

**HUDSON, NH BOARD OF SELECTMEN**  
**Minutes of the September 5, 2006 Workshop**

1. **CALL TO ORDER** by Chairman Rick Maddox at 7:00 p.m. in the Selectmen's meeting room at Town Hall.

2. **PLEDGE OF ALLEGIANCE**, led by Cable Committee Chairman Mike O'Keefe.

3. **ATTENDANCE**

**Selectmen:** Richard J. Maddox, Shawn N. Jasper, Kenneth J. Massey, Kathleen R. MacLean and Benjamin J. Nadeau

**Staff/Others:** Steve Malizia, Town Administrator; Priscilla Boisvert, Executive Assistant; Kathy Carpentier, Finance Director; Lisa Nute, Police Department Information Manager; Vin Guarino, IT Consultant; Dave Yates, Recreation Director; Howard Dilworth, Jr; 1 resident.

4. **DISCUSSION ITEMS**

A. **Cable Committee**

Cable Committee Chairman Mike O'Keefe said they have a good working relationship with Alvirne HS. Students in the media program often serve as camera operators at HCTV Productions and have been a source of camera operators for the meetings that are recorded at Town Hall. In addition, they send student-produced programming that is aired on the educational channel, including Alvirne sporting events, concerts, theater performances, etc. The bulletin board continues to be utilized by the Town, School Committee and emergency services. He worked closely with the Fire Chief during the flooding to get announcements out, as well as during the severe heat.

This year, they have been archiving meetings that they record to DVD, which he hopes to make available at the Library very soon. People will be able to view previous meetings. In this year's budget, they purchased additional equipment for producing programming—some camera equipment and some editing equipment. The Community Development meeting room is about to get equipped for television cable casting, similar to the setup in the BOS meeting room, which is scheduled to begin a week from today and should only take a few days.

The committee also considered working with the Library Trustees to combine an access center with the plans for a new library, but it proved to be too expensive and probably too soon to consider that. They didn't want to hinder the Library's plans in moving this project forward.

With the addition of the camera setup in the Community Development room, they are planning to add cable casting of Planning Board meetings, Zoning Board of Adjustment and, possibly, Water and Sewer Utility Committees, if there is an interest in that area. They are also looking at possibly making recordings of meetings available to download on the Town's web site, which would allow non-cable TV subscribers access to the same meetings.

One of the goals of the committee is to try to increase community involvement in producing programming. They have some ideas in that area that they want to pursue, possibly doing some training classes. They have talked with the Rec Department about a combined relationship with them to do some training. They'd also like to see increased programming by shared material from other access centers in the area. They belong to a local organization of community media groups and they often share programming amongst themselves, which would be a way to get additional programming on Hudson's system. They continually look towards building an access center, with a studio and recording facilities, because that's the end goal. That would allow them to increase the amount of locally-produced material. There is a capital reserve account, which is accumulating money towards that goal.

Adelphia officially transferred to Comcast about mid-year, although everyone still sees Adelphia on their system and their bills. Technically, they are Comcast and eventually they will see Comcast. For a period of time, Verizon was interested in providing competing cable television services in Hudson, but that was called off. They say they want to shift their resources to another part of the country, and are not saying what their future plans are for here.

Relative to the budget, as in the past, they are basing their projections on the anticipated revenue from the Cable franchise fee. In FY07, that was \$166,000. He just received the most recent franchise fee check from Comcast, and using that figure—which is what he has done in past years—the upcoming amount would be \$183,000 which is about a 10% increase in revenue. That's what he anticipates using as a budget number for FY08. For historical purposes, in FY06, it was \$142,000. On the revenue side, it went up 16% last year and 10% this year. They will be submitting a budget based on that number, about a \$17,000 increase in income.

In terms of expenses for the upcoming year, he sees a slight increase in the professional services line item, which is where their labor is. The three big line items in their budget are professional services, small equipment and the remaining money goes into the capital reserve account. If the number of meetings cable cast increases, the labor costs will, as well. It could be double, depending on the actual number of meetings they do. The budget won't double, but that portion should go up. They are seeing an increased need for repairs, as the equipment ages and with use. They recommend placing the excess money in the capital reserve, working towards building an access center. Presently, there is \$328,000 in the account. In FY07, they put in about \$87,000.

Projects the committee has talked about in the past are outfitting the mobile unit to do productions from that truck. Right now, it's used mostly as a transport vehicle to bring equipment back and forth. If production equipment is built into it, they could use it as a remote truck, producing the programming from the truck when they go to a remote site. It would cut down on a lot of the wear and tear when they do events, such as ball games and parades. They also talked about enhancing their ability to produce programming at the Alvirne gym and, possibly, the sports fields. If they could get some setup that they didn't have to take in and out every time they do something, that might make it easier for doing events from those areas.

Selectman MacLean thanked Mike and the Cable Committee members for everything they've done. The programming is improving and keeps getting greater. It's nice to see; it's a nice community spirit kind of a committee and everybody is very dedicated to that.

Chairman Maddox asked what percentage of the labor is paid to the camera operators for all of the meetings that are being televised. Mike said he did a rough breakdown of what it would be next year, if they add meetings, and it came out to a total of about \$7,000 per year for labor. The actual increase is \$2,000-\$3,000. Chairman Maddox thought Mike had said the line, of about \$30,000, was going to double. Mike said the line shouldn't double because a good portion of that is the Facilitator's pay; just the camera operator portion would double. Chairman Maddox asked if it would be advantageous to break that line item out, one for the Facilitator and one for the camera operators. Mr. Malizia thought they'd just be making more work for themselves. Selectman Jasper thought the line was easy enough to track, as is. If they can't do that simple math, they shouldn't be doing budgets. There was enough detail in the backup.

There being no further questions, Chairman Maddox thanked Mike--and they'd see him at budget season.

**B. Recreation Department**

Recreation Director Dave Yates said during the past year, over 9,000 residents used the Rec Department, with all of the different programs, from play groups, to dances, from adult comedy nights to sports activities. They continue to do good things to keep up the morale of the community. Facilities are an issue, but the Community Center has helped a great deal to maintain the programs, especially for the dances and summer programs. He didn't know how they ever survived in the Rec Center. With over 225 kids a day, using the Community Center on rainy or excessively hot days, has helped immensely, but they do have field issues and space issues.

Chairman Maddox asked how many people work in the Rec Department throughout the year. There is the Director and a part-time office person and numerous counselors, etc. Dave said there are 17 summer counselors who work 40 hours a week for eight weeks, plus two days of training and two days of cleanup. Most of them are college students and some teachers. They have four Counselors in Training, who are 16-18 years old, and they work 20 hours a week in the summer. The summer director was Sean O'Donahue, who holds a Masters Degree in Recreation, but will be moving on. Throughout the year, they have directors that he'd like to see combined to a program director. They pay a basketball director, a soccer director, a tennis instructor—probably about eight people to run the programs. The problem is they have day jobs, so he and Patty are the ones fielding the phone calls during the day when people call with questions about the different programs, and he and Patty don't always have the answers because they're not the program director. Patty is part-time at 30 hours per week, and Reggie is the maintenance person, who puts in 15 hours per week. He has been with the Town 26 years, and is still doing some lining of the fields. The Rec Department depends on the Highway Department for a lot of the field maintenance and they help out with a lot of the big items.

Currently, the Jette Field II project that Manny Sousa had agreed to build for them 10 years ago, is underway, which they hopefully anticipate will be completed by the end of this month so they can seed it and it will be ready for use next year. A lot of dirt still needs to be moved, but Manny has assured him it will be ready for next year. The slope was greater than they thought it was when the trees were there. The excess loam will be used by the Highway Department for other projects. He applied to the county for an \$8,000 grant to put in a well and an irrigation system for that field, which will be on the Board's next agenda for acceptance. The final cost will be about \$15,000 but that wasn't part of Manny's agreement. He is putting in the fencing and everything else. He asked if he needed the Selectmen's approval to go to the Planning Board to ask for the remaining money from the Planning Board fees. Chairman Maddox asked if any Board member had a problem with Mr. Yates going to the Planning Board. No one raised an objection. Lights for that field is something that can be addressed down the road. They are expensive to put in, about \$60,000 and just getting another field will help. He spoke with a company about it, who would let the Town pay for it over a period of years, rather than have to pay the \$60,000 all at once.

Chairman Maddox said they should rough in some of the conduit, while everything is all dug up—trench it and put in empty conduit, which would make the project a lot more cost effective down the road. It would be a worthwhile investment to put it in now and, if they do put in lighting, they won't have to dig up the field. Selectman Massey said to trench for electrical conduit hardly disturbs the ground at all. Not knowing where the lights may go, they wouldn't know where to lay the conduit. He didn't think it would be a big deal to trench at a later date, as long as they track where the irrigation pipes are. Chairman Maddox said they could find out what it cost to do it, if there is an advantage.

Last year, their revenue was \$178,711 which included all programs. When they schedule their programs, they ensure that the adult programs don't cost the taxpayers anything. The biggest revenue generator are the summer program and

the basketball program, but they also cost the most. The summer program took in \$76,573 this year. Daily attendance was about 225, but over 700 were enrolled. Nearly 900 people play basketball, children and adults. That took in \$40,873 last year. Chairman Maddox said the number that sticks with him is 9,000 people that take advantage of Rec Dept. activities. That's a tremendous amount of people that get touched by these programs. It's amazing. Selectman Massey asked if that was 9,000 different people, or if it was 9,000 instances of people taking advantage. Mr. Yates said it was 9,000 participants, which could be one person doing 10 different activities. Chairman Maddox asked if the consensus was it didn't need to be broken down by item.

Selectman MacLean said no, she didn't think it needed to be broken down by item. A couple of years ago, they went through the revenues and changed the prices on some of the activities a little bit. She would have no heartache raising some of the activity fees, or all of them, across the board. The more revenue they bring in, the easier it is to justify the programs. It is a wonderful spirit and a great community thing, but the less tax money they use for it, the better, because it's people's choice to participate or not. Mr. Yates asked if that was something the Board wanted to discuss, or if he should suggest some changes and come back another time. Selectman Jasper thought it would be more appropriate to have the expenses and revenues in front of them at budget time, along with a 5-year history of the revenues and expenses to see if there has been a drop-off in participation when they've raised the rates from one year to another. It would also be helpful if they had some comparisons with other programs in the area and what they are charging. Mr. Yates said several years ago when they raised the fee for the summer program, there was some resistance, but they haven't touched basketball and soccer, which have been the same for years. With the summer program, they are the lowest in the State because he did a price comparison—and a lot lower than some communities. He didn't want to see a huge increase because he wanted to see as much participation as possible. Selectman Jasper thought it was better to increase prices a little bit every year, rather than wait for five or 10 years and then have a huge jump, which they've found in the reassessment of Town property. That creates more havoc than if it is done more often. If they go up \$10 or \$15, it won't hurt, but if they wait and then go up \$30 or \$40, people will be more upset.

Selectman MacLean said, especially with the summer program, the participants benefit from that. It is a great recreational program, but it is a huge benefit for the parents of the participants because it's like a day care. The Rec Department has a tremendous responsibility, taking care of all those kids from morning till night, so it is under-priced. Chairman Maddox asked Dave to bring that in to the Board at a meeting prior to, when they are really looking for this for the revenue and where they might be for the budget for FY08.

Mr. Yates said a lot of people have approached him about putting in something in the south end, such as a playground. There are several pieces of property in that area, but he didn't know if the residents wanted it in their back yard, or not. To do a playground similar to what is at Greeley Park behind Burger King is about \$30,000 for just equipment. He thought the Highway Department would help, but he didn't know if the Board wanted him to pursue that. If so, he can be more aggressive about seeing what they could do.

(Start Tape 1-B)

Selectman Jasper said it was worthwhile looking at, but they should make sure it's fairly visible, which is the good thing about Greeley Park. If a recreation area is tucked off into the woods, there is the risk of loitering and other related problems. Good visibility is an important criteria for him, some place with a high traffic volume. He also didn't think it should be backed right up to houses; there would need to be a good buffer. Chairman Maddox asked if that was the Board's direction. There were several responses in favor of that. Chairman Maddox directed Mr. Yates to start taking a look, so they can see if that's something they want to do in the FY08 budget.

Mr. Yates said years ago, before his time, there was an e-coli issue at Robinson Pond, so the Town did away with swimming lessons that used to be held there. A lot of people have approached him about having swimming lessons out there, so he wondered if that program could be reinstated. The pond readings have been consistently low for eight years, with the exception of an occasional spike, which is common with any fresh water pond. In order to have swim lessons, they'd have to hire a certified lifeguard, but the cost for the lessons could cover the cost of the lifeguards. Selectman Jasper said at that time, there was a belief that having that many kids in the pond for swimming lessons (about 100) was a large part of the e-coli problem. When lessons went away, the problem lessened. That body of water does not have a huge current, so it is not an ideal spot for that type of activity. There was talk about the geese and all of the kids in there and, combined, that caused the problem. There were so many swim lessons cancelled, they ultimately ended up canceling the program. He'd hate to start it up again, and then have to close it.

Selectman MacLean asked if participation could be limited and start small to see if it has a big effect. Mr. Yates said the summer program goes out there every Friday. They bring out 150 kids every Friday during the summer and the Girl Scouts are out there every day with 30-40 girls swimming in the pond, not to mention the residents that are always out there and the readings have been pretty consistent for the last four or five years. He has the history of every count since 1998 and there are only four or five counts that are over the state limit of 88. He just got a notice of a spike of 400, but on the same day, it was 78. Three days later, the readings were two and 10. When the state scoops the water, if they just went behind a goose, the reading will be 400. He brings his grandson out there swimming, so he is totally confident that it is fine, no worse than any other fresh water pond in the state. He had no justification for a 400 reading one day and three days later, a reading of two. That 400 reading was the only spike in the whole season. Swimming lessons are something the residents are asking for, and Robinson Pond is the only area where they can do it, so that's why he was bringing up the issue. There are two porta-potties there now, which maybe they didn't have in the past. This was just an idea for a new program and asked for direction from the Board.

Chairman Maddox said Robinson Pond is a real jewel that the Town owns, and they are not utilizing it enough. There are over 100 acres in there that aren't getting utilized for the citizens. It's an area they really need to take a look at. At the very least, they could get NH DES to come down and say what might be an issue—not enough flow, etc., to see if it's something they should take a look at, or if it's going to be one of those things where if you scoop behind the goose, you are going to have these issues. He wouldn't be opposed to doing something out there. The pond is something other towns would love to have. Before they summarily dismiss it because of something that did happen, maybe they want to get some information, such as what DES says, or maybe Mr. Oleksak could take a look at it to see if there was anything they could look at to see if that would be a problem. He agreed that they don't want to start a program and then have it be available only 1/3<sup>rd</sup> of the time. If it's something that would benefit the citizens and make use of the property, they should at least do some research on it. He asked Mr. Yates if that was direction enough—adding that he Board was as 'non-committably committable' as they could be.

Mr. Yates said field space was always an issue. Thankfully, they can use the schools' facilities, but they are growing in all their programs. They have a capital reserve fund they add to every year and, hopefully, someday they will have enough money to purchase some land and put in a complex. The new field going in will definitely help with softball and baseball issues. Soccer is still a consideration. They are slowly getting there, but it is still an issue, so he wanted to bring that up to the Board.

Selectman Massey said it would be worthwhile to take a look at the second potential field next to the existing Freedom Field to find out what it would cost to turn that into a usable soccer field. At the time, Hudson United Soccer Club had talked about being able to do that second field, but there hasn't been any movement in that direction. They should get an estimate as to what it would cost to reclaim that area, which is much rockier with more trees. That is a piece of land the Town owns and could be used, depending on the price. It would be worthwhile to take a look at it. Mr. Malizia believed Freedom Field cost 100k, which included tree clearing, irrigation and fencing. Chairman Maddox asked if when the land was leased to United Soccer, if both lots were included, or just the one they are utilizing now. Mr. Malizia said he'd have to read the agreement. Selectman Massey said it was left unsaid as to whether the second piece of land was included. The intention was that if they wanted to come back, saying they were willing to make the investment, the Board would just extend the agreement. The agreement, as it stands, is only for the existing field.

Selectman Nadeau asked if the Rec Dept. ever considered putting a field at Robinson Pond in the area that was cleared out. Mr. Yates said, supposedly, Youth Baseball had been given the rights to put in a baseball field behind the boat house years ago, but they let it lapse. It is very rocky back there. If that's what the Board would like him to pursue, Robinson Pond is a great piece of property, with plenty of space for fields, although a lot of clearing would have to be done. The cleared area now probably isn't big enough for a field and a lot of fill would have to be brought in to even out the little valley. Selectman Jasper said the 100 acres is two separate parcels. His recollection is there is roughly 56 acres at the pond where the beach is, and that includes what is used for the fire station. The rest of it is the Parker Wildlife Sanctuary at the other end of the pond. He has never walked that whole piece, so he doesn't know what it is like, but he thinks there are a fair amount of wetlands in some of it. Mr. Yates said he has walked quite a bit of it and it is fairly dry, but very thick and very wooded. Selectman Jasper said they also get into the bigger issue of parking because if they put in a ball field, they'll need more parking than what is available out there now. That wouldn't be his first choice for a location for a ball field. Looking at that piece by Freedom Field would probably work best, that long, narrow piece that extends from 102 almost down to 3-A. The likelihood that they will ever put a road there all the way through is probably slim to none.

Selectman MacLean said Mr. Yates and Chairman Maddox referred to the Robinson Pond area as beautiful and a gem, because that's what it is. If they start messing around with it, putting in fields and parking and changing it around, it won't be a gem any more. It's beautiful as it is, and there aren't a lot of places you can go any more in Hudson and have thick, wooded areas with lots of trees. A beautiful piece of property like that should be left alone. If she saw a map of the whole thing and a very minimally invasive part would be used, she would consider it, but she likes it like it is.

Chairman Maddox said they might want to look at Robinson Pond as being a recreation site. Maybe they could look at the Master Plan that was done in 1988 to see what they had proposed. If someone wants to work through dense woods, they can go to the Town forest, Musquash or any number of places that are still available in Town that offer that venue. They need to find some place to put a certain amount of recreational facilities in Town, and Robinson Pond is an area that the Town presently owns, which moves up on his list. The first thing they need to do is get a copy of what they had had in the Master Plan for parks for Robinson Pond and see exactly how much acreage it is and what they might have proposed in those days. As Mr. Yates has stated, they do need to find a place to put some fields because that is his biggest need, at this point, and it shouldn't be up against residential because there is a need for parking. That is a challenge in Hudson now, trying to find big parcels that the Town has possession of that are usable are getting more and more rare.

Selectman Nadeau asked when the Tot Lot was put in at Merrifield Park and the cost. Mr. Yates said the volleyball court was done a couple of years ago by the Highway Department, which replaced the horseshoe pits that weren't being used. The playground was put in about eight years ago. He attended the grand opening as one of his first duties upon being hired. Mr. Malizia said it was about \$20,000 for the equipment. A Hillsborough County grant paid for the bulk of it. Keith Bowen and Town Planner Mike Reynolds worked on it at the time. Mr. Yates said Greeley Park was redone two or three years ago. That equipment was \$24,000 and that's why he's estimating another playground would be at

least \$30,000, or more. Selectman Nadeau said a playground like that up at Robinson wouldn't be bad. Mr. Yates asked if that's the direction from the Board because he keeps hearing from people that nothing is done in the south end.

Selectman Massey said one of the real gems that exists in south Nashua is Roby Park. You can go by there any time between 8:00 a.m. and 7:00 at night, and that place is jammed with families. It has both the playground type equipment and lots of open land for kids to run around in. That's the type of thing they would be looking at. Selectman Jasper said they have a nice piece of property on the south end that the gentleman they took the land from for the water tower that wanted to make that swap. He was thinking of using that piece as leverage to find a piece that might be more suitable. They ought to be thinking in that vein. There is an access problem--a right of way into there that's not terribly usable—but if they use that piece to do something creative, there might be a way to make that piece of property work for them. He thought there was about 13 acres. Selectman Massey said the tax map says 17 acres. The land survey says about 11. That land was tax-deeded, so the only way they could sell it is through public auction. Mr. Malizia said unless they could swap it for something equally beneficial, which might be allowable, if that is put in the bid package. Selectman Massey thought they could do it that way; Selectman Jasper said that's what he was talking about—using it for leverage or, possibly, going out and getting proposals for it. At this point, it's not worth much to anyone except to Moynihan's, the only ones who are really going to have the ability to get into it.

Mr. Malizia said there is a piece on Joan Avenue, near Pine Road, about 11 or 12 acres that abuts Tyngsboro High School. Mr. Yates said that was a good-sized piece that has some wetlands, but there would be an issue of visibility. Selectman Jasper said that was just his opinion; other people might disagree on the visibility issue. It seems that if a piece isn't visible, you tend to have vandalism and hangout issues. The skate parks in both Hudson and Nashua are out in the open so everyone can see them. They have to start looking at how to use the hundreds of acres they have that aren't being used, how to leverage them to get the land they need to do some of the things they want to do.

Chairman Maddox asked if Mr. Yates felt that he understood the direction. Mr. Yates said somewhat. Chairman Maddox said to look at some of the Town-owned parcels.

Relative to a recreation center, the Community Center is working fine, but if that goes away, they are in trouble with their programs. Down the road, however, they will probably outgrow that facility, too. It was on the CIP until a couple of years ago when they got the use of the Community Center. This was just food for thought for the Board, to let them know that this need will have to be addressed at some point in the future, or sooner, if the Community Center is no longer available to them.

A Program Director isn't something anyone realizes is needed, unless they are sitting in his or Patty's seat. Right now, people are paid stipends—a fee—to run the various programs, but they are not available during the day to answer questions when people call in—game schedules, what team their child is on, sign-up times, etc. He and Patty answer the questions to the best of their ability, but they don't always know individual particulars. In a typical Recreation Department, you have a Director, a Program Director and an administrative person. Hudson has two out of the three. The Program Director would run the programs and he would do everything else—the fields, the budget, etc.—and Patty would continue to assist with administrating. Currently, they are paying out nearly \$14,000 a year to the current program directors, excluding tennis--the summer director, Babe Ruth, softball, basketball and soccer directors. He'd like to hire a young person, like Sean O'Donahue, doing exactly what he is proposing in Hudson, for \$30,000. For an extra \$16,000 (plus benefits), they could have someone available on a daily basis to run the programs and streamline what they are doing and make them a lot better organized. He thinks it is time to look into that.

Selectman MacLean said it sounded like they needed someone to answer the phones from 8 – 4. With today's technology in communications, she asked if there wasn't something that could be put on a web site, or on an answering machine, with instructions to call a certain number after a certain hour. Mr. Yates said they do have a web site, and they do answer the phones, but he can't be there 24/7. Recreation activities take place on weekends and evenings. If they have a Program Direction, that person can work the wacky hours, based on where he is needed, depending on the sport going on at the time. Currently, he is doing a lot of those things, in addition to his regular hours. It's not just answering phone calls; it's all the other related things that goes along with running the programs. Selectman MacLean asked if the one Program Director would take the place of all of the current program directors. Mr. Yates said yes. There would be one person hired to run the programs instead of multiple individuals running the various programs. Selectman MacLean asked if the program directors are overwhelmed with the work they are doing now. Mr. Yates said no, they've got it made because he picks up the slack 90% of the time and he's at all the signups. They are at the fields on the weekends. Very rarely does he work just a 40-hour week; he's doing his job, as well as the job of a Program Director's.

(Start Tape 2-A)

He was hired eight years ago and, since then, the programs have gotten much bigger. Hiring Patty as a part-time administrative person was another step, and now he's asking for them to take the next step—hiring a Program Director. Using Sean O'Donahue as an example, he was just hired for \$30,000 to be a Program Director in another town.

Selectman Jasper said Dave contradicted himself a little bit, saying the program directors aren't there from 9-5 to answer the phones and the questions, so he was looking for someone to be there, but then he said they are not going to be there from 9-5, they will be working evenings and weekends. If they are going to be working evenings and weekends, how many hours will that take of their 40-hour week and how much will they actually be in the office? Maybe a better computer system is the answer. They might be better off having a full-time secretary, someone who

could log on and get the various schedules and get the answer. He's not convinced that hiring a Program Director would solve the problem that Mr. Yates has presented. Mr. Yates said they already do field calls and check the books to find out the answers to questions. Typically, the Program Director wouldn't be in the office 40 hours per week. During basketball season, they would be at the gym—like he is on Saturdays and Sundays. They may be in the office 16 or 24 hours that week, but at least they are there a whole lot more than they are now. Their hours may fluctuate, depending on the season. Maybe he is presenting it wrong because they are not understanding what he is saying. His department is very busy and that's why he is bringing this up.

Selectman Jasper said he'd need to see a schedule that showed how much time it would free up if they hired another person. Right now, Mr. Yates is throwing numbers off the top of his head. If an extra person only gives them an extra 10 hours in the office a week, on average, that won't help the problem because that person still won't be there to answer the questions and they probably won't want to take a lot of phone calls during their free time. Based on what he has heard so far, he can't go along with this. Another issue is benefits for a full-time position. Chances are, they won't have someone doing this as a family, so they probably won't be paying a lot in benefits, but it would be at least \$7,000-\$8,000 and perhaps as high as \$12,000. There is more to consider than just the difference in the salary. He hears what Dave is saying, and it is something they need to look at, but he's not convinced this will free him up as much as he thinks. Dave asked if he could come back with a detailed explanation during the budget process. Chairman Maddox said there were a couple more Selectmen who wanted to weigh in on this before they make a decision and maybe that will answer the question.

Selectman Nadeau suggested making the position part-time and that person would cover nights and weekends and make up the schedules. Dave didn't know who would be willing to do something like that part-time. When the current part-time maintenance man leaves, he didn't know who he'd get to replace him. There are very few people willing to work part-time in that type of job. Rather than hire someone part-time, he'd rather not hire anyone at all.

Selectman Massey said he was having difficulty understanding how, if Mr. Yates can't answer the question because he didn't know what the directors were doing, an individual director could answer questions for all of the different programs. He said he'd want to know how communication would be different if they had a part-time program director versus individual sports or activity directors. The other piece of it is he would want Mr. Yates to address, if he had one, how they would coordinate all of the individual programs and be able to answer the questions, which brings him to the final thing. He would find it very easy for the program director to tell someone who signed up their child for an activity, "here are the rules of engagement. If you want to participate in this program, and you need information, then you call me at the following phone number, according to the following hours. If you need any other information, that's when I am available." That would be more appropriate than for people to call the Rec Director, who would not have all the information. Selectman Massey said if he wanted his child to participate in an activity, it would be incumbent upon him to make every effort to keep informed, and one of the ways would be to know how to get a hold of the director and when. That burden should not be on the Rec Director; that should be on the individual activity directors, themselves.

Chairman Maddox said it would be tough to have either a part-time or full-time person. Right now, there are seven or eight program directors. If one of them left, that would be a small portion of the staff. To hire one person, they'd have to find someone who wanted to work nights and weekends at various sports, and he didn't think they'd be able to find someone to do all of that for \$30,000. The Board is going to be talking about IT later in the meeting, and the phone system. He thought perhaps each program director could be given their own extension, so the calls could be routed to the correct person, who would have left a voice mail message, explaining their schedule and when or how they can be reached, or they will return calls, etc. He was not in favor of hiring a program director because he didn't think it would accomplish what Mr. Yates wanted it to. The Rec Department will still get the phone calls during the day; they will still have to communicate with people. If this person works night, and Dave is working days, they will still have to communicate at some point for the phone calls during the day. He didn't think this was the answer, but said Mr. Yates should come back with more numbers and more fleshing out of this in order to give them a better picture.

Mr. Yates said maybe he painted the picture wrong, but it was a better way of doing things. He will put something together for the Board. The money may be an issue, but the soccer director is being paid \$1,000 for a 10-week program. After coming home from work every night, would she be expected to stop by the Rec Center to listen to phone messages and spend an hour or two every night answering messages? He didn't think that was very practical and unless the Board was sitting in his or Patty's shoes, they didn't really understand how it was run, and how it can be better run.

Selectman Jasper said maybe they were not paying the individual program directors enough, if they are paying someone only \$100 a week to do this. Maybe they ought to be paying more to the individuals and give them a Town e-mail address. The answering machine can indicate not to leave a message because no one will get back to them, and give them the e-mail address because everyone has access to e-mail, at this point. That might be a more economical way of doing things. Even if they paid that person \$2,000 they would still be ahead of the game. To find someone willing to work nights and weekends would be difficult; they would have to be a rare breed. Chairman Maddox said he recognized that in Mr. Yates, who is at every one of the functions; he was that rare breed. Practically, they have to decide how they can pull this off, and maybe the answer is paying the individual program directors more, while giving them more responsibility.

Selectman Massey said before he would entertain an increase in anyone's salary, he'd want to know what they are getting for the existing salary. A director is someone who runs the program, and running the program means you answer the questions and you're available for e-mail. If he could understand what the required duties of those individuals are now, then he would be able to evaluate whether an increase would get them where they want to be. Right now, he couldn't do it. Chairman Maddox asked for more input on this from Mr. Yates.

Mr. Yates said his last item, vehicle replacement, should be pretty easy because this is on the list for the next go-round. They have a 1996 Chevy S-10, which was a hand-me-down from the Animal Control Officer. The mirror is hanging off, it's starting to rust and it's getting old. He brings it to Claude now and then to get things tweaked. They need another vehicle for all of the different activities, hauling around all the equipment they do. He asked if this was something he could come forward with in his budget, since it is on the vehicle replacement list. He needed just a small pickup with a cab on the back would be suitable for the Rec Department. They didn't need something big with all the bells and whistles. Selectman MacLean asked how many miles were on the Chevy. Mr. Yates though mid-70's.

Selectman Jasper said for something like this, they would be well-advised to look at program vehicles, where somebody leases a vehicle for two years and trade it in. A lot of people like to have new vehicles all of the time. He is sure Chevy, Ford, all of them, have these program vehicles. They can save a substantial amount of money by buying a program vehicle. For something that will get this little use, just running around Town, they don't need to buy a new vehicle. Often, on these program vehicles, they can still get a very good warranty.

Mr. Malizia said the vehicle replacement recommendations didn't say "new." It's just a replacement, so if that's an option and they can find something at a reasonable price, with a reasonable warranty, that's what they can do. Selectman Jasper said the Police and Fire vehicles come with a lot of hard miles on them, unlike a program vehicle. That's not a purchase he'd recommend for police or fire, but for vehicles that aren't getting a tremendous amount of use or mileage, it would work fine.

Selectman Massey said, given that the vehicle has only 70,000 miles on it, they ought to look at one other alternative—what it would cost to have it refurbished. A good paint job would be \$2,000 - \$3,000 if you take it down to the bare metal. Even if they have to replace the radiator or tune up the engine, he thinks it would still be better. That's not a lot of money for a vehicle without a lot of mileage that is only 11 years old. This is an alternative they should look at.

Chairman Maddox said the Board has given Mr. Yates some alternatives to look at, as opposed to a brand new vehicle.

**C. Information Technology/Finance**

Finance Director Kathy Carpentier was recognized, along with Lisa Nute, Police Department Information Manager, and Town Hall IT Consultant, Vin Guarino. Ms. Carpentier said they, along with Doug Bosteels of EagleVue, came up with four items they would like to address in FY08—update Town web site; convert all operating systems to XP; replacing, upgrading or purchasing a new phone system; and exchange mail with T1 line or fiber optics. Ms. Carpentier said those recommendations were with the assumption and being on target with being off the VAX completely in FY07. They are going to put that behind them and look into the future, and those four items, they believe, will be beneficial to the Town.

Chairman Maddox asked for an overview of what her department does and where it has been in the last year. Ms. Carpentier said this year has been a year of transition. They have two staff members at Town Hall and two half-time people at Police. There was turnover in the IT Department, so EagleVue is working on a part-time basis as a consultant and Vin is working part-time as a contractor and they all have been working very well together. The major goal this year was to convert off the VAX system and they are on track with that. They have about 10 modules that are either 100% or 90% complete, with only three or four more coming down the pike. They've managed to restructure some of the servers, trying to expedite Town Hall domain. They started to upgrade users from NT to XP Pro, but they don't have the budget to get that all done in FY07. They have been working with the Fire Department on IMC software. They worked a lot of Assessing, trying to change and update their server. She said that was about it for the Town's side and asked if Lisa wanted to speak to this. Lisa said she already had her workshop, but added that they are working together on anything they can, such as with the phone system and e-mail. Since the change in personnel, they have been talking and working together to eventually come to one point, having a totally compatible system in all of the departments. Ms. Carpentier said they were able, with the open positions and with the Board's blessing, to purchase extra equipment that wasn't budgeted in order to accelerate some of their plans.

Chairman Maddox asked how many machines still did not run XP out of how many. Mr. Guarino said 24, with the majority of them being in the Fire Department.

Ms. Carpentier said she'd like to see the Town update their web site and make it look a little more professional and be more user-friendly. Some of the things that would be helpful would be forms, guidelines, policies, etc. from Community Development and Recreation. Maybe for the non-TV viewers, programs might be available on the web site, as she learned tonight from the Cable Chairman. She believes they need a dedicated resource for that. In the past, a volunteer maintained it. They've been keeping it up to date, but they probably need to spend some resources to get a professional to get it up to par where the Board and she would like to see it. She asked if there were any suggestions.

Mr. Malizia said the interface, right now, is pretty vanilla, which isn't bad, but if you're looking at it from the outside, you may have to click around quite a bit to get at the most commonly requested applications. The trend has been to use professionals to get their interface up to speed. From a budget perspective, they probably want to look at what makes sense for the Town, and what would be the most user friendly so people can use this resource more. Selectman Massey said they would have to look at the cost, but to help the Board, to give some food for thought, in his surfing activities, he has come across several towns, approximately the same size as Hudson, and he is amazed at what they have in the way of resources on their web sites. It does take time and effort to maintain a web site; there is nothing worse than stale information. For a different reason, he was on a web site today, looking for some information for October, and their current information was back in August. There is nothing worse on a web site that will drive people away from it than stale information, and that brings up the other thing that's kind of an interesting phenomena about web sites. The general rule of thumb in the industry is you have to change the front page at least every 90 days to make people want to keep coming back to the web site. If you keep seeing the same images every time you go to it, the tendency is to begin to believe there is nothing new there. It doesn't take a lot of programming to change that interface on a regular basis, but it takes time and, in this case, time translates to money. It's something they would want to know when they do the budget, what it would cost to have a dedicated web meister, which they used to have on a volunteer basis. When that individual was no longer with us, we lost that capability.

(Start Tape 2-B)

He wasn't talking about a 40-hour a week person, but somebody whose responsibility is to maintain the web site the way the Board wants it maintained, and they'd have to define that maintenance task and then assign a number of hours that they think it would take to keep it up to snuff. Dedicated is simply a way of saying that's the go-to person, the individual that has to maintain the web site, but not dedicated to that one function.

Selectman MacLean said under the IT Director, one of the duties listed is to supervise and manage the Town web site. She asked if that was different than maintaining it. Ms. Carpentier said yes.

Chairman Maddox said he'd like to see the Town have a lot more stuff on the web site. It would be so much easier for people to know—if they wanted to put in a pool, they could go to the Community Development section on pools, and go down the list of what needs to be done so they only have to come to Town Hall once to drop off their paperwork, hand over their check and be done with it and not have to make several trips to find out different things they need to do. Most of the forms could be right on the web site. Some day, they will be able to submit them through the web site, but having the blank forms there would be a start. There is so much more stuff the Town could do. He, too, looked at other sites and the budget books are available on some of them. It would help those in the audience to follow along to look at some of the same numbers the Town is looking at. There is a lot of stuff that the Town could be providing the citizens. They need to find a method by which it is updated regularly so people don't feel it's stale and they are getting more and more information out to the citizens.

Ms. Carpentier said the next item on the list was to convert all operating systems to XP. Until they are all on the same platform, they can't move ahead. Chairman Maddox asked what it would cost to buy a Town license. Mr. Guarino said it's a little more complicated than that because they have a lot of old hardware. It's not as black and white as buying a site license, which would have been nice to do. Selectman Massey said some of the systems running NT are not robust enough to run XP, so they either have to be replaced, or additional memory and/or disk capacity put on to handle the requirements of XP. Chairman Maddox said rather than converting all systems to XP, what they are really saying is they have to bring some of the machines up to facilitate that; it's more than just the cost of the software. They may have to buy 10 computers to accomplish that—and that number is a question for budget season. Ms. Carpentier said there are 10 PC's that are going to be replaced this year and they've already bought five of them. Last year, they did 10 or 11, so they are making progress. In prior years, they'd replace only five or six. They are getting there, and they have a good price that is all-inclusive when they buy the machines at about \$800. The machines are coming with the XP, with the full packages, which is easier than trying to piecemeal them, adding more memory, etc. Chairman Maddox asked if some of the machines could just be upgraded for \$50 by adding more memory and getting an extra two years out of them. Maybe they could get everything done for \$10,000. That's what the Board is looking for; some sort of dollar figure of what that line item is going to cost. He was thinking of just buying the license, not the computers that go with it. That's the reason for the workshops—to ask those questions now instead of at budget time. Ms. Carpentier said she was hearing they'd like to see it a couple different ways. Mr. Malizia said if there are a couple of different ways. It just requires some minor memory upgrade.

Ms. Carpentier said the third item was the phone system. Lisa mentioned it in the Police workshop and has done some research on it, so she turned it over to her. Lisa said the Police Department's phone system is on its way out, which is something that will be in their budget. At the same time, they should look at Town Hall, which is only a year or so younger than the Police Department's. DPW was younger than Police, and it's already gone and has been replaced. She has been looking at upgrading the current system and replacing it with what the School Department already has in place. Neither one of those would go out to bid because it's either go with what they have, which is one type of system, or upgrade the existing. If they were to scrap everything and start from scratch, it would be the bid process, but she sees no reason to do that. They are either doing it to be on the same system as the school and, therefore, provide additional capability and compatibility, or upgrade because of cost effectiveness. Just the Town piece would be just over \$30,000. If they go with what the School Department has, it also requires an additional T1, which they've mentioned in a couple of instances. Mike from the Cable Committee talked about providing video for non-cable viewers, so at this time, it behooves them to also look at the infrastructure. What they have found since Munismart has come on line, and Vin and

Kathy can attest to this because at a workshop at the Police Department, they saw just how slow it is. For Dorothy and Priscilla at DPW and the Animal Control Officers, those users who are in a remote site, trying to come to Town Hall to use Munismart. The current pipe they have is point to point and it's just not going to be adequate, as they continue to add data going back and forth, to throw a phone system on this now or exchange e-mail. They talked about looking at the infrastructure and having something, a plan, when it comes to budget time on what their best option is—add T1, or maybe talk about fiber, which is more money up front, but they would own it. She will extend it out, year to year. So, a phone system and infrastructure is one thing they are looking to have for the Board at budget time.

Chairman Maddox said the Verizon trucks have pretty much left Hudson, deciding to go elsewhere for the cable portion, but they've run almost 190 miles of fiber throughout the Town. At some point, they are going to be offering fiber to the house, which is the next big thing in the internet/cable market. The numbers they have for T1 today might be very high today, compared what is available, so that is something they may want to take a look at, what they are going to be offering for that type of service before the Town goes and strings their own T1 line from Town Hall to the Police Station. Leasing a line off what they have just run maybe makes more sense. When the Town line breaks, the Town has to fix it, as opposed to calling Verizon to fix their line. It's something to look at. Is there a phone system they can lease for 10 years and turn over. It seems that no matter which one they buy, it's outdated the day after they buy it. Is there a better way to lease phone equipment that doesn't put them in this position? He believes the Highway Department's system was no longer supported, so it was just thrown away.

Lisa said yes, the whole thing. It was an old PBX, which was scrapped and a new BCM system was put in. What she was getting at with the infrastructure is what they need to look at is, is it cost effective to just keep adding T1's for this—you need more band width for this, or will it be more cost effective to actually run the fiber with the assistance of Fire and their alarms, if they can do that, which would help keep the cost down, as well, and then own that. That's what they need to look at.

Chairman Maddox asked if any Board member had any questions or direction. Selectman Massey thinks they should come in with the budget item. They've already talked to the school about piggybacking off their work on the telecommunications and this is just an extension of that. Whether the Board decided to do it or not, they at least need to see the budget item. Kathy said they could come back with the cost for buying the same system as the school, upgrading the Town's system, or potentially going out and buying a brand new system and going out to bid. She asked what the Board wanted. Selectman Nadeau said he wanted to see all the options. Chairman Maddox thought he did, too. He didn't know if they were talking \$10,000 versus \$100,000 or \$40,000 versus \$42,000. Until they know that, it's tough for them to say what they like best. He'd like to see them no longer be in a position where they have to replace bits and pieces of it and go Town-wide, so everyone is in the same position. One group shouldn't be older, faster or longer than the other groups. The phone system should be universal and at the same age. Ms. Carpentier said the phone system was purchased a little over 10 years ago, and they are all on the same system, so it's only now where Highway had some critical issues and needed an immediate replacement for their small piece. That was replaced and upgraded. They knew that was a Band-Aid measure, if they decided to go with the school system or a brand new system. They have to keep their fingers crossed that the Police Department will actually be able to make it to FY08.

Chairman Maddox was amazed that the Town doesn't have voice mail. He was told that they do. He asked if he'd be able to call the Finance Department and, if she is not there, it would go to voice mail. Ms. Carpentier said he would have to call the main Finance number, and then whomever answered would forward the call to her voice mail. Mr. Malizia said internally, they can dial someone's individual number. Selectman Jasper said they have the capability at the Police Department to leave a message for an individual. Ms. Carpentier said Town Hall is not set up the same way as the Police Department. Chairman Maddox said different options were probably purchased, or managed differently. Selectman Jasper said Town Hall may have the capability, but it isn't utilized. Chairman Maddox said with today's technology, he is amazed that when he calls Town Hall, he can't even leave a voice mail message. Selectman Jasper said they need to look into that capability. Ms. Carpentier said if an outside person calls 886-6000 (after hours), they will get the Finance Department's main number and can leave a message, but they cannot get an individual's mail box. The message will be on the Finance Department's main number. Chairman Maddox said they need to see what the options are—how much those dollars are. Is it cost effective to run their own T1? Is there a possibility to lease fiber from here to the Police Station/Highway Department, as opposed to owning it?

Ms. Carpentier asked if this was for a potential warrant article. Chairman Maddox said, as an example, renting a fiber line for, say \$5,000 a month, wouldn't be a warrant article. Selectman Massey said the only time it would have to be a warrant article would be if it's more than a year and it's a contract. The way they are resolving that with vehicles is lease-purchase because they have a provision where the Town can bail out on an annual basis, without penalty. If that clause wasn't in there, every one of them would have to go on the warrant separately. Right now, they are in the budget. Selectman Jasper said the way the Budget Committee has looked at what goes in a warrant article is if it is a new or expanded program, so it really wouldn't matter if the phone system cost up to \$70,000 because they were just replacing something they already have. He didn't think anyone would have a problem with that going into the budget.

Ms. Carpentier asked if they wanted to discuss a T1 line. Mr. Guarino said they have the hardware ready to go, but the software is needed. It will include Town Hall and the Police and Fire Departments, which will be on one system and they can separate the e-mail addresses that way. Ms. Carpentier said relative to issuing licenses and how many they need, it has to be decided if one is given to the Budget Committee, or if it is given to all 11 members. It depends on

how big they want to get with the scope of mail service for the Town. Ms. Guarino said what keeps it from working now is static IP for e-mail. Right now, they don't have that. They can get it with Adelphia, but you get reliability with T1 and speed fluctuations with cable and DSL. They would have to pay extra for static IP, if the e-mail system is going to be in-house. That's why they keep talking about T1—for static IP, quality of service, up time. Video and audio and the web site could be in-house, as well—more resources available to deal with.

Selectman Massey thinks they need to walk before they fly and his recommendation is that the mail system only include Town employees and the Board of Selectmen, initially. Once they figure all things out, then they could start thinking about adding all the other committees, volunteers, etc., that might have access. Opening it up to everything, other than internal employees right now, would just create a set of support problems that he didn't think they were prepared to handle, at the moment. It's critical that the Board of Selectmen have that capability, though, because he'd rather have his mail sitting on an internal Town-managed server than the way it is today, sitting on an external server that isn't Town-controlled. Because of the way they are talking about doing this, each of them would be able to access the mail system through a web-based client, and it would be secure and encrypted so they wouldn't have the problems that they have sending e-mails out across the Ethernet with unencrypted messages, capable of being intercepted. His recommendation is they do it only for the Board of Selectmen and Town employees.

Chairman Maddox said he'd like more information on reliability versus cost on a T1 versus leasing fiber, or Adelphia. Unless they were sending police information that needed to be encrypted, or whatever, do they need to have 100% up time when this building is not operational? Can they save 80% of the cost of a T1, using Adelphia. Maybe they should look at that. Selectman Massey asked if he'd promise not to use e-mail at night. Chairman Maddox said they are not the Police Department, which has a different set of criteria. He was just asking if this was a worthwhile expense for a very limited use. They are not going to be sending files and videos to the courthouse. He didn't see where they need a 12" pipe when they are managing now with a garden hose. Mr. Guarino said if they decide to bring the web inside, it wouldn't just be for e-mails. Chairman Maddox said they Board didn't understand a lot of the technical jargon being used, but every time he hears T1, he hears a cash register, ka-chinging. Ms. Carpentier asked what happens when he hears fiber-optic. Chairman Maddox said right now that, actually, is becoming more cost effective because they are stringing it all over town. If anyone has seen the ads in Massachusetts, it's dirt cheap, compared to T1.

Selectman Massey believed within the next year, they need to have a software acquisition and management program. They already have a hardware acquisition and management program for replacement of on-going equipment. If they had one, they wouldn't have this problem with NT. This isn't a reflection on the group before them, but it came to light as a result of their pitching in and uncovering a lot of the problems that existed. Right now, most of the Town employees are using Office 97--Office 2007 is coming out. If someone has the current version, Office 2003, a lot of the stuff done in there is not readable by somebody who is running Office 97, so cross-communication capability is lost. That would be one of the things they'd have to look at. Down the road, it may engender some additional cost, depending on what they decide to do, relative to whether they are going to upgrade everybody to the latest versions of Office. The hardware management team just changed the acquisition of five PCs a year to 10 PCs a year because there are about 60 PCs Town-wide, excluding Police and Fire. Chairman Maddox asked if a leasing program was looked at so everyone stays current and they don't run into not buying computers one year because of whatever, and they end up getting further into the hole. Mr. Malizia said to be careful of what they ask for because if someone axes the leasing budget, they end up without any PCs

Chairman Maddox declared a recess at 8:55 p.m. The meeting reconvened at 9:05 p.m.  
(Start Tape 3-A)

Ms. Carpentier said she and the Town Administrator took a job description from the Police Department and wordsmithed it, with some input from other IT positions, which is before them tonight—the first draft of a job description for a Information Technology Director, a non-union department head position, reporting to the Town Administrator. This is a replacement position, not a new one. She asked for the Board to approve the job description and to direct the Town Administrator to follow the hiring process to advertise the position.

Chairman Maddox asked if anyone had any questions or concerns with § B, Duties & Responsibilities. Selectman Jasper didn't have any problems overall; the concept is good, but he didn't like the way it was presented. Under § C, they've got Knowledge, Skills & Abilities, but then under § D, Minimum Qualifications and give out of the seven speak to abilities. If you have a section entitled Abilities, then the things labeled Abilities go under that, not under Qualifications because the ability to do something is not a qualification. A qualification is something that is quantifiable. Someone can come in and present their credentials. You can't come in with your resume and say you have the ability to maintain... that is specifically a responsibility. It's a responsibility of the job to maintain confidentiality and to understand. It is a responsibility to develop a thorough knowledge of federal, state and town regulations. That is not a qualification; that is a responsibility. While #5 (§ D) is probably a qualification, it's written wrong. It's not the ability to communicate. Your qualification is you can demonstrate that you can communicate effectively through the interview process. Under §C 1, Thorough knowledge of the operations and functions of Microsoft Windows and related servers, that is a qualification and belongs under § D. §C 4, Ability to prepare, present and manage budgets should be a minimum qualification, having experience if preparing, presenting and managing budgets. §C 5 would also be a minimum qualification—having the experience necessary to operate standard office equipment. While all the components are probably all there, they are jumbled up and not in the right places.

Selectman MacLean could see Selectman Jasper's point, although she didn't feel that way when she initially read it. Ms. Carpentier said Selectman Jasper's points were all valid. She is not a professional writer. Mr. Malizia said they didn't want to get caught short and if it's in the wrong bucket, they can move things around accordingly. Selectman MacLean thought that § C could be eliminated by moving the items therein to § B and § D. Ms. Carpentier agreed that the word ability had been used too often, but they wanted to make sure they captured the substance of the job. Selectman Jasper said the components were all there, but needed to be moved around. Ms. Carpentier said the Town was trying to standardize job descriptions, and this was one of the first one out of the gate from Town Hall. Selectman Jasper said he feels very strongly that any qualification needs to be quantitative, to be able to give them a little test that shows that they can do that.

Chairman Maddox referred to § C 4 and said that the ability to manage budgets should include the word municipal—manage municipal budgets—which is a different type of budget than the rest of the world. He asked if the job description should indicate they need to pass a background check because this person would be transmitting stuff to the FBI. If they are responsible for that type of hardware, maybe they need some sort of background clearance.

Selectman Jasper said #12 under § B bothered him at first glance, and still does—Perform all other duties, as assigned. He thought that was overly broad and probably should be Perform all other related duties, or All other duties related to IT functions. Mr. Malizia said having just gone through a recent exercise of that not being clear, they wanted to include it. Selectman Jasper thought it should be related to the field. Mr. Malizia asked him to define related. Selectman Jasper said an IT function. Mr. Malizia asked if he considered the phone system was IT related because that's where the problems come in, when someone starts parsing that. Selectman Jasper said something not related would be to empty the trash; Chairman Maddox said or paint the lines in the parking lot. Selectman Jasper said if someone is told to go do something, they can say they didn't sign up to "vacuum the floor." Mr. Malizia said he was looking at it the other way, that that's something they should do. Selectman Jasper said it's got to be related to IT functions and if the phones are part of that, include it. Mr. Malizia said they did. Selectman Massey said if they make it restrictive, then there will come a time when they may want that individual to go do something on the business side that has nothing to do with IT, but a way of maybe grooming them for another position, or... or... or... and the fact that they were able to do it because they weren't overly specific. The more specific they get with that type of language, the more constrained they are when they want that person to do something that's stretching their capabilities. Selectman Jasper understood, saying may they should say all other IT related duties, as assigned, or other duties, as agreed upon. If the person is not willing to do something, then they have the wrong person to groom for another job because that person is not a team player. He didn't think he would apply for a job that had Perform all other duties as assigned. When he takes a job, he wants to at least know what he is expected to do, and if they put that in there, he could be washing the walls. Selectman Massey said for 45 years, he lived and breathed with that as part of his job description. Chairman Maddox said at the salary they were paying this person, they weren't going to have him wash the walls. Selectman Jasper understood, but Mr. Malizia said they just want to avoid a situation where, when someone is told to do something, says they are not going to do it because it's not work-related. Selectman Jasper said his concern was that it was so overly broad that somebody is going to want to know what the range of his duties are. If someone is looking at five or six different jobs, they might rule this one out because of that phrase, not knowing what they might be getting themselves into. Mr. Malizia said IT could change and evolve into something else that maybe they haven't thought about yet. It's valid either way; he was looking at it from the perspective of the Town and to protect it. Selectman Jasper said the technology may change and broaden, but it will still be information technology; maybe they want to make that even broader. Selectman Massey said his expectation is they will hire somebody who is first and foremost business-oriented and, secondly, IT oriented, that they will see IT as a function to service the business, not the business servicing the IT function and, as a result, the kind of person you would get would be far more apt to be doing things that are not IT-related, necessarily. Because of their past experience, he really thinks that this person has to be service-oriented and to be service oriented means they put the business first, and then decide how IT can support it. Selectman Jasper said he made his point, but nobody supported it. Selectman Massey said no, they should look at it. Mr. Malizia said he wasn't trying to pooh-pooh it, but he was trying to be very careful as to how it is worded because he can see the other side, and how things can go back quickly. It's a concern he doesn't want for the Town that might expose them to negatively. Chairman Maddox said that's something they need to look at because they are going to do all of the job descriptions. They need to put something in there that fits all of the job descriptions. Selectman Jasper said maybe they need to run this by the labor attorney because if they make it too broad, it may become useless and indefensible. A judge may look at it and say it's not related to the job; it was put in as a total catch-all and they think they can take an employee and make him to absolutely anything they want because that phrase was in there. That may be worse. Mr. Malizia said he didn't pose it exactly that way, but he's had that conversation with the labor attorney, as it relates to other issues in Town, and that has always been "the phrase." He will ask if there is a way to craft it that aren't limiting, yet covers management. Selectman Jasper wants to make sure it doesn't become useless, if push comes to shove, by being so broad that they ask why they even bothered with a job description.

Selectman Massey asked if they should consider that this individual should be required to undergo a background check and a credit check. Ms. Carpentier said that was already covered in the personnel policies. The Board felt that it should be in the job description, that an applicant needs to know that they are going to be subjected to a police background check. Selectman Jasper said everyone that is going to access all of the information needs to have this. Chairman Maddox asked if this would be ready for the Board's September 26 agenda. He was told yes.

Mr. Malizia asked if this was the direction the Board wanted to go in. They've seen the first draft of an IT Director and a memo that outlines some of those parameters. He asked if that's the path the Board wanted them to proceed down. The consensus was yes. Chairman Maddox said they did the job description first, and now he wanted to back to the cover memo with the salary range, hours, etc. and asked if everyone was comfortable with that. There being no response, he said then it was fine the way it was presented. Ms. Carpentier asked if when this is brought back again, they could probably begin the hiring process. Selectman Jasper was confident they could.

#### Finance Department's FY2008 Budget

Ms. Carpentier said if all is well in IT-land, they need to start doing a better administrative job and financial reporting job than they have been able to do with the resources they've had. She has been with the Town for only six years, but it has been about 10 years since a staff member has been added to the Finance Department. A lot of functions are covered under Finance and she can't do the best job in all functions if she is spread too thin. For example, her department has the normal financial reporting, the audit, fixed assets, purchasing, Welfare, water billing, IT, HR issues, hiring and insurance benefits. There are a lot of things and they could do a better job if they had additional resources. They have a lot of missed opportunities—maybe getting a better telephone rate or bundling their phone lines or getting a better office supply rate. Her job is the Finance Director, but on most days she is doing, not directing, because there are not a lot of resources to be directing, and that's not the best benefit to the Town. She listed a few ideas that she would stand behind 100%, realizing that administrative costs are all hitting the bottom line and that affects the taxpayers, but with some well thought out plans and the resources behind them, they do have a chance to recoup some of the cost.

One of her ideas was to hire an accounting supervisor, or an officer manager, or a junior accountant. There is a need and, whatever they decide the level of that job should be, then they would conform to that and shuffle the resources around in the department. It's getting more difficult to audit the books because they are getting more complex in their rules, regulations, policies, things they should be doing, such as GASB 34. A lot of additional costs go along with becoming GASB 34 compliant, which is a financial reporting mechanism of capital assets and infrastructure. If they choose to do that, the cost does go up. That's something she and the Board needs to agree is important to do and put the resources behind it. They should do a fixed asset inventory update, whether or not they decide to become GASB 34 compliant or not because they can better identify their infrastructure and assets and the auditors will be able to better understand their financial conditions and not give adverse opinions. The adverse opinions have not been a detriment in going out to bond, but they don't know what the future will hold.

Engineering used two summer interns, which seemed to work well, and she thought it would work well for accounting, too. In the summer, a lot of people take time off, then it's audit season, then immediately following that is budget season, so there is never any down time and an intern might be the answer. She hasn't investigated it yet, but it could be a good high school thing. At some point, the Town needs to do a salary and benefit study, pretty much from the top down. Other towns have done it. It would cost, but it needs to be done. They need to figure out where they are and where they want to go in the future. Those are her proposals for FY08 for Finance. It is a lot of work, but she'd like to concentrate a little more on some of the items.

Selectman MacLean asked if the items were prioritized. Ms. Carpentier said no. Selectman MacLean asked what she felt the number one priority was. Ms. Carpentier said they were interlocking. With a summer intern, they might be able to get a fixed asset inventory update, with an accounting supervisor, they could become GASB 34 compliant. There would still be additional expenses because they'd need to get up and running and there are additional audit expenses. If she had to pick one, it would probably be an office manager/accounting supervisor. If they want to use her as a better resource, then her department needs better resources.

Selectman Massey said for the last three budget cycles, he has been the one saying they should do GASB 34. However, they know that when the school did it, the price was \$35,000 and the people who did that for the school said they would never do it for that price again because they underestimated because of the age of the assets. Maybe Kathy has given them a road map for getting there and that is no matter what you do, if you are going to become GASB 34 compliant, you are going to have to do a fixed asset update, so that should be a high priority for next year. He'd leave it to the Finance Department and the Town Administrator how best to accomplish that, whether it be with the interns or by the proposal for an additional person. The fixed asset inventory would become important. If they do that, they would be showing good faith by moving towards GASB 34 (Government Accounting Standards Board, the governmental counterpart to the Financial Accounting Standards Board, which is what private industry uses). That is one area they should definitely look at so that when they go the full compliance route, they would have already have that first step done. Finally, a prerequisite for doing a town-wide salary and benefit study is they must complete all of the job descriptions in Town. It is hard to compare a secretary here if the job description for that secretary is different from what people are using as a description for a secretary in other towns. They need to get the job descriptions completed. The department heads are working on them right now, but that should be a high priority to get them done before the end of this calendar year.

Chairman Maddox said they do need to talk to Tom Sommers about getting interns in, something he's been pushing for five years. The engineering did all of the outfalls—and body of water that discharges to some other place, including bridges, dams, culverts—and there are over 300 in Town. The two summer interns inventoried them, photographed them and detailed their emissions. They took the GPS system and located them. Interns to do this same kind of thing

with the assets of the Town would make sense. It would guide them towards GASB 34. Maybe they should find out what the requirements are so they do it right the first time. That could be done for short money. Ms. Carpentier said Tom paid about \$5,000 per intern for the summer.

(Start Tape 3-B)

Chairman Maddox thought it would be a good idea to put a request for two summer interns into the budget and, even if the Accounting Supervisor passes, he's sure they can find things for them to do. It would least be taking a step, even if it is a small one. Selectman Massey said it's probably the underpinnings of the whole GASB compliance. Chairman Maddox said to find out what they need to get for that information because it may have to be in a certain format, with photos from every angle, of whatever it is. Selectman Massey said it's more than identifying that the Town owns a microphone. It was the acquisition cost versus the replacement cost because GASB 34 says you're doing replacement cost inventory management, and the Town isn't doing that, right now.

Selectman Jasper said they ought to start looking at adding somebody, if the Finance Director feels her time is not being spent doing the things that she should be doing. In order to justify that, she needs to come back to the Board and tell them, specifically, the things that are not being done that she will be able to get done, and then whether it's an Account Supervisor, or whatever, and look at the things that she would not be doing, or would shift to somebody else, and what this new position is actually going to do. She should identify the tasks that are not being done and the ones that would shift, so the Board would have a better idea of what would be accomplished. The fixed asset inventory update is a good idea so they can see, for instance, they have 13 miles of water main that was put in in 1978, and they can categorize these things to see what they've got to look at replacing because of its age. He's not sure he wants to spend the money to inventory how many chairs, tables and microphones they have. Mr. Malizia said they could set a realistic figure, such as \$5,000. Selectman Jasper agreed, saying it's good to know how old their furnaces are. Those type of things, from a budgeting standpoint, are good to know so everybody can be looking at them. Tom Sommers could dig out a book and probably tell them quite a bit about the water system and Kevin could tell them quite a bit about the sewer system. It would be a good thing to have all the information in one place. He is not convinced that being GASB compliant is a benefit to the taxpayers because, to know what today's replacement cost is of a table is of no use because they aren't going to be replacing that table today. They would be constantly spending money to find out "today's" replacement costs are, when they aren't necessarily going to be replacing them. The important thing is knowing what the asset is and how old it is, because they are not depreciating. They're not paying taxes, and they're not going to do anything that is going to recoup any of the money they spent doing the research. It's going to take a lot of money on an annual basis, or every five years, just to update those things. Today's prices are not relevant seven years down the road. They just got a great rate of the bond. It's important for a bond rating company to come in and see the Town's assets and how old they are, but on any given day, Hudson has at least \$20 million in the bank, in all its accounts, which is a hell of a lot more important. He didn't see that GASB was important. It would be to a company with a public stock offering, so they can determine its assets and liabilities when investing in them, but for the Town, they would just be spending taxpayer money without getting back a dime—unless, for some reason, it becomes a bonding issue, but he didn't think it would be and didn't think it has been.

Mr. Malizia said the only counterpoint to the bonding issue is that, eventually—and it may not be for five, 10 or 20 years—if everybody else does it, and there is a requirement by GASB, instituted by governments over a certain size for the first few years. They are now getting into the smaller entities—Windham, Pelham—governments with appropriations less than \$20 million. At some point, just as in a company for profit, if you're not compliant with certain standards, and the rest of the world is, it *may* have a detrimental effect. Selectman Jasper said his answer to that was to do the fixed assets, and the date. Over the next few years, they get a summer intern and every year, they do a little bit of research on what that asset cost to begin with, because it won't matter what it will cost to re place it today. If that becomes a requirement, then they will already have all of the history. All they would need to do is put in the current replacement. Selectman Massey said they were all in violent agreement; they are not going to do GASB. Selectman Jasper said the longer they put this off, the more money they can save and, in the meantime, they can build the data base so the only they would have to do is insert the day's value on it.

Chairman Maddox said that wasn't the only thing. (Talking over each other.) Selectman Massey said it's the underpinnings, which are the fixed assets. They put a minimum value on what they want to tag as a fixed asset. Mr. Malizia thought \$5,000 was appropriate because they weren't going to count every pencil. Ms. Carpentier said they could decide the scope was \$10,000; they can decide where they want to start, and then move down. In any event, she felt it was her duty to bring it up. Mr. Malizia wanted the Board to be aware that there is a tag line in the audit that says the Town isn't compliant. Chairman Maddox asked what the benefit was of being GASB compliant, other than a better bond rate. Selectman Massey said it's the same thing as in the private sector; it gives people who are trying to determine the fiscal soundness of a town, a standard way of looking at their fiscal data, and by establishing a standard, they said we will know you are doing all these things because you've adhered to the following reporting requirements. In the short term, it buys them nothing, but over the long term, it buys them a standard methodology that can be pushed against recognized accounting standards and the auditors are better able to put their little thing on the paper that says your town is being run according to fiscally sound principles. Right now, they are adding the caveat that the Town is not in compliance with the standards that have been established.

Selectman Jasper said the summer intern was a great idea, but going to the high school would be a mistake because he didn't think they could get somebody at the level needed; and the Whittimore School of Business is one of the top business schools in the country, and if they get someone who is a junior, they could really get a benefit because they are

practically ready to go out into the business world. That's where he would look. Ms. Carpentier said it wasn't her intention that the intern get them the inventory update. They might need some outside professional services to do that. She was also hoping they'd get some audit exposure and budgeting exposure. Selectman Jasper said she really needs to go to UNH to get somebody. It's nice to be able to benefit somebody, but there has got to be a return benefit and if they get someone from a high school, it's going to be more of a teaching experience. Ms. Carpentier said she hadn't done her research; she had just thrown it out, and she hadn't talked to Tom Sommers, but she talked to Vin and he sees the updates on the GIS all the time, so she knows they did a wonderful job.

Selectman Jasper said on the Town-wide salary and benefit study, he's sure everyone in Hudson in upper management would love them to compare to Dover, NH, where the compensation package for the Police Chief is \$1/4 million, so he's not a big fan of these salary and benefit comparisons. It's so hard to compare a salary here and benefit package some place else, and it's always difficult to put the two together. They have to look at what they use. Are they able to attract candidates, and do the candidates they attract stay? That's the important thing and they've been doing that. Every once in awhile, those things are going to get out of balance, but otherwise, every community is chasing the next one and it spirals up, which is how they get Dover paying a benefit package of \$1/4 million. Mr. Malizia was incredulous and asked if that was in a year and what that package was. Selectman Jasper said it was in a year. The Council fired the City Manager. Before they fired the City Manager, he made a deal with the Police Chief that by the end of five years, the Police Chief will have 34 weeks of paid vacation, per year, and for every day he doesn't take his vacation, he gets paid, so if he takes 34 weeks of vacation, he's going to get double time for 30 weeks of the year. It's an insane package and he didn't know why, or if, they haven't gone to court and tried to break that. It was in the paper the other day, and he's not the only one with an insane benefit package, but he's got the most insane package. It's \$125,000 in salary and about \$125,000 in benefits. That's why he doesn't like doing the comparisons.

Ms. Carpentier said her intent wasn't so much to compare communities; it was because she knows they are faced with benefit costs, in conjunction with salary, and if they do have the turnover at all levels of employees, they need to know what they are going to face when they start replacing people—and she is talking about some of the higher-paid jobs. As they go through the contract process, they need to better understand what benefits are out there, or how to better bundle the benefits, in order to make it both cost effective, yet attractive. But she hears a no being told to her. Selectman Jasper said it's something that's very hard to do because there are so many components. He's found it interesting when they've done negotiations, the towns that get picked and chosen. Mr. Malizia said during the last few rounds, they didn't pick Dover. Selectman Jasper said Dover is actually a similar sized community. Mr. Malizia said that was fiscally insane, if that's the number. He can't imagine a manager ever doing something like that. Selectman Jasper assured him it was, and then he was out the door and the Chief, after that. It was crazy. The problem is, unless you look at every Town, and they can't look at Nashua because they're not in the same market; they can look at Merrimack, Derry, Londonderry, and the reality is Hudson is more fiscally responsible than any of those communities, yet they seem to attract good candidates because of a number of factors. It's not bad to spend a little time doing a survey, but he didn't want them to spend a lot of time and effort doing it because, ultimately, it doesn't really give them anything of any real value.

Selectman MacLean said it's always a good thing to see if they can save money, if that is going to be their angle. They already run a pretty sound ship, when it comes to benefits, but if there is chance they could save money, that would be great and they should look at that, but as far as the whole comparison thing, no.

Selectman Massey said, as he was sitting there, he was resonating off of what he said, and also what Selectman Jasper said. For the budget cycle, he would entertain a proposal for two summer interns and a separate, potential, warrant article for an additional full-time person, based on what Selectman Jasper said. What would you be able to do, that you are not able to do today, and what would this person do, as a result? That would be a separate consideration. Number one would be two summer interns. Ms. Carpentier was surprised he said two because she was asking for only one. Selectman Massey said it was very interesting that Mr. Sommers said that, had he put those two individuals out separately, he wouldn't have gotten nearly the amount of work out of them he got out of them by putting the two kids together. These are not people out in the work force who have been doing this forever. They are either juniors or seniors that are pretty close to the cusp of knowing what it is, but by having them work together, they can accomplish a lot more work than if they do it separately.

Selectman MacLean said Ms. Carpentier requested only one and, to her, when you are doing the kind of work they were doing (Engineering interns), she can see why teamwork might be beneficial, but two people in the finance environment would probably get less work done than with one. Selectman Jasper agreed with Selectman MacLean. If they hire a new Accounting Supervisor, would they have room? They could clean out the old jail cell. Ms. Carpentier said they don't have room for either one of them, but that's beside the point. Selectman Jasper said the dynamics aren't the same. Putting one person out in a car, going around Town, they wouldn't have accomplished much. Sitting inside isn't the same, but he would defer to the Finance Director—whatever she thinks is appropriate to start out. Maybe come in one year with one, but either way, it's something they should try.

Chairman Maddox said he would side with Selectman Massey. They could put in a sophomore and a junior and pick up some of the work she is looking to get done. She has plans for what she wants them to do, over the summer, just like Tom did. He had a whole plan already laid out for them. The Finance Director will keep them very busy. Hopefully, they will return the following year, then if the Accounting Supervisor isn't approved by the voters, she can accomplish

some of those tasks indirectly, without that full-time person. Ms. Carpentier said she hadn't considered two interns before tonight, but would give it some consideration, and she appreciated the Board's support, adding that they do have spacing issues. It wasn't her intention to send the intern(s) out to the field. That's where they'd have to have some professional service dollars to go out and start the fixed asset inventory. Chairman Maddox said maybe that questions needs to be asked. What do they really need? If they send these two people out to take a picture of Town-owned buildings, what is the requirement? Do they need to hire somebody to take the same pictures the Town could take just like they did of the outfalls? They looked at what the EPA was looking for in their reports. They had to have a sign hanging in the photo, with the appropriate label and number, so many feet away, and that's what they did. If that's what they are looking for, these two people could accomplish a lot of that leg work. The Finance Director needs to do more research. She got kind of a mixed message, but it was something for the budget cycle they can move forward with. Ms. Carpentier said she appreciated the support.

**D. Board of Selectmen/Administration**

Town Administrator Steve Malizia said this budget has been pretty much staying the course, holding a very, very tight budget—which mainly covers Administrator, Town Hall, the Community Center and Town Poor. Town Poor has been fairly stable. They bumped up a few dollars this year because they thought times might be getting tough; rents haven't really gone down. That budget is being managed with the assistance of Kathy Wilson and Linda Corcoran, and it is a reasonable budget. Everyone is familiar with the State law that says towns have to temporarily assist those in need. They try to look at history to see where they are going.

Some improvements have been done to the Community Center—the heating system and the flooring. Selectman Jasper thought the floor was junk. Mr. Malizia said they had the heavy basketball hoops there and they put some support underneath where they were and replaced some of the tiles that were bowed. Selectman Nadeau thought it looked good now. Selectman Jasper said the finish was terrible. Mr. Malizia said they've got the piece of equipment now to clean it with and when it is used on a regular basis, it does impart a better finish on it. The maintenance person is older and he doesn't see every little spot. They are trying to work with what they've got to keep it in better shape. The building, itself, is obviously used for a variety of purposes. They are pretty much out of the rental business, so they're not getting the abuse they once got, but they are getting the use. They had a donation, at one point, to vinyl-side the front end, but that has not come to fruition. It doesn't look like the donor is going to be able to get to it, so they are considering other options. It may be putting a coat of paint on, or asking Dave to price out a vendor to find out what vinyl-siding the front would cost to give them a façade that looks a little more presentable. A Boy Scout, as part of an Eagle project, signed up to do a sign and paint the trim, but that hasn't happened yet, either. The concrete blocks were painted a couple of weeks ago by the prisoners. They aren't going to wait too much longer for others to do the work. They will evaluate things to see where they are with the Boy Scout project and the donation. The Town doesn't have much of a budget, not even for chair replacement. He had been replacing them, 100 at a time and some number of tables, but that was cut this year from the budget. If they save money on some of the utilities, at the end of they year, they may be able to replace some more chairs because some of the have seen better days. Selectman Nadeau said the chairs were a problem with the floors, too. Mr. Malizia said yes, they need rubber caps on the bottoms of them and, at a certain point, they need to buy a certain amount of chairs. They continue to look at the doors and make sure things are energy efficient. They are also looking at handicapped doors, but there isn't any money for that, either, to put in a push-button door. Again, they may be able to do it at the end of the year, if they save money on utilities. Until then, there is no money—unless they want to take it out of contingency.

Chairman Maddox asked if that was something they wanted to consider for the FY08 budget. Selectman Massey thinks they should. Selectman Jasper said, with the chairs, they are not doing the banquets or renting the hall, so have they really thought about how many they need? For Town Meeting, they need to set up only about 200. Mr. Malizia said for Comedy Night, there are over 350 people there, and that occurs four times a year. Some nights, there are 400 and he has to scramble to find extra chairs from the schools. Selectman Jasper said that's the information they need. He had made the motion to cut them out because they were looking for areas to cut and, when he asked the question, there wasn't a ready answer. Selectman Jasper said they need to know how many chairs they need. He didn't know how many came with the building. How many tables do they need now because they're not setting up the same way. Mr. Malizia said the tables aren't as much of a concern as the chairs are, especially with the Senior population. They try to segregate the good chairs from the bad, but sometimes a bad one gets put back on the rack and he's concerned someone may get hurt. Selectman Jasper said they might have to call Christian Chair Rental, it's better than having bad chairs do damage to the floor. Chairman Maddox thought Dave Yates should find out what the cost would be to rent 200 chairs and associated tables for Comedy Night, which would get rolled into the ticket price for that. Maybe the Town should have 200 chairs and, if more are needed, rent the balance. That would save on storage space, too. Selectman Jasper said that may be the way to go, if they need them only a couple times a year. Chairman Maddox thought Dave should look into how much it would cost to have 200 chairs and 20 tables delivered and set up. That option should be compared to the cost of buying them. Selectman Jasper said they should also consider how long the chairs would last; 20 years, fine, but if they are lasting only 10 years, they may be better off the rent.

Selectman MacLean asked if ADA compliance was a mechanical door to enter, or every single door. Mr. Malizia said just the front, outside door. Selectman Nadeau said it would be helpful, not just for that, but for the Seniors, the access to the building for sporting events. He asked what the quote was just to put in a front door. Mr. Malizia said somewhere between \$8,000-\$10,000 but he wouldn't do it just for Rec programs.

(Start Tape 4-A)

They have to be very careful in today's world when they are talking voting and handicapped access. On the other hand, he can picture the Rec kids, hitting the button all the time. When they have mechanical things, mechanical things break and they become maintenance issues. Chairman Maddox suggested looking at putting it on the door to the left that goes right into the hall, but bypasses the two glass sets of doors. Mr. Malizia said then they have to go from the front parking lot, all the way around to the side. (Talking over each other.) Selectman Massey said then you single out a class of people. Chairman Maddox said when handicapped people access Town Hall, they have to use the ramp door by Community Development. Selectman MacLean said the door could be kept locked, or unlocked by someone who was there, in case someone needs it. Chairman Maddox said those double glass doors may be expensive. They may have to replace them to facilitate putting in the mechanism. The door on the side probably needs to be replaced, anyway, so moving handicapped parking there may not be a bad thing. They should get the numbers, so they can at least look at it for the FY08 budget. It's something that needs to be done.

Chairman Maddox asked if there was anything else that needed to be addressed. Mr. Malizia wasn't aware of any major efforts the Board wanted to undertake. Chairman Maddox said replacing the chairs in the Selectmen's Meeting Room has been talked about for some time and they are starting to show their age—they wobble and they squeak. Mr. Malizia said to get a decent, high end chair that will stand up to the use this room gets, it will be expensive. Chairman Maddox said they should check out the cost for the FY078 budget. Selectman Massey said he wanted to hold out for what Londonderry has. Their council chambers have got recessed tables and every councilman has a personal computer that they can scroll through the Town's web site, as everybody is talking. Selectman MacLean said and they can play solitaire. Selectman Jasper said nobody is paying attention to what anybody else is saying in Londonderry any more. Mr. Malizia said and their tax rate is what? Selectman Massey said he understood, but when he walked into that room, he was surprised. The people told him if he thought that was posh, he should go to Derry. Chairman Maddox said people are sitting in better chairs in the audience in Londonderry, from what he could see on television. In Hudson, people in the audience get "deluxe" plastic chairs.

5. **ADJOURNMENT**

*Motion to adjourn at 10:10 p.m. by Selectman Jasper, seconded by Selectman MacLean, carried 5-0.*

Recorded and transcribed by Priscilla Boisvert  
Executive Assistant

**HUDSON BOARD OF SELECTMEN**

\_\_\_\_\_  
Richard J. Maddox, Chairman

\_\_\_\_\_  
Shawn N. Jasper, Vice-Chairman

\_\_\_\_\_  
Kathleen R. MacLean, Selectman

\_\_\_\_\_  
Kenneth J. Massey, Selectman

\_\_\_\_\_  
Benjamin J. Nadeau, Selectman