

BOARD OF SELECTMEN MEETING

December 6, 2022

MINUTES

Present: Shawn Talbot (Chair), Jason Somero, Lou Alvarez and Debbie Deaton (Town Administrator)
Jim Feldhusen

4:00 Timbertop Road Site Visit:

The Board met at the rear of the property owned by Arthur Joslin (55 Philmart Dr.) along with Jim Feldhusen (Code Enforcement Officer) to discuss the bridge being constructed on Timbertop Road.

The Board viewed the alterations which included sand and stones being placed on either side of the river. Jim has contacted the resident in person and via phone to issue a stop work order but work is still progressing. Mr. Joslin was asked to attend this meeting but wasn't present because he thought the meeting was next Monday.

After discussing the situation, Shawn made a motion to have Jim issue a Cease and Desist letter outlining the steps Mr. Joslin needs to take which include but are not limited to applying for a Wetlands Crossing Permit with the NH DES, an application to the ZBA for a Special Exception and applying for a Driveway Permit with the Town. Lou seconded the motion and it passed unanimously.

Present: Shawn Talbot (Chair), Lou Alvarez and Debbie Deaton (Town Administrator)

Steve Beaulieu, Dennis Howe, Joe Woodworth, Meredith Lund, Matt Hatcher, Cody Vaillancourt,
Mike Abel

5:00 Open Meeting in the Town Office with the Pledge of Allegiance at 5:00

5:02 Fire Department Budget:

Meredith updated the Board on the AFG Grant. They won't be making any decisions until the end of December. Meredith asked if the Board would earmark \$151,709.86 from ARPA funds so they can order the radios at their current price quote. If they get the AFG Grant, she won't need the ARPA funds. They had also put \$9,120 in the budget for next year. If they can use the ARPA funds, they can take that money out of the budget. The radios are so old, when they go out for repair, they come back as unrepairable. (Reduce 01-4220.1-530 Communications line by \$9,120).

Shawn made a motion to earmark \$151,709.86 for Communications Gear for the Fire Department. Lou seconded the motion and it passed unanimously.

Lou asked if these radios will be compatible with the new radios the Police Department, Emergency Management and Ambulance have. Matt replied they will be once they program those frequencies into the new radios.

Meredith and Shawn agreed we need to start planning for the future and create a Capital Reserve Expendable Account for future purchases.

Meredith also mentioned she had added a thermal imaging camera to the budget for next year but she can use the money she had put in her 2022 budget for the front suction which cannot be done. She can also delete \$10,654 from the 2023 budget (line 01-4220.1-740). The current camera is marginally working right now.

Going to hourly versus stipend has not changed the budget for this year. Pay is on track.

01-4220.1-560 could possibly be adjusted for hazmat which depends on Keene. Adjust \$1,000 if Keene ok's using them. If they have to stay with Souhegan, it would remain as is.

Lou suggested creating a Capital Reserve fund for communications to plan for the future. Meredith stated she will work with Debbie to create this.

Meredith also looked at the computer which can wait and can stay as a priority 2 for 2023. There was a discrepancy between her budget and the one Mitch prepared. Fire Dues in Meredith's budget was \$3,855 and Mitch had \$3,455. It needs to be \$3,855. The Fire Vehicle Maintenance account 01-4220.1-432 should be \$17,750, not \$17,000.

The 01-4220.1-350 account is currently a priority 2. After some discussion, Shawn stated it should be a priority 1 because it's a true representation of what it takes to run the department because it's a safety issue.

Shawn also stated he is still looking into numbers for the renovation of the Fire Department buildings and will schedule that as soon as he can.

5:35 Police Budget-Chief Abel:

Joe stated he and the Chief did a deep dive into the Police budget and built up a lot of data to support the proposed budget. There is a summary sheet that compares the budget for the past couple of years and the current budget.

Chief Abel thanked the Finance Advisory committee and stated they have put a ton of work into the budget this year and he appreciates letting the FAC digging into the budget because it was very eye opening.

Chief went through the budget line by line. The overtime line has increased due to the fact that shifts will have to be covered when another officer goes to training, out sick or on vacation.

They added a new line which is police incentives. Shawn stated he liked the idea of the projected future of the department especially when it comes to retention.

The insurance has gone up because the department is fully staffed, some employees didn't take insurance this year and insurance rates have gone up.

Chief recommends the education line be increased to \$7,000 due to being fully staffed and the cost of classes, ammunition, etc. going up. Law Enforcement requirements have increased also. The department has a lot of inexperienced officers right now so they need more training. With the demand for more educated officers by legislation, the force needs to concentrate on education.

The way the budget is being presented today is to get a "bottom line" and then go through the desirable/suggested line items to see if any of those could be added.

The Department is still waiting on Hillsborough County Dispatch to get back to them about the cost for dispatch so the amount in the line item includes inflation. Shawn suggested the fuel line be increased to \$5,000 due to the volatility of the fuel market.

Chief Abel indicated the fuel budget has increased due to the cost of fuel and the fact that the department is now fully staffed. He's tightened it as much as he could and based the cost on 4,600 gallons. Shawn stated the fuel line should be increased to 5,000 gallons at \$4 per gallon because the budget is going to be so tight to begin with, he doesn't want to budget this line with absolutely no wiggle room.

The budget for Police Equipment has gone up significantly because of the deep dive that was done into the equipment. For example, the ballistic shields are long past their expiration date so they added one to the budget for next year.

Lou mentioned considering a new Capital Reserve for the Police Department. Shawn mentioned the feeling he has heard from the community is that we don't prepare for the future and this is a perfect example of this and encouraged a new Capital Reserve account so we don't have to add large amounts of money to the budget in future years for known expenditures. Chief Abel agreed.

On a side note, Chief Abel stated the tower on Old Rindge Road is slated to be finished by the end of the week.

The total Police Department budget is up approximately 6.75% not including COLA or inflation. Mike added there were 4 officers at the beginning of the year and there are now 6 so some of the costs are due to being fully staffed. Joe added the "priority 2" would increase the budget to 8.63%. Shawn stated the incentive program is critical for retention and stability of the department. Joe said it would add equipment, a ballistic

shield and another computer in addition to the incentives. Shawn asked about the ballistic shields and the safety of the officers. Mike replied the company won't stand behind the product after 10 years and all of the current shields are over 10 years old. Dennis asked if there was a replacement plan. Mike replied the department has never had a plan for obsolescence and this budget process will allow for that. Shawn said we should replace all 3 of the ballistic shields for the safety of the officers and suggested we use ARPA funds to purchase the 3 new ballistic shields. Shawn is trying to have a 10 year plan for expenditures so the budget can be fairly stable year to year. Mike will get back to the Board on the cost of the shields. Shawn and Lou agreed all of the priority 2 incentives should be added to the budget. The priority 3 items can be discussed for 2024.

Mike said we could replace 2 computers in 2023 and the other 2 in 2024. Incentives would need a new account number in the budget.

Joe said the total budget for the PD will have a 7.29% increase over last year with all of the changes that were made tonight.

Chief Abel and Joe discussed what the numbers would like if they added officers for 24 hour coverage. Mike submitted a letter to the Board which stated reasons for added the 24 hour coverage. The US Census said we had approximately 5,300 residents. We currently have approximately 1100 students in the school system and then you would add the school staff for an additional amount of people in town during school hours which increases the demand on the department and the town offices.

According to the Bureau of Statistics, the average should be 2.3 officers per 1,000 inhabitants. The New Ipswich ratio is 1.2 which is well below the national average. According to this, we should have 10 officers. Mike suggested adding 2 officers which would give us 24 hour coverage. The Town of Hollis did a comprehensive study and is worth the read.

Chief Abel stated there are many other reasons to support having full time coverage. There would be some overlap in shifts so they can share intel, communication, etc. This would also help with time in response, being more visible in the community. Currently we rely on State Police for after-hours coverage. They are not obligated to respond but they do because it's the right thing to do. The State Police are down in their work staff also so it's making it harder for them to respond. When we use Municipal Aid, it is required for the Town with jurisdiction (New Ipswich) to also respond so other towns are assuming liability if they respond without us being there.

Chief Abel's worry is someone is going to call and there will be no one to respond. Sometimes there can be a call that includes other departments such as Fire and Ambulance responding to a violent case and we are asking those departments to go into this scene without police protection. His recommendation is to try to move to adding 2 additional officers to provide full time coverage.

There was discussion on the costs and time frame for this suggestion. The Town could hire 1 officer in July of 2023, one officer in July of 2024 and have full time coverage by January of 2025. There will be more discussion on this in the future. Chief Abel feels this is very important.

Animal Control budget is flat from last year. Chief Abel would like to give this position a monthly stipend and would stay within the budget.

7:25 COLA decision:

Dennis created a table with the effect of different COLA rates on the total budget. Shawn stated Debbie had asked other Town Administrators what they were doing regarding this. She informed the Board the bottom line was approximately 8% (either merit, COLA or a combination of both). Some towns were also debating on paying 100% of health insurance also.

The Board viewed the different effects in the table on the budget and had some discussion. There was also discussion regarding 100% town paid health insurance. It was determined only employees that get health insurance would benefit from this and it would increase the employee's tax liability because it is deducted pre-tax.

Shawn made a motion to set the COLA rate at 7%. Lou seconded the motion and it passed unanimously.

7:50 Collins Road Civil Scope bids:

Shawn opened the bids. The Road Committee will award the bid at the meeting tomorrow at 3:00pm.

Daniels Construction: \$198,500
Accura Construction: \$177,510
CSSI (Connie's Septic: \$254,950
Digz: \$200,930
SUR Construction West: \$205,725
Jennings Excavation: \$165,497.30
CRR Demers: \$265,000

Shawn thanked everyone for their bids. Debbie will make copies for the Road Committee.

8:00 2023 Holiday Schedule:

Debbie gave the Board the holiday schedules from the Federal and State. Shawn made a motion to accept the State holidays with 2 floating holidays for 2023. Lou seconded the motion and it passed unanimously.

8:05 Old/New Business:

- Debbie said she will be putting a memo in everyone's pay this week regarding electronic W-2's as opposed to a paper W-2 which is required by the IRS.
- The City of Keene sent their fee for the Town to participate in the Hazardous Waste Program. A warrant article will be done for this.
- Lou said he saw an email from the State regarding a new recycling center in Greenville. He believes Shaw is building this on Route 31. Lou will forward it to Debbie and the Board.
- Lou stated he had spoken to Bert Hamill over the weekend. Bert has concerns regarding State requirements of local approval of Septic Systems and are looking for more local approval. Lou spoke to Jim Feldhusen about hiring an engineer to review these. Shawn replied the Town currently does local approval. The State does design approval. Debbie said the Town can't sign off on a Septic Design, the State is responsible for this. Lou called a company in Bedford to see what they would do for a small town in this regard.

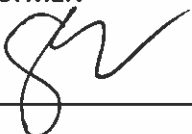
At 8:20 Shawn adjourned the meeting.

Respectfully submitted,

Debbie Deaton
Town Administrator

Minutes approved by BOARD OF SELECTMEN

Shawn Talbot, Chairman:



Jason Somero:

Lou Alvarez:

NEW IPSWICH FIRE DEPT.

Proposed 2023 budget



2022 v. 2023 Budget Comparison

Acct #	Acct. Name	2022 Budget	2023 Proposed
111	Salaries/Stipends	46,680.00	46,680.00
130	Chief Stipend	11,845.00	11,845.00
220	FICA	3,629.00	3,629.00
225	Medicare	849.00	849.00
240	Education/Training	2,585.00	5,720.00
310	Dispatch		57,653.00
350	Health and Fitness	320.00	2,390.00
430	Equipment Repair, Maintenance	8,740.00	10,363.00
432	Vehicle Maintenance	33,850.00	17,750.00
433	Computer	1,400.00	1,400.00
530	Communication	15,685.00	17,013.95
560	Dues, Subs, Fees	2,835.00	3,855.00
580	Mileage	1,000.00	1,000.00
610	General Supplies	3,879.00	4,839.00
620	Office Supplies	750.00	750.00
622	Electricity	3,750.00	6,100.00
901	Propane	3,800.00	11,238.00
625	Postage	100.00	100.00
635	Department Fuel	2,500.00	3,739.00
640	Books, Periodicals	1.00	1.00
740	Equipment , New/Replace	11,996.00	25,004.00
811	Fire Prevention	500.00	500.00
		156,694.00	232,418.95

Acct. 111 – Salaries/Stipends

Level funded 46,680.00 (add COLA)

Acct. 130 – Chief Stipend

Level funded 11,845.00 (Add Cola)

Acct. 240 - Education/Training

Total: \$ 5720.00

▪ Firefighter I 2@\$135.00	270.00
▪ Firefighter II 2 @\$150.00	300.00
▪ Dept. CPR Training (AHA Cards \$2.50 each)	75.00
▪ Dept training (1 per month)	3600.00
▪ Misc. training supply needs	1100.00
▪ EMT recerts 3@ \$25.00	75.00
▪ CDL precheck training	300.00

Acct. 350 – Health and Fitness

Total: \$ 2390.00	
▪ Mask Fit testing (for entire dept)	270.00
▪ Medical co pays for Physicals required for NHFA	50.00
▪ Gear cleaning (15 sets @ 138.00)	2070.00

Acct. 430 – Equipment Repair, Maintenance

Total: \$ 10,363.00	
▪ Ladder Testing	250.00
▪ Extinguisher inspection	210.00
▪ SCBA Flow test, maintenance (5 yr contract with Fire Tech and Safety- 57.00 vs 60.00)	1,983.00
▪ Hydro (due in 2024)	
▪ Sm. Engine Maintenance	2,000.00
▪ Compressor Maintenance & Testing (5 yr contract with Fire Tech and Safety)	1,795.00
▪ Hose Testing (7500 ft. @ \$.35/ft)	2,625.00
▪ Hydrant testing	1,500.00

Acct. 432 – Vehicle Maintenance

Total: \$17,750.00

▪ State Inspections & Services 6 @ \$800.00-1000.00	6000.00
▪ Pump Maintenance	1800.00
▪ Pump Testing (E1, E4)	1800.00
▪ ATV & Boat Maintenance	650.00
▪ General Maintenance E4 and R1	2500.00
▪ Misc Parts and maintenance (including fan charger, light chargers)	1500.00
▪ Fluid Film 4 trucks @ 375.00	1500.00
▪ Truck generator maintenance	2000.00

Acct. 433 – Computer Services

- Computer for Administrator and monitor for officers 1400.00

Acct. 530 – Communications

Total: \$17,013.95

- Projected 2023 Comcast Fees – 150.00 X 12 (current 142.97) 1,800.00
- Additional Comcast Expenses – 40.00 x 12 (current 36.10) 480.00
- US Cellular Data (5 iPads and cell) 140.00 X 12 (current 130.56) 1,680.00
- Pagers and Radios
- (see addendum next slide- reflects price increase) 13,041.00
- Dept Google emails 12.95

Communication Equipment Breakdown

Need	Pagers and Radios	
	Unit Price	Total Price
Motorola Minitor 5		
Pagers	0	\$528
Batteries	5	\$30
Clips	3	\$15.00
Chargers	3	\$50.00
Motorola Minitor 6		
Pagers	6	\$400
Batteries	4	\$30
Clips	4	\$25
Chargers	2	\$60
Kenwood VP6000		
Portable Radios	4	\$2,280
Kenwood TK-5210W		
Portable Radios	5	\$75
New Mics	5	\$20
Clips	5	\$5
Short Antennas	5	\$25
Mobile Radios		
UHF Mobile install	0	\$115 per/hr
UHF Mobile Programming	0	\$80 per/hr
VHF Mobile Install	2	\$126 per/hr
VHF Mobile Programming	1	\$80 per/hr
Total Needed Budget 2023		\$13,041

ACCT. 531- DISPATCH

Total Annual: 57,653.00

- Southwest Fire Mutual Aid



Acct. 560 – Dues, Subs, Fees

Total: 3,855.00

• Annual Dues, Subs, Fees:	
▪ SWNH – Annual Dues	150.00
▪ Rover – Spotted Dog Annual Fee	300.00
▪ Chief Mobile	480.00
▪ NFPA – Annual Fee	175.00
▪ Tensis- Elite – Annual Fee	1000.00
▪ NHAFC – Annual Dues	85.00
▪ NH Fire Prevention Society – Annual Dues	25.00
▪ MAFCA – Annual Dues	100.00
▪ SMFAA – Annual Fee includes hazmat/rescue	1,000.00
▪ Amazon Prime	120.00
▪ NH State Firemens Association	420.00

Acct. 580 – Mileage

Travel for classes and department business \$1,000.00

Acct. 610 – General Supplies

Total: \$ 4,839.00	
▪ Monadnock Water – 5 gallon jugs (6)	45.00
▪ Monadnock Water – 24 bottle cases (20)	100.00
▪ Medical Supplies	600.00
▪ Cleaning Supplies	200.00
▪ Uniform Badges (5)	350.00
▪ Department Shirts	600.00
▪ Batteries SCBAs 144 (6 per pack)@ 70.00	210.00
▪ AED supplies 2 Adult and 2 set Pedi pads	100.00
▪ Batteries – CPR Training Accessories	100.00
▪ Structural Gloves 6 @ 99.00	594.00
▪ Extrication Gloves 6 @ 50.00	300.00
▪ Speedy dry 10 bags @ 44.00	440.00
▪ Traffic Cones 3 packs of 12 @ 250.00	1,200.00

Acct. 620 – Office Supplies

Total: \$750.00

• Conway Office – Maintenance Agreement	460.00
• Office Supplies (copy paper, staples, tape)	290.00

Acct. 622 – Electricity

Eversource \$6,100.00

Total: Estimate 17,000 (kilowatt Jan- Sept 2022)	
Station 250.00 X 12	3000.00
(current for regular KWH and 3 phase for compressor)	
Office \$110.00 X 12 (current)	1320.00



Acct. 901 Propane

- Propane \$ 3.61 per gallon 3113 gallons (2022 numbers) \$11,238.00

Acct. 625 – Postage

Level Fund at \$100.00

Acct. 635 - Fuel

Total: \$ 3739.00

- Fuel- 700 gallons @ 4.77
- TruFuel
- Diesel Exhaust Fluid

3339.00
200.00
<u>200.00</u>
\$ 3,739.00

Acct. 640 – Books, Periodicals

\$1.00

Acct. 740 – Equipment, New/Replace

\$ 25,004.00 (reflects price increases from companies)

• 6Ft New York Hooks (2 at \$132.00)	264.00
• Dewalt cut off saw	1,175.00
• Broco saw blade	200.00
• Bar and Chain for saw (2 @ \$420.00)	840.00
• Dewalt Chain Saw kit	490.00
• Dewalt Sawzall kit	810.00
• Dewalt 4 bank charger	370.00
• Deck Gun 3" thread	3950.00
• Thermal camera	10,654.00
• 6" low level strainer	954.00
• 4" Storz to 4 ½" Female	175.00
• 4" Storz to 6" Female	285.00
• 6" female to 4 ½ Male	255.00
• 1 ½ NPSH to garden hose	23.00
• 4" Storz 3 way manifold (2 @ \$1420.00)	2840.00
• Auto Crib	1,069.00
• Tool mounting bracket (10 @ \$35.00)	350.00
• Shipping on all above	300.00

Acct. 811 – Fire Prevention

- Pre-schools, Kindergarten, 1st and 3rd grades NFPA information 500.00

ACCT.#UNKNOWN? CLEANING

- Cleaning of offices, day room, bathroom and training room (when repaired)
2 times per month @ 50.00 each 1,200.00

New Ipswich Police Department

To: New Ipswich Board of Selectman

Subject: New Officer Hire Reasoning

From: Chief Mike Abel

It is the goal of the New Ipswich Police Department to hire additional officer(s) to adequately provide 24-hour public safety coverage to the citizen of the Town of New Ipswich and visitors. Increase police personnel to keep up with the town's growing population and anticipated demands on police resources.

The Town of New Ipswich has been increasing in population over the past decade(s). It is difficult to know the exact population of New Ipswich but according to the US Census there are approximately 5,300 residents. This does not include the daily fluctuation of people visiting the town, working in town, or attending our schools. The estimated daytime school population is over 1,100 students and staff.

Based on preliminary information collected from the town office it is estimated that in the last three years there has been 120-130 new homes built in town. This should associate with an increase in population. This does not include new accessory dwellings being utilized as living space. With the population increasing it is safe to anticipate an increased demand for police or public safety resources.

Based on references from the US Bureau of Statistics the ratio of police officers to inhabitants is two officers per every 1000 inhabitants. This is a 2:1 ratio. Currently NIPD has a ratio of 1.2 officers to every 1000 inhabitant, a 1.2:1 ratio. The national average of officers to inhabitants is 2.3 officers for every 1,000 inhabitants. Based on national averages and references from the US Bureau of Statistics, NIPD should be staffed with 10 full-time officers.

Adding a 7th officer would result in officers being on duty at least four overnight shifts per week. With an 8th officer this would result in officers being on duty 24/7. This creates overlapping coverage between all shifts. This creates a safer working environment for our officers and our citizens when responding to a critical incident. It also ensures more efficient information

sharing between officers and better continuity between all shifts. Most importantly proper staffing would result in a timely response to calls for service, especially high priority calls. Officers would be more visible in the community from shift to shift and provide a more professional service to the citizens of New Ipswich.

Currently NIPD does not provide 24/7 police coverage and the town is relying on NH State Police to respond to calls when NIPD is off duty. There are a several issues with our current situation. First, the response times from NH State Police are lengthy, at times unreliable and they do not hold jurisdiction. NH State Police is like many other police agencies in the state, they are experiencing an overwhelming number of vacancies and they are having trouble covering their own calls and activities. I was recently told by a member of the NH State Police that their agency has 70-80 vacancies and troops are spread very thin. This equates to approximately 1/3 of their workforce.

NH State Police is not obligated to respond to calls for service in New Ipswich, they respond because they care and it's the right thing to do. NH has laws that govern police jurisdiction and based on NH RSA 106-B:15 all towns having a population of more than 3000 residences are responsible for their jurisdiction and enforcement.

NH RSA 106-B:15 Jurisdiction of Police Employees. –

A police employee **shall not** act within the limits of a town having a population of more than 3,000 or of any city, except when he or she is enforcing the motor vehicle laws or the regulations relative to the transportation of hazardous materials, witnesses a crime, is in pursuit of a law violator or suspected violator, is in search of a person wanted for a crime committed outside its limits, is in search of a witness of such crime, is faced with public safety exigent circumstances, or when acting as an agent of the director of motor vehicles enforcing rules pertaining to driver licenses, registrations and the inspection of motor vehicles, or when requested to act by an official of another law enforcement agency, or when ordered by the governor. Notwithstanding paragraph I, nothing in this section shall be construed to limit the primary jurisdiction of the local police agency in a town having a population of more than 3,000 or any city.

My greatest concern is that there will be an emergency (a call) during the times NIPD is off duty and when NH State Police is called to cover this incident, no Troopers will be available to respond. What then?? This is more of a reality now than ever before and this puts our citizens and other emergency personnel at risk. In recent times our fire or ambulance staff have

responded to calls while NIPD were off duty and when they requested police security no Troopers were available to respond. This is not an ideal scenario.

I am asking the New Ipswich Board of Selectmen to consider the need for additional officers to safeguard our citizens, other emergency personnel and to ensure a timely response to calls for assistance.

Highlights

Work towards providing 24/7 police coverage for the town

Provide a more reliable and timely response to calls for assistance during all hours of everyday

Increase the quality of police services overall

Increase visibility, more hours in the community and on the roads

Decrease individual officer case load so officer can patrol more actively (Preventive Patrol)

Reduce relying on other agencies to cover our jurisdiction

Comply with NH RSA 106-B:15

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Michael Abel".

Michael Abel, Chief of Police



State of New Hampshire

DEPARTMENT OF ADMINISTRATIVE SERVICES

DIVISION OF PERSONNEL

54 Regional Drive, Suite 5

Concord, New Hampshire 03301

Charles M. Arlinghaus
Commissioner
(603) 271-3201

Lorrie A. Rudis
Director
(603) 271-3261

DIVISION OF PERSONNEL MEMORANDUM

Holidays for Calendar Year 2023

June 30, 2022

The following days will be holidays for State Employees during Calendar Year 2023

New Year's Day (observed)	Monday	January 02, 2023
Martin Luther King Jr. /Civil Rights Day	Monday	January 16, 2023
President's Day	Monday	February 20, 2023
Memorial Day	Monday	May 29, 2023
Independence Day	Tuesday	July 04, 2023
Labor Day	Monday	September 4, 2023
Veterans' Day (observed)	Friday	November 10, 2023
Thanksgiving Day	Thursday	November 23, 2023
Day after Thanksgiving	Friday	November 24, 2023
Christmas Day	Monday	December 25, 2023

In addition to the above noted holidays, most State employees who are employed on a full-time basis are eligible for three (3) Floating Holidays. Employees represented by different unions may have different holiday policies, for further information go to: <http://apps.das.nh.gov/LaborRelations/>

If you have any questions pertaining to holidays or holiday compensation, please feel free to contact Employee Relations at 603-271-3261.

For information only:

The following days are **NOT paid holidays** for State employees. State offices will remain open:

- | | |
|-------------------------------|-------------------------|
| • Columbus Day | Monday, October 9, 2023 |
| • Juneteenth Independence Day | Monday, June 19, 2023 |



US Federal Holidays 2023

There are 11 federal holidays celebrated each year in the United States. Federal holidays that fall on Saturday are celebrated on the preceding Friday and federal holidays that fall on Sunday will be celebrated on the following Monday.

[Print Calendar](#)

[<< 2022](#)

[2024 >>](#)

Date	Federal Holiday	# Days
Sunday, January 1	New Years Day 2023	32
Monday, January 2	New Years Day 2023 (observed)	33
Monday, January 16	Martin Luther King Day 2023	47
Monday, February 20	Presidents Day 2023 *	82
Monday, May 29	Memorial Day 2023	180
Monday, June 19	Juneteenth 2023	201
Tuesday, July 4	Independence Day 2023	216
Monday, September 4	Labor Day 2023	278
Monday, October 9	Columbus Day 2023 **	313
Friday, November 10	Veterans Day 2023 (observed)	345
Saturday, November 11	Veterans Day 2023	346
Thursday, November 23	Thanksgiving 2023	358
Monday, December 25	Christmas Day 2023	390