: Ravi
Unanimous

To move the process to
the unions for the health
care proposal from Healey
And Associates.

MONTHLY MEETING - POLICE CHIEF

Chief Brett Walker presented his monthly report to the board. Chief walked stated that this month is breast cancer awareness

month and their patches on their uniforms are pink to honor the awareness to encourage people to donate to breast cancer foundations. He also stated that for the last handful of years they have been doing "Beard for Bucks" which takes place in October into November, this is to raise money for the Child Advocacy Center. They have a link on their website and social media to donate. He said the police department has attended a few events for the Seabrook Elementary School, which included the Fall Festival and the 2nd Grade Field Trip to the Fire and Water Department. Chief Walker said that himself along with Deputy Gelineau, Lt. Mone, Officer Bunszell and Officer Glowacki attended the police academy graduation to watch Officer Marc Smick graduate. He updated the board that there is no new information on his "Opioid Abatement Grant" as of today.

There were conversations regarding future cannabis stores in town, and that Ms. Kyle would like to see a warrant article on the ballot this year for no sales of cannabis in the Town of Seabrook.

Ravi asked Chief Walker if its possible to put a QR code that links with the police rules and fines on the beach signs at every entrance on the beach walkways. Chief Walker stated he has been exploring the idea and is thinking of putting a vinyl sticker on the signs.

There were no other questions or comments from the chief or the board.

PREVIOUS MINUTES - OCTOBER 9, 2023

Ravi and Ms. Kyle stated that they would like to have some more time with the minutes and move the item to the next agenda.

WATER SERIVCE APPLICATION

156A SOUTH MAIN STREET

MOTION: Theresa A. Kyle
SECOND: Ravi
Unanimous

To approve and sign
water service
application.

ABATEMENT

MICHELLE & BRYAN FLEMMING 30 PARKERSVILLE LANE - \$622.72

This bill was created in error and Curtis Slayton, Water & Sewer Superintendent recommends approving the request.

MOTION: Ravi
SECOND: Theresa A. Kyle
Unanimous

To approve and sign
abatement request.

REVIEW OF PROCUREMENT POLICY

The Town procurement policy was discussed. Chairman Eaton recognized Town Manager Manzi for discussion. Manager Manzi discussed the request made at a prior meeting for the policy thresholds to be raised, allowing for more procurement to occur without being required to adhere to the policy. Procurement Manager Shaylia Wood joined the discussion. Manager discussed the need for annual Board review of the procurement policy. The Manager indicated that he and Procurement Manager did not have an objection to raising the threshold but would urge that even with a possible increase that the policy reflect that quotes should be sought "where possible" even if not required. A Board discussion ensued. The issue of procurement cards was raised by Ravi in terms of relationship to the policy. Both Selectwoman Kyle and Selectman Ravi expressed discomfort with the potential raising of the threshold. Questions to Shaylia from Selectman Ravi on the level of detail she sees on purchases made by P-Cards. Further discussion on the procurement card policies and the transparency of purchases made via P-Cards. The efficiency of operations is raised by Chairman Eaton. Morgan Cogdilll approached the podium to clarify the town practices on P-Cards. She points out that P-Cards typically have limits of about \$500, with a maximum of \$2,500 for certain individuals. She highlights the oversight of P-Cards. Manager talks about the controls of the P-Card system, including the ability to restrict specific purchases. Ravi raises the issue of the return of goods purchased on P-Cards for store credit, which is difficult to track. Chairman Eaton indicates that the Board does not appear to support a change in threshold. Manager advocates, along with Procurement Manager, for an elimination of the current exemptions in the policy for the creation of purchase orders, as well as the inclusion in the policy of the "policy exemption" form. Selectman Ravi discussed the utilization of expense vouchers. Discussion of the procurement of a DPW truck as requested at the prior meeting. Procurement Manager discusses the need for procurement planning. Chairman Eaton discussed the the potential for out of state purchases where pricing may be attractive. Procurement Manager indicates that such purchases are possible and have actually been made within the confines of the policy. Selectman Ravi suggested no exemptions to the creation of purchase orders. Manager suggests the inclusion of the exemption form in the policy. The Manager indicates he will

bring back an amended (redlined) procurement policy that will mandate purchase orders for all purchases and include the policy exemption form in the policy at the next meeting.

MOTION: Harold F. Eaton
Second: Ravi
Unanimous

To go adjourn the meeting at 11:10AM.

Roll call;

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

Minutes taken by Kelsey Johnson

Approved and endorsed:

Srinivasan "Ravi" Ravikumar,
Clerk

Date: _____



Medical Benefits Proposal



111 Commercial Street, Suite 500
P. O. Box 599
Portland, ME 04112-0599

232 Center Street
P. O. Box 3160
Auburn, ME 04212-3160

TOWN OF SEABROOK

AGENDA:

- 1 CURRENT MEDICAL PLAN & ALTERNATIVE PLAN OPTIONS**
- 2 PROPOSED WELLNESS PLAN**

Current Medical Plan & Alternatives

Town of Seabrook
SUMMARY OF MEDICAL PLAN OPTIONS
 January 1, 2024

	Total Current Annual Cost	Total Retiree Annual Cost	Total HRA Annual Cost	Combined Total Premium	\$ Increase / Decrease	% Increase / Decrease
Anthem - Current Plan Rates	\$3,414,740	\$207,112	\$83,226	\$3,705,078		
Anthem - Illustrative Renewal	\$3,885,974	\$235,692	\$83,226	\$4,204,892	\$499,814	13.5%
Fully Insured Alternative - Cigna Retirees Excluded	\$3,073,263	\$62,100	\$83,226	\$3,218,589		
<i>Savings to Current:</i>	<i>-\$341,477</i>	<i>-\$145,012</i>			<i>-\$486,489</i>	<i>-13.1%</i>
<i>Savings to Renewal:</i>	<i>-\$812,711</i>	<i>-\$173,592</i>			<i>-\$986,303</i>	<i>-23.5%</i>

2024 Medical Plan Updates: Cigna Proposal

Cigna has presented a proposal for a fully insured medical plan offering the following to the Town of Seabrook:

- 1.) Proposed Plan Design matches current Plan Design; \$2,500/\$5,000 Deductible and \$5,000/\$10,000 OOPM
- 2.) Integrated HRA offering employees a zero-dollar deductible.
- 3.) \$5,000 Wellness Fund.

4.) Cigna is offering a Dividend Credit at the end of the 2024 plan year; dividend is equal to 50% of the excess premium over claims.

Dividend is calculated 90 days after the end of the policy period, available credit is applied to the premium for the following month. If claims exceed premium there is no credit and no penalty.

Town of Seabrook
Executive Summary of Cost & Benefits
Anthem - *Current Plan Rates*
January 1, 2023

Anthem						
<u>Current Plan</u>						
Healthtrust - Lumenos						
Contract Provision	Plan		Employee		Employer	
	Deductible	Responsibility	Responsibility	Responsibility	Plan	
	Deductible	Responsibility	Responsibility	Responsibility	Deductible	
Deductible - Single	\$2,500	\$0	\$2,500	\$2,500	\$2,500	
Deductible - Family	\$5,000	\$0	\$5,000	\$5,000	\$5,000	
Maximum Out Of Pocket - Single	\$2,500	\$0	\$2,500	\$2,500	\$5,000	
Maximum Out Of Pocket - Family	\$5,000	\$0	\$5,000	\$5,000	\$10,000	
Coinsurance Level	100% In-Network			70% Out-of-Network		
Primary Care Physician				Not Required		
Office Visit	Covered at 100% after Deductible			30% Coinsurance after Deductible		
Preventive Care Office Visit	Covered at 100%			30% Coinsurance		
Specialty Care Office Visit	Covered at 100% after Deductible			30% Coinsurance after Deductible		
Hospital - In Patient	Covered at 100% after Deductible			30% Coinsurance after Deductible		
Hospital - Out Patient	Covered at 100% after Deductible			30% Coinsurance after Deductible		
Complex Imaging	Covered at 100% after Deductible			30% Coinsurance after Deductible		
Diagnostic Lab, X-Ray	Covered at 100% after Deductible			30% Coinsurance after Deductible		
Chiropractic Care	Covered at 100% after Deductible			30% Coinsurance after Deductible		
Emergency Room Treatment				Covered at 100% after Deductible		
Prescriptions (30 day supply)				Covered at 100% after Deductible		
Prescriptions (90 day supply)				Covered at 100% after Deductible		
Lifetime Maximum				Unlimited		
	PPO	R1	R2	Current Rates		
<i>Single</i>	27	8	15	\$1,500.85		
<i>Employee & Spouse</i>	22	0	0	\$3,001.71		
<i>Employee & Child</i>	8	0	0	\$3,001.71		
<i>Employee & Children</i>	3	0	0	\$4,052.30		
<i>Family</i>	35	0	0	\$4,052.30		
Total Monthly Cost	95	8	15	\$284,562		
Total Current Plan Annual Cost				\$3,414,740		
Total Current Retiree Plan Cost				\$207,112		
Total Estimated Current HRA Contributions				\$83,226		
Total Current Annual Cost with HRA & Retirees				\$3,705,078		

R1 = Retiree Plan with Rx @ \$1,232.89 per month; R2 = Retiree Plan without Rx @ \$493.08 per month

Town of Seabrook
Executive Summary of Cost & Benefits
Anthem - *Current vs. Illustrative Renewal*
January 1, 2023

Anthem						
Renewal Plan						
Healthtrust - Lumenos						
Contract Provision	Plan		Employee		Employer	
	Deductible	Responsibility	Responsibility	Responsibility	Plan	
	Deductible	Responsibility	Responsibility	Responsibility	Deductible	
Deductible - Single	\$2,500	\$0	\$2,500	\$2,500	\$2,500	
Deductible - Family	\$5,000	\$0	\$5,000	\$5,000	\$5,000	
Maximum Out Of Pocket - Single	\$2,500	\$0	\$2,500	\$2,500	\$5,000	
Maximum Out Of Pocket - Family	\$5,000	\$0	\$5,000	\$5,000	\$10,000	
Coinsurance Level						
Primary Care Physician						
Office Visit	100% In-Network			Not Required		70% Out-of-Network
Preventive Care Office Visit	Covered at 100% after Deductible			Covered at 100%		30% Coinsurance after Deductible
Specialty Care Office Visit	Covered at 100% after Deductible			Covered at 100%		30% Coinsurance
Hospital - In Patient	Covered at 100% after Deductible			Covered at 100% after Deductible		30% Coinsurance after Deductible
Hospital - Out Patient	Covered at 100% after Deductible			Covered at 100% after Deductible		30% Coinsurance after Deductible
Complex Imaging	Covered at 100% after Deductible			Covered at 100% after Deductible		30% Coinsurance after Deductible
Diagnostic Lab, X-Ray	Covered at 100% after Deductible			Covered at 100% after Deductible		30% Coinsurance after Deductible
Chiropractic Care	Covered at 100% after Deductible			Covered at 100% after Deductible		30% Coinsurance after Deductible
Emergency Room Treatment	Covered at 100% after Deductible			Covered at 100% after Deductible		Unlimited
Prescriptions (30 day supply)	Covered at 100% after Deductible			Covered at 100% after Deductible		Unlimited
Prescriptions (90 day supply)	Covered at 100% after Deductible			Covered at 100% after Deductible		Unlimited
Lifetime Maximum	Covered at 100% after Deductible			Covered at 100% after Deductible		Unlimited
Illustrative Renewal Rates						
	PPO	R1	R2			
Single	27	8	15	\$1,707.97		
Employee & Spouse	22	0	0	\$3,415.95		
Employee & Child	8	0	0	\$3,415.95		
Employee & Children	3	0	0	\$4,611.52		
Family	35	0	0	\$4,611.52		
Total Monthly Cost	95	8	15	\$323,831		
<i>Plan Increase / Decrease:</i>				13.8%		
Total Current Annual Cost				\$3,414,740		
Total Annual Premiums for Retirees				\$207,112		
Total Estimated Current HRA Contributions				\$83,226		
Total Current Annual Cost with HRA & Retirees				\$3,705,078		
Total Proposed Annual Cost				\$3,885,974		
Total Proposed Annual Premiums for Retirees				\$235,692		
Total Estimated Proposed HRA Contributions				\$83,226		
Total Proposed Annual Cost with HRA & Retirees				\$4,204,892		
\$ Increase / Decrease Over Current:				\$499,814		
% Increase / Decrease Over Current:				13.5%		

Illustrative Renewal for Retirees: R1 = Retiree Plan with Rx @ \$1,403.03 per month; R2 = Retiree Plan without Rx @ \$561.13 per month

Town of Seabrook
Executive Summary of Cost & Benefits
Fully Insured Alternative - *Cigna Retirees Excluded*
January 1, 2023

Cigna				
HSA Open Access				
Contract Provision	Plan	Employee	Employer	Plan
	Deductible	Responsibility	Responsibility	Deductible
Deductible - EE	\$2,500	\$0	\$2,500	\$5,000
Deductible - FAM	\$5,000	\$0	\$5,000	\$10,000
Max Out Of Pocket - EE	\$2,500	\$0	\$2,500	\$5,000
Max Out Of Pocket - FAM	\$5,000	\$0	\$5,000	\$10,000
Coinsurance Level	100% In-Network		70% Out-of-Network	
Primary Care Physician			Not Required	
Primary Care Office Visit	Covered at 100% after Deductible		30% Coinsurance after Deductible	
Preventive Care Office Visit	Covered at 100%		30% Coinsurance	
Specialist Office Visit	Covered at 100% after Deductible		30% Coinsurance after Deductible	
Hospital - In Patient	Covered at 100% after Deductible		30% Coinsurance after Deductible	
Hospital - Out Patient	Covered at 100% after Deductible		30% Coinsurance after Deductible	
Diagnostic Lab & X-Ray	Covered at 100% after Deductible		30% Coinsurance after Deductible	
MRI, CAT & PET Scans	Covered at 100% after Deductible		30% Coinsurance after Deductible	
Chiropractic Care	Covered at 100% after Deductible		30% Coinsurance after Deductible	
Emergency Room Treatment			Covered at 100% after Deductible	
Prescriptions (30 day supply)			Covered at 100% after Deductible	
Lifetime Maximum			Unlimited	
	PPO	Proposed Rates (Without HRA Costs)		
Single	27	\$1,350.67		
Employee & Spouse	22	\$2,701.21		
Employee & Child	8	\$2,701.21		
Employee & Children	3	\$3,647.39		
Family	35	\$3,647.39		
Total Monthly Cost	95	\$256,105		
Plan Rate <i>Increase / Decrease:</i>		<i>-10.0%</i>		
Total Current Annual Cost		\$3,414,740		
Total Annual Premiums for Retirees		\$207,112		
Total Estimated Current HRA Contributions		\$83,226		
Total Current Annual Cost with HRA & Retirees		\$3,705,078		
Total Proposed Annual Cost		\$3,073,263		
Total Proposed Annual Premiums for Retirees		\$62,100		
Total Estimated Proposed HRA Contributions		\$83,226		
Total Proposed Annual Cost with HRA & Retirees		\$3,218,589		
\$ Increase / Decrease Over Current:		-\$486,489		
% Increase / Decrease Over Current:		-13.1%		
\$ Increase / Decrease Over Renewal:		-\$986,303		
% Increase / Decrease Over Renewal:		-23.5%		

***Rates presented are average cost projections. Individual rates will vary.*

- This proposal is intended to be a brief summary, for full description of services, please refer to the individual company proposal.

Proposed Wellness Plan

Town of Seabrook

Proposed Wellness Benefit Summary

Category	Benefit	Projected Cost
Eligibility: All members participating in medical plan		<i>Based on 100 employees</i>
Nutritional Counseling and Weight Watchers (physician prescribed only)	Nutritional Counseling covered at 100% Weight Watchers limited to a maximum of \$750 per Calendar Year	\$7,500
Smoking Cessation (to include clinics, hypnotists, patches, gum etc.)	100% to a maximum of two completed sessions per Plan Year	\$1,950
Fitness Club Membership (requires a minimum of 3 visits per week)	100% to a maximum of \$200 per Year	\$3,850
Holistic Services <i>(Healthy Eating Habit Coaching, Healthy Food Selection Reimbursement, Physician Approved Vitamins, Aroma, Light & Sound Therapy)</i>	Covered at 100% up to maximum benefit of \$500	\$8,500
Massage Therapy (physician prescribed only)	\$30 Copayment (36 visits)	\$8,750
Licensed Acupuncture	\$30 Copayment (36 visits)	\$7,850
Routine Hearing Exam	\$30 Copayment	<u>\$3,250</u>
Total Projected Annual Cost		\$41,650

Seabrook Police Department



7 Liberty Lane, P.O. Box 456
Seabrook, NH 03874
Phone: (603) 474-5200
Fax: (603) 474-7242

Brett J. Walker
Chief of Police

Kevin M. Gelineau
Deputy Chief of Police

October 16, 2023

September (partial)/October (partial) Report to Selectmen

- Chief Walker, Deputy Chief Gelineau, Lieutenant Mone, Detective Bunszell, and Officer Glowacki attended the graduation ceremony for Officer Marc Smick and his classmates in the 193rd NH Full-time Police Academy. Officer Smick was selected by his classmates to speak on behalf of the class. Following graduation from the Academy, Officer Smick was assigned to a Field Training Officer and is continuing his law enforcement education before being released on his own.
- September 12th was National Police Woman's Day. We recognize and thank Officers Kassandra Storms and Alison Couch for their hard work and their contributions to the Seabrook community.
- Staff completed training in topics to include some of "The Three 2's" (required training in ethics, de-escalation, and bias), prioritizing officer mental health, rifle instructor, firearms qualifications, American Sign Language for Police, CyberTip training, and geo-fence search warrant training.
- Sergeant Smart presented CRASE (Civilian Response to Active Shooter Events) training to a local business.
- Detectives and POP Officers attended the Fall Festival event at the school where they were able to speak with the kids, show them the police cruiser, and hand out popcorn.
- Officers were on hand at the Fire Department for a 2nd grade field trip with a police cruiser and the UTV.
- Chief Walker, Lt. Mone, Detectives Bunszell and Butcher, and Ofc. Glowacki participated in Community Policing night at McDonald's. The event is a state-wide fundraiser for the NH Chiefs of Police Association and raises money for police training.
- Chief Walker attended a Radiological Emergency Preparedness tabletop exercise presented by the NH Department of Safety, Division of Homeland Security and Emergency Management.
- Seabrook officers, along with members of the Seabrook Fire Department and DPW, assisted the Seabrook Schools with Walk to School Day on October 11th.
- October is Breast Cancer Awareness month. Some Seabrook officers wear pink shoulder patches throughout the month as part of the [Pink Patch Project](#) to show support for breast cancer awareness.
- October also means the annual [Beards for Bucks fundraiser](#) for the [Child Advocacy Center of Rockingham County](#). Officers are allowed to grow facial hair during the month while they donate to and raise money for the CAC. We typically raise several thousand dollars each year as we

“compete” with other law enforcement agencies. Officer Giarrusso has been in the top tier of fundraisers several times and Deputy Chief Gelineau was the top fundraiser in our first year of participation. We encourage everyone (individuals and employers) to donate to this incredibly worthy organization that helps to protect the youngest victims.

- We are currently hiring for one full-time police dispatcher.
 - This dispatch position will be the fifth full-time dispatcher and put us at full staff.
- We are currently fully staffed with 30 full-time police officer positions filled but will have one open position at the end of October.

Regular activities

- Attended meetings for the Rockingham County Chiefs of Police, implementation of an ACERT program, and addressed numerous administrative items.

Drug Overdose Statistics through October 11, 2023 are as follows:

2023 YTD OVERDOSES – 25
2023 YTD OVERDOSE DEATHS – 6

2022 YTD OVERDOSES – 21
2022 YTD OVERDOSE DEATHS – 1

Total calls for service since last Board meeting submission: 1,084

As of 0730 on 09/06/2023: 8,610
As of 0730 on 10/10/2023: 9,694

We continue to use our social media accounts on [Facebook](#), [Twitter](#), and [Instagram](#) (@SeabrookNHPD) to connect with the public. This has proved to be an effective means of providing information to and interacting with the public. The Seabrookpd.com website also has a Twitter feed at the bottom for people who do not utilize social media.

Respectfully submitted,



Brett Walker
Chief of Police

