

HUDSON, NH BOARD OF SELECTMEN

Minutes of the August 27, 2019 Meeting

1. CALL TO ORDER - by Chairman Morin the meeting of August 27, 2019 at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE - led by Selectman Martin.
3. ATTENDANCE

Board of Selectmen: David Morin, Kara Roy, Roger Coutu, Marilyn McGrath, Normand Martin

Staff/Others: Steve Malizia, Town Administrator; Donna Graham, Executive Assistant; Dave Yates, Recreation Director; Police Chief Avery; Jess Forrence, Public Works Director; Fire Chief Rob Buxton; Kathy Carpentier, Finance Director; Darcy Orellana, School Board Member

4. PUBLIC INPUT

Chairman Morin asked does anyone in the audience wish to address the Board on any issue which the Board has control of at this time. Please state your name and address.

Diana Lamothe - 21 St. Laurent Drive. I came here tonight to share an idea that came to me. I thought it would be helpful to introduce it at this point in time. Much in advance of elections but someone had suggested perhaps we could hand out information to people on how to register to vote and how to vote. Maybe a little note about it's important to vote. At Town Hall, people register their vehicles. They could have a little information sheet. Perhaps through the school information can be shared. I'm not suggesting putting in an agenda on that information sheet. It's just encouraging people to vote and hopefully we can get a greater turnout at the polls, especially I know the Presidential election will be coming up and we'll get a good turnout for that. It would be nice to see that turnout for the town votes as well. I just wanted to share that information. I'd be happy to help put a little sheet together. I'm sure there are many qualified people in Town Hall who could do that as well. I just wanted to share it.

Chairman Morin asked are you looking to do public service announcements on Hudson Cable TV. Ms. Lamothe said yes that too. Absolutely. Hudson/Litchfield News and whatever outlets there are to get the information out there. Maybe it would make a difference.

Selectman McGrath asked can you tell me what you meant by telling people how to vote. Diana Lamothe indicated there are certain dates that are important if they want to be part of Deliberative Session, when to go to the polls, where the location is. Selectman McGrath asked you're not suggesting taking a position on ballot items. It's just informational as to how to get to the polls, what you do when you get to the polls and that type of thing. Diana Lamothe indicated how to register, absentee ballots.

Selectman Roy thought the last date for registration and those kinds of things. Ms. Lamothe said yes. An absentee ballot that would be needed and how to go about that. Just information and not any agenda on any of the questions that would be on the ballot.

Selectman Coutu thought that was an outstanding idea. Selectman Roy agreed. Selectman Coutu said I will work with Diana if she would like to help set her up and whoever she would like with her to do the announcements on HCTV. Mr. Malizia could you afford to give her some time to go over the information that she would provide and see if we can have her, Patti, and you together. Steve Malizia thought Patti would probably be very critical because Ms. Barry is probably the expert on all of that. So Ms. Barry is probably the best person. Selectman Coutu thought it was critical to know where they can register and what days they can register as well as being able to do it at the polls themselves. You're trying to head that off by getting them preregistered.

Selectman McGrath noted that informational packet or document whether it's on HCTV or not is not endorsed by any particular committee or fraction of the town. Ms. Lamothe thought Patti Barry would be the one that needs to okay it. Selectman McGrath indicated whatever is prepared and in writing it doesn't say endorsed by or prepared by. It's an informational only. Ms. Lamothe said absolutely. Selectman McGrath said I'm okay with that.

Chairman Morin asked if there were any other questions. We will get working on it and someone will get a hold of you.

Selectman Coutu told Diana that's a great idea.

5. RECOGNITIONS, NOMINATIONS & APPOINTMENTS - None

6. CONSENT ITEMS

Chairman Morin asked does any Board member wish to remove any item for separate consideration.

Selectman Coutu noted on the calendar the 9-11 ceremony wasn't listed. Just to remind the people anyway the 9-11 ceremony will be held at the 9-11 Memorial at Benson Park on 9-11 which is a Wednesday evening at 6:30 p.m. Everybody is welcome to attend. It will be short but memorable.

Motion by Selectman Coutu, seconded by Selectman Roy, to approve consent items A, B, C, D, E and F as noted or appropriate, carried 5-0.

A. Assessing Items - None

B. Water/Sewer Items - None

C. Licenses & Permits & Policies

- 1) Tag Day Permit - Cub Scout Pack 410
- 2) Petition & License for One New Pole - License #211/1X on Madison Drive
- 3) Petition & License for One New Pole - License #60/1Y on Cedar Street

D. Donations

- 1) \$5,000 donation from Digital Credit Union to the Police to purchase 14 ballistic helmets, 2 scopes, 2 scope mounts for rifles, and the balance towards the comfort dog - Haven

E. Acceptance of Minutes

- 1) Minutes of the August 6, 2019 Meeting
- 2) Minutes of the August 13, 2019 Meeting

F. Calendar

- 08/28 7:00 Planning Bd - Buxton CD Meeting Room
- 08/29 7:00 Zoning Bd of Adjustment Workshop - Buxton CD Meeting Room
- 09/03 7:00 Board of Selectmen Workshop - BOS Meeting Room
- 09/04 7:00 Budget Cte - Buxton CD Meeting Room
- 09/05 6:30 Recreation Cte - BOS Meeting Room
- 09/09 7:00 Conservation Cte - Buxton CD Meeting Room
- 09/09 7:00 Cable Cte - HCTV
- 09/10 7:00 Board of Selectmen - BOS Meeting Room
- 09/11 6:30 9-11 Memorial Ceremony - Benson Park
- 09/17 7:00 Municipal Utility Cte - BOS Meeting Room
- 09/18 6:00 Library Trustees - Hills Memorial Library
- 09/18 7:00 Planning Brd - Buxton CD Meeting Room
- 09/19 7:00 Benson Park Cte - HCTV
- 09/23 7:00 Sustainability Cte - Buxton CD Meeting Room
- 09/24 7:00 Board of Selectmen - BOS Meeting Room
- 09/25 7:00 Planning Brd - Buxton CD Meeting Room

09/26 7:00 Zoning Brd of Adjustment - Buxton CD Meeting Room

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on August 13, 2019

- 1) *Motion by Selectman McGrath, seconded by Selectman Roy, to hire Sean Hirschfeld to the position of Truck Driver/Laborer at a rate of \$18.75 per hour (Grade VIII, Step Minimum) in accordance with the Hudson Public Works Union, AFSCME Local 1801, Contract, carried 4-1. Selectman Coutu in opposition.*
- 2) *Motion by Selectman McGrath, seconded by Selectman Coutu, to hire Louis Pilat to the position of Truck Driver/Laborer at a rate of \$18.75 per hour (Grade VIII, Step Minimum) in accordance with the Hudson Public Works Union, AFSCME Local 1801, Contract, carried 5-0.*
- 3) *Motion by Selectman Martin, seconded by Selectman Roy, to authorize the Fire Chief to sign the attached Memorandum of Understanding in reference to the Task Force deployment of Firefighter/AEMT Corey Girard, carried 5-0.*
- 4) *Motion by Selectman Martin, seconded by Selectman Roy, to agree to the Modification Petition from the Hudson Police, Fire & Town Supervisors Association and add the position of Building Official to the unit at the Police Information Manager/Fire Prevention Officer/Computer Service Operator scale, Step 1, and to authorize the Town Administrator to sign the Modification Petition, carried 5-0.*
- 5) *Motion by Selectman Roy, seconded by Selectman McGrath, to sell town owned tax deeded property located at 151 Robinson Road to Jen/Nick Home Builders, Inc. in the amount of \$40,000, carried 5-0.*
- 6) *Motion by Selectman Martin, seconded by Selectman Roy, to sell town owned tax deeded property located at 7 Alpha Street to the highest bidder Kayla Page and Dillon Dumont in the amount of \$200,000, carried 4-1. Selectman McGrath in opposition.*
- 7) *Motion to adjourn at 9:16 p.m. by Selectman Martin, seconded by Selectman Roy, carried 5-0.*

8. NEW BUSINESS

A. Update on Liberty Field

Chairman Morin noted I asked to have this put on the agenda. As you know we have a problem with Liberty Field with flooding earlier in the year. Up to this point, we had a brief discussion but we haven't heard anything on the status of the field at this point. What we may want to do in the future so I'll call Recreation Director Dave Yates to give us an update.

Good evening. Dave Yates asked to give a quick refresher. When we made this field, the intent was the field was for lacrosse which is April through June and soccer which is August through October. As you know, the previous discussion we had several months ago we did not get the lacrosse season on the field as we were hoping for due to the water issues. I'm not sure what's happening out there. We did a walkthrough yesterday of the field with Jess and Jay from Public Works, Selectman Morin was there, and Elvis the Town Engineer was there. The front end of the field still appears to have some wetness. The back 2/3rds of the field is drying out. Up to two weeks ago, there was still standing water on the field. DPW did do a cut of the field yesterday. They haven't been able to get in there because their equipment has been sinking when they go in there. Finally yesterday they were able to get in and we did put a cut on the field. It's probably okay for practices. A lot of the vegetation coming up isn't grass. Its water plants. When it was cut, its crunchy little stems in the ground. I'm going to get a couple of teams out there next week and

see if the back end of the field we can use for practices. It definitely isn't suitable for games. It would be an embarrassment to have other towns come here and play on the field. I hate to see it go to waste. We're going to attempt to get some practices going. The consensus yesterday as we all talked was we don't know what the issue is. Is it groundwater? Can drainage help? Could building the field up could help? The consensus amongst the group yesterday was let's see if the Board will approve to get an engineer in here and let them tell us and put their stamp on it. Let them tell us what the issues are. We can go around, around and around but we're not experts at it. That's the consensus of the group yesterday was to see if this Board would allow us to go out and find an engineer. There is money in the Recreation Capital Reserve Fund - \$35,000 if the Board chose to go that route. That money is available. A little disappointing but we've put a lot of time and effort into it up to now. I really as the Recreation Director think there's a need for it. I'd like to see it be something we can be proud of and right now it needs some work to get to that level.

Chairman Morin indicated at this point they are going to try to use it for practices. We've already spent a lot of money on this field. I hate to just see it sit there. When this came forward to us, it was told to us that we needed this field. You can see why they're running into problems now with putting games on in other places. Also it doesn't reflect this field but due to the Alvirne's CTE building, they are eliminating a field so we're going to lose a field. We're going to need more fields at some point. The school has to expand and unfortunately they're going to be losing a field. At some point, we're going to have to make it up somewhere for people to play on. At this point, I believe the costs that we talked about yesterday was somewhere in the range of \$10,000. It would be best to bring in an engineering company that's familiar with fields to give us a good answer of what we need to do and try to move forward. If we have to take money from something that we already have or we have to budget it in next year's budget, that's why we're here tonight to see if you want to move forward with an engineering company and then see where we're going to move forward after that for the budget next year. Any other comments or questions?

Selectman McGrath asked you mentioned that a field was being eliminated because of the CTE. I thought that that was just a baseball field and not a lacrosse field. Chairman Morin said it is. This field doesn't reflect that field that they're losing but we are losing a field in town. We don't have enough fields as it is. Selectman McGrath noted I've talked to Elvis a number of times about this and he's at a loss as to where the water is coming from. They did testing and it was as dry as a bone when they did the testing and now it's wet. If we've already spent the money instead of just throwing it away if we can determine where the water is coming from and it's something that can be remedied, then I think that we should do that.

Chairman Morin asked should we go with no more than \$10,000. Dave Yates said that's a guesstimate. That was what Elvis had told us the previous quote that he had received was about \$10,000.

Selectman Coutu said just go out to bid and see. We can reject all the bids. Just go out to bid. Mr. Malizia said we could put out an RFP and then we see what we get. Then you can determine from there what you want to do. Just to correct it, it's not out of the capital reserve. It's out of the Planning Board develop fees that have come in for recreation just so we're clear. It's not in the capital reserve. It's in a recreation contribution account.

Chairman Morin asked if we go out to bid is that going to give us enough time if we need to put it in the budget somewhere. Steve Malizia indicated you have to have it in the budget by October/November. I think we can do it pretty quickly. It's not rocket science. Selectman Coutu noted we may have the money. Mr. Malizia said we may. We don't know until we see.

Motion by Selectman Coutu, seconded by Selectman McGrath, to go out to bid for an engineering company to go in and take a look at Liberty Field and determine what the water issue is and what the possible corrective actions may be to repair it, carried 5-0.

Just as an FYI, Selectman McGrath said you can thank Lenny Smith for the recreation contributions. That was his idea a number of years ago. He wasn't a Selectman, he was in the legislature and he was on the Planning Board. Dave Yates indicated it's been used many times over the years.

B. Proclaiming September 16, 2019 as “American Legion Centennial Day

Chairman Morin recognized Town Administrator Steve Malizia.

Steve Malizia stated the American Legion Post 48 has asked that the Selectmen recognize September 16, 2019 as “American Legion Centennial Day” in honor of their 100th anniversary. I believe they’ll be having an event sometime in October but I think the actual centennial is September 15th. A proclamation has been prepared which is attached to this Memorandum. We’ll more than like issue this press release or some version of it for the proclamation but this is a request and I think you should grant it.

As a proud member of Post 48, Selectman Coutu said I would make the motion but I will yield to Selectman Roy.

Motion by Selectman Roy, seconded by Selectman Coutu, to declare September 16, 2019 as “American Legion Centennial Day” in honor of the American Legion’s 100th anniversary and approve the attached Proclamation, carried 5-0.

C. School Impact Fee Release Request

Chairman Morin recognized Town Administrator Steve Malizia.

Steve Malizia explained the SAU through its Business Administrator Karen Burnell is requesting the release of \$250,000 from the School Impact Fee Account. The request was routed through the Planning Board. The Planning Board has expressed their approval and they’re looking for our approval to release the funds. These monies are going towards the payment of the bond for the Hills Garrison School and for the Memorial School renovation which I believe those bonds are paid off in either 2021 or 2022. We’re getting near the end of those particular bonds. Our attorneys through the years have said that this is a valid withdrawal from those funds because it has to be for expansion type purposes and that was for expansion. I believe there’s over \$400,000 in the account. They’re asking for \$250,000.

Motion by Selectman Martin, seconded by Selectman Roy, to release \$250,000 from School Impact Fee Account 09-2000-2080-000-051 per the request from Karen Burnell, Business Administrator for the Hudson School District, dated July 22, 2019 and approved by the Planning Board on August 14, 2019. The funds will be used to offset this fiscal year’s School District bond payment, carried 5-0.

D. Hudson Public Works Union AFSCME Local 1801 Request to Commence Negotiations

Chairman Morin recognized Town Administrator Steve Malizia.

Steve Malizia stated in front of you, you have a request from the Hudson Public Works unit AFSCME Local 1801 to commence negotiations on a successor contract. As you recall, we have a one year deal with this group. We negotiated a one-year deal therefore they’re requesting to go back to the table to negotiate a successor agreement. I believe Selectman Roy will be the liaison for that but this is how we open up by a request so I recommend that we commence negotiations.

Chairman Morin asked by consensus and was approved.

E. Fiscal Year 2021 Budget Parameters

Chairman Morin recognized Town Administrator Steve Malizia.

The time is upon us. Steve Malizia noted as it comes every year quicker and quicker. We need to discuss and give direction to the Department Heads as to what you would like the parameters for next year’s budget to be. Typically what you do is we fold in the labor contracts and any labor agreements that have been approved, any health care, any pension loadings, and after that it’s pretty much the parameter is given keep your budget either level funded, an increase, or items outside the budget. That’s what we’re here to discuss because as you are well aware, the voters were kind enough to approve four contracts last year. A lot of

our labor costs are fixed. We're really talking about things that are non-labor - all the hard stuff that we do. Equipment, materials, etc. I've given you some statistical information just to give you kind of an idea of what exactly it is. You'll probably need a magnifying glass to read it but this ten years' worth of data.

Selectman Coutu asked Mr. Malizia considering all of the budgets that we approved last year were there any others other than the Highway Department that were close or needed some additional funding. Steve Malizia believed Police and Fire were also very close because of the earned time buyouts as you'll recall. Other than that, I think the department heads do an excellent job of managing their budgets to the bottom line. Again when you have excessive either retirement or other buyout costs, that's difficult for them.

Selectman Coutu asked what was the differential between the budget for the Highway Department and his request for additional funds. How much money was required to transfer in in order to carry the budget? Mr. Malizia asked do you recall that Kathy. Kathy Carpentier noted not specifically highway. Mr. Malizia said I know that we had moved \$64,000 over there for the lift and somewhere I think he ended up about \$90,000 over but that's just off the top of my head - the budget was over. Selectman Coutu said my recommendation would be relative to the Highway Department, and I've never done this in the past, but I would advise Mr. Forrence that perhaps what he should do is add monies on the overtime for the winter plowing, extra money for sand and salt. I know he pre-buys and things like that and work it up to approximately \$90,000 to \$100,000. They are predicting that this could be the worst winter in the past century. Mr. Malizia said I'm sure Mr. Forrence is writing this all down. If it's this winter, we've already got that budget. It's the budget after that that we're working on. We're stuck with this budget for now. Selectman Coutu thought we ought to be prepared so this year we're going to have a real bad winter. We need to get ahead of ourselves. That budget has been so close every single year. He needs some breathing room in order to get it done properly. Would you agree Mr. Forrence? Jess Forrence agreed with every word you're saying.

Steve Malizia indicated as you can see through the years, we've been fairly lean the tax rate (inaudible) and in a certain range. Obviously the voters approved labor contracts and it gets added on. Typically we run a very tight budget and at times we probably do without things we should be doing. Probably in the line of maintenance, replacement and that kind of stuff. Again I've given you some statistical information. We need to get some sort of direction from the Board as to what to direct the department heads to do when they come in. Certainly the labor piece is pretty much preordained. We can certainly bump up overtime accounts but when you get below the labor, what's the Board's wish? What would the Board like to do? I see there may be big things that people want to do. Do you want them outside the budget? Do you want them inside the budget? That's the kind of thing we need to think about and talk about.

Chairman Morin said I'd like to see it go outside the budget a little bit. Mr. Malizia is right. We come in with such a firm budget and we keep seeing this with a lot of things that we talk about that we're always playing catch up instead of getting ahead. I know there are departments out there that need some stuff and need some catch up to get done. We don't have to go a huge amount but I think we should give them a little leeway this year to try to catch up on some certain things that they need.

Selectman Roy asked are you thinking of like a percentage number. Chairman Morin said usually we come in zero and then if they need anything extra they ask us. I think we should give them a percentage number that they come above.

Selectman Coutu noted each budget is different and the scope is different in each budget. One has income producing - the Fire Department with the ambulance fees. The Police Department their budget is dependent upon critical incident situations where you tie up a lot of manpower. They have to stay a shift and a half. That happens. I think you would agree Chief as well that crime is again on the increase not just here nationwide but in New England in particular. Drug trafficking is ongoing. The opioid epidemic though we're able to save more people because of the work of the Fire Department and Narcan. We still have to deal with these crisis situations on a daily basis. The suicide rate has been exceptional high in the past year. Major incident when you have a suicide. You're committing a lot of manpower. I'm not averse to letting the department heads rather than give them a percentage if everybody is going to come in at that percentage, I would rather say that if you have a need just bring it before us and let us know. At that point, we will decide whether to put it in the budget or outside the budget. That need could be a \$50,000 ticket item. I might want to go to the voters for that. Something under \$15,000 we'd probably eat it and put it in the budget. To

me it's just common sense or something that's more practical in order to be - just so the voters know what we're doing. It's a decision we have to make. Just to say everybody putting in a budget, you can elevate your budget by 2 percent. We have to justify it. The bulk of the budget costs are labor. The labor is built into the budget. There's nothing we can do about it. Everything else are the incidentals to that department. Unless somebody is coming in like both of the public safety agencies - police and fire - they need vehicles or for whatever reason they've lost a vehicle this year that the insurance company didn't cover entirely and we need to replace that vehicle and we're going to have to pay the differential, well yes they have to come in with a higher ticket item. I think that in order to be more transparent, we need to discuss whatever they want over and above what they're budgeting and come to a decision amongst ourselves whether or not they've articulated that need. Then we make a decision at that point is it such a high price that we need to ask the voters to pay for it outside of the budget or is it of such critical need that we feel we should be including it in the budget. That's where I'm sitting.

Chairman Morin said I see your point and I understand your point. If we're giving them a percentage, we can do the same thing. We could have them come in with whatever percentage if this Board decides. They come in with that percentage and then they have to present to us where that increase is. It's the same thing but we're giving them a little leeway and maybe they can think a little bit out of the box because they have a little more to spend versus I got to think about that zero base and then prove my point. If they come in with a percentage, they'll still going to come to us, we still need to go through that, that is our job but it gives them a little more leeway.

Selectman Coutu said I understand your point. It's six one way and half a dozen the other. I want to be as transparent as possible. Chairman Morin said we can be and we always have been. I can tell you that if you look around the area towns for what they get for a tax rate compared to what people in Hudson get for a tax rate, we're doing really well. Even though people may not understand that all the time, we're doing very well. It's been how many years that we've been zero? Mr. Malizia said as long as I can remember. Since Selectman Coutu's been here. Chairman Morin indicated that's my point. Selectman Coutu noted we started that 12 years ago and it's worked. Chairman Morin noted in theory it's worked yes.

Steve Malizia said any labor for example if people need more manpower and they don't have an empty docket - for example if you need two more people in Public Works Department, or two more officers, or two more firefighters, that clearly would be articulated as we understand the warrant article route. So just saying what we're looking at is the things at the bottom. I need \$50,000 worth of sand because the weather is going to be horrible. I can't cut \$50,000 from somewhere else to get to that.

Selectman Coutu said Mr. Malizia if you recall 12 years ago when I did my first budget with the Board and I made the challenge that we'll stay here until 3 in the morning but we were going to have a zero based budget, that particular year I was concerned about the tax rate going up. It had gone up a few times prior to it and I was trying to stabilize the tax rate. I knew we had some big ticket items that we wanted to get to such as HCTV facility, the senior center. We didn't know exactly where it was going to be located at that time. We continued with that process through the years. We've always said to Department Heads I can remember asking publicly the Public Works Director or then the Road Agent do you need to bite the bullet. If you need one or two more people, we understand just tell us and we'll put it in the budget. We've never denied them access to anything that was of a need to that department as long as they articulated what they were doing. It was never intended to freeze the budget at zero percent. We just said that's your zero based budgeting. You start with zero and then you factor in everything that you know you have to pay for which would be salaries, taxes, benefits, and then you know what you need for supplies. You might have to adjust that a little bit because of the cost increase. The tariffs are going to have an impact on that. We have to consider that. For them to come in and say you know for us to say two percent of one department's budget is a lot different than you're giving police and fire two percent when their budgets is a \$1.5 million and \$2 million versus another department \$600,000.

Chairman Morin noted we don't have to go by their budget amount. We can just say two percent. You don't have to base it on their budget amount because that's not fair. Selectman Coutu said but it's two percent of what? Chairman Morin indicated you can raise a budget two percent not at total. You get two percent not per your budget because Police and Fire is going to be a lot higher than everybody else.

Steve Malizia stated what I think what you're trying to say is the two percent would yield a higher number of police and fire than it would at my department or the Finance Department. They might be only \$5,000 or \$2,000 but for them it would might be \$100,000.

Selectman Coutu indicated I will support whatever the majority wants.

Selectman Roy thought to Selectman Coutu's point, if they told the particulars of what they needed and then prioritized it, we can take that information and finagle it in a budget. Maybe one department is in more need than another and we can figure that out and say oh we need to spend \$100,000 on this in DPW and we only need \$20,000 in IT for instance. I think it might be a clearer way to look at it is the way he's talking about doing it.

Chairman Morin understood but is it in our job no matter what percentage or what they're bringing to us to take a very hard look at it to do it. We're just giving them a little more leeway to try to catch up on some of the stuff they're behind on. There are departments that need stuff that have been put off and Mr. Malizia brought it up - maintenance and things to that nature due to the fact that we do zero budget every time and they meet that. They do an outstanding job to meet that but are we gaining anything and in the long run are we going to end up paying more because we're not keeping up with stuff we should be now. Let's take the radio system for instance. This has been going on for ten years. Now look at the amount of money we're spending on it because we didn't keep up with it. That's one instance.

If I might on that instance. Selectman Coutu said we have a capital reserve fund. We developed a capital reserve fund for radios and communication. That's where the bulk of the money is coming from. So we addressed that issue. Chairman Morin said it hasn't been ten years. Selectman Coutu said the money for that hasn't been ten years but we addressed it by doing it that way so in the long term we weren't hitting the taxpayer with a huge bill all at once. Now we're going to proceed and we're going to correct it in the coming year. We know that. For us, it was the easier way. We weren't going to bite the bullet because it was more like a cannonball and we were all going to choke to death on how much money it was going to cost. It needed to be done and now that the Police Chief has come in and say you know we're at a critical venture with loss of communication or radios, we're finally addressing it. But the radio issue is ongoing because no sooner will we do this, we'll have the communication towers but no sooner will we do this five years from now, Motorola is going to tell us these radios are outdated. It's just like all of technology. It only lasts so long and then we have to update everything.

Chairman Morin said I understand that and I'm very familiar but you just hit the key. We got to a point where we were in a dangerous situation with our radios instead of maintenance and keeping things up to date. That's exactly what I'm talking about. Selectman Coutu indicated it was the towers that were going to cost us the most. Chairman Morin said the part that they needed the most the radios are at a point now where they could fail at any time and it's because we didn't maintain the stuff over the years. He said that they kept parts because they didn't make them any more so they had to get a bunch of parts and keep them on top of a shelf because they didn't have the money to move forward to correct these things. That's what I'm trying to get across to the Board. This is the situation the town's getting into because we do the way we do it.

Selectman Coutu didn't think there's a single department head that can come in here Chairman and state that this Board has not - I don't believe that any of them could make the statement that this Board has not been receptive to their critical needs. Chairman Morin noted they may not say it but - and this isn't Chief Avery's fault so let me make that clear before I make this statement - then why are we hoarding parts and not coming forward to get things fixed? Selectman Coutu indicated we bought a lot of radios in the 12 years I've been here. Chairman Morin said we have but they aren't a system. The system should have been replaced a long time ago. I'm focusing on radios because that's the dilemma we're in now especially with the Police Department. It is because of the lack of being able to let them move forward and complete maintenance. This is the perfect example. We're at a critical point right now with their radios that they could go before we get this new system in. It's going to be at least another year before it's in service at this point for Phase I but there's a bunch of phases to get the whole system complete. Selectman Coutu asked how many phases are there. What's a bunch of phases? There's two phases. Chairman Morin said two years is a long time when your radios break down.

Selectman Coutu suggested that because this is an ongoing issue that we continue the capital reserve fund even after we replace all the radios and the consoles. We are ahead of the game. Chairman Morin wanted to make my point why we're in the situation we're in.

Selectman McGrath agreed that the budgets should probably be increased. Either way it's going to be transparent. Either it's going to be the line items are going to be increased and we're going to be looking at each line item or I would assume everybody looks at all of the line items. I know I do. I sit there and I go through with my ruler, calculator, and pencil and make notes. Either way I think that we need to give them the ability to increase line items as they see fit but do we want to put a cap on the percentage increase of the total budget that it not exceed whether it's 5 percent, 2 percent, 10 percent. I think we should give some sort of guidance as to how far we'd be willing to go on the overall budget. I was just going to calculate the \$250,000 increase in spending. KC correct me if I'm misstating this. If an average house is \$250,000 and it's an \$.08 increase, it would mean a \$20 increase in the tax.

Selectman Coutu indicated it would be a \$.10 increase of \$250,000 - it would be a \$.10. Steve Malizia said no it's closer to \$.08 because it's the \$3 billion valuation of the town. You'd have to divide that by \$1,000. So you're closer to \$30,000. The valuation has changed. Selectman Coutu said the valuation of the town increases. That's right. Mr. Malizia said for every \$250,000, it's \$.08 approximately. \$.08 times a \$250,000 house.

Selectman McGrath noted for a \$250,000 house times \$.08 it would be a \$20 increase. No one like their taxes to go up but \$20 over the course of a year I think people could understand that and accept that. We've reduced the taxes over few years that I've been on the Board. The town's portion of the tax rate has been reduced. We just need to figure out what the percentage increase it can't exceed. That doesn't include any outside of the budget items that they feel the need for that they can come in and present. It will just be a warrant item as opposed to putting it in the budget and let the voters vote on it.

Selectman Coutu said in the financial management world for municipalities, there is a standard practice that if you're going to go percentage the cap be no more than 2.5 percent. That's the normal budgeting for capping an increase. You cap it at a certain percentage. The national average is 2.5. If your budget exceed 2.5, your budget gets slashed.

Selectman Martin said I'll start it out this way. It's time to stop kicking the can down the road. I agree with Selectman McGrath. We need to do this and we need to do it right so we can get things done and 2.5 percent isn't a bad number of an increase for total budget and anything else aside of anything larger than let's say \$15,000 should go as a separate item and we can talk about that. I'm in favor of a 2.5 percent.

Chairman Morin asked what is the Board's wishes. Selectman Coutu indicated zero based budgeting and have them come in with their request independent of their set budget. Their labor costs, their support material needs, paper, and whatever products they need to maintain their facilities. Come in zero based and any requests over and above and beyond come in separately. That's my position. I'm willing to offer a motion that we continue the practice of zero based budgeting with increase over and above their budget request be brought in separately for consideration by the Board of Selectmen

Motion by Selectman Coutu, seconded by Selectman Roy, for zero based budgeting and if over bring to BOS for consideration

Steve Malizia said typically labor is excluded because that's been voted on separately by the voters for warrant articles for contracts or whatever. That's been excluded from that zero based. The other thing too is department heads have had latitude. For example if I don't need \$50,000 here and I only need \$30,000 here, I can move \$20,000 there. I can move things in the budget. Not every line is going to be the same as long as the bottom line of all those other items is zero or the same. That's what we're talking about just so everybody is clear.

Selectman Coutu said with labor costs. Remember the voters approved that number goes up automatically. Mr. Malizia said it is what it is.

Selectman McGrath thought we need as Chairman Morin articulated, we need to give the department heads the ability to come in and present what they feel are the needs of their department whether it's an increased number or a decreased number but we need to give them that ability and without them fearing that they're going to have their heads chopped off every time they tell us that they need something that's over and above what they have now. I don't know that this motion does that. Our department heads and our employees I think that they do an outstanding job at managing their budgets, being fiscally conservative. They don't come in and ask for outrageous spending items. They ask for what they need. The budget that they have now needs to be increased whether it's a line item or a dozen line items, we need to give them that ability to come in here and tell us that and give us what they think would be a reasonable number and then we can make a decision about whether or not that can be approved and put forward.

Selectman Coutu said we're talking apples and apples here. Not apples and oranges. We're talking apples and apples. I think there's a misnomer here about how we've been doing budgets over the years. We have never tied a department head's hands relative to their needs. This cost \$.10 last year because they bought in quantity. They put in the budget and they bought 100 bottles at \$.10, it was \$10. If this is now \$.15 this year, I expect they're going to put in their base budget \$.15. So it's \$15 as opposed to \$10 because that's the base need. Labor costs are fixed. We know what they are. The voters approved them. The taxes and the retirement that we pay out to augment that line, we take care of that. In terms of supplies maybe some equipment that they might need if their supply budget has gone up 10 percent, I expect to see that line item go up 10 percent. I'm not going to question it. We're in a new world right now economically and that world is a world of tariffs. Tariffs are costing the consumers an awful lot of money. I know there are going to be increases in the cost of materials, equipment, supplies. For example the heaviest one might very well be the Highway Department where Mr. Forrence's mechanical people might need some parts and those parts have gone up 20-22 percent even up to 25 percent because of the tariffs. Mr. Forrence is going to have to figure that out. Those line items should increase accordingly. He doesn't have to argue with me as the person who's going to be voting on the budget that there is going to be an impact. I know there's going to be an impact so reflect it in your budget. Zero based budgeting doesn't mean you take your fixed labor costs and everything else stays the same. Everything else doesn't stay the same. The reality is costs go up every year. Whatever you can give them they're going to need to run that department, your base items - what you have now plus whatever increases that are going to be impacted as a result of tariffs on your line items, send it in. If it increases your budget one percent, it increases your budget one percent.

Selectman Coutu indicated what I'm saying is, and I thought we had a clear understanding in past budgets, anything over and above that. You want to buy two window air conditioners at \$6,000. I'm not going to lose any sleep over that. You could put that in your budget if you can articulate why in this world of central air we need two window air conditioners. If you need a large compressor that's going to cost \$30,000 - \$40,000, I want to know about it and it should be separate from the budget. We'll decide whether or not it gets slipped into the budget. Not everybody does like you and I do Selectman McGrath. I've adopted that practice 12 years ago. Paper, pencil, calculator, and a ruler. I do the exact same thing. Line, by line, by line, department, by department, by department. It got so bad one year that I wanted to see a cut. I was looking at how many magazines did they buy. That's a small number. It might be \$250 for a subscription here, \$200 there, \$300 there. We were slashing some of them because they sat there and they couldn't articulate why they were getting that magazine. Well we always got it. What's the use of getting 12 magazines if you're only reading one? Let's get the one or two that are critical. We were cutting.

Selectman Coutu stated I am not opposed to them increasing the base line item by what they project their needs are going to be in each of those lines. I just want high ticket items kept separate. I think we made this clear in the past and I've argued this every time we do this. Just tell us what they are. Articulate what your position is. I'm sure they can muster three votes if not a majority in order to make sure they get their needs. The most critical need I ever saw, and I could be wrong - the Town Administrator could correct me - was at the end of one fiscal year the entire - outside the Fire Department - their central air or heating or whatever it is, the whole thing went to pot and we needed \$40,000 in a hurry. We came up with the \$40,000 and we got it done. We don't deny. We give them what they need. Our department heads - and if they're not then somebody has to start talking to me - but our department heads are quite pleased with our generosity over the years and how we've taken care of them.

Chairman Morin said first I have to say is you nailed it right on the head. We give them what they have if costs go up but we don't move forward. They get what they have now. They don't move forward. They stay with what they got and nothing new happens. If a department head comes in here and can't articulate why they need something, well obviously they don't deserve it or they don't need it because they should have the information to back up what they're saying if they really need it. I'd agree with you there then that's fine. At some point, and we've seen it and I'm going to focus on the radios again and if you want I can bring up other stuff, we're to the point where we get into a crisis situation and the air conditions - I was working at the Fire Department then and that was, again, because things weren't getting taken care of. They were very old. They were never replaced and things like that. The Fire Department needed more important stuff to serve the citizens than to take care of that air conditioning system. Our service has to keep up and that's where we're putting our money. At some point, we need to move forward a little bit and we're not. We're staying static. We give what they got and we don't move forward.

Selectman McGrath said going through the budgets line by line, I know that I'm struck every year. First of all if you keep them at a zero base so that they can't increase the bottom line of their budget. So you look at each line item and you can see where they've struggled to make adjustments because they need to increase one line item. That means that they need to decrease somewhere else within the budget. So they're going back and forth. You can shake your head but that's essentially what happens. There may be department heads that aren't going to struggle. They can stay at zero percent but I can see that especially the three service departments - the three gentlemen that are sitting up in the back of the room - that they're going to struggle going through the line items of their budgets without giving them some cushion to increase. They can highlight those increases. I don't want them to have to go through each and every line item of their budgets and start to reduce. I'll reduce this one by a little so I can add a little to this. They must spend an inordinate amount of time trying to do that. I don't think it's fair and I know what it's like to prepare budgets and it's not a fun thing to do. I would like to at least give them some cushion. If it's 2.5 percent overall that the bottom line can't increase beyond that and highlight the items that they really are increasing at a different level, I'd be fine with that.

Selectman Roy noted that was not what he was saying. He wasn't saying a zero percent budget. He was saying a zero based budget. So you have a baseline and then you build up from there. They can increase a certain line to accommodate an increase in cost but then above that if they wanted a \$30,000 or \$40,000 item, they would have to bring it to us and then we would decide whether it goes in their budget or if it goes out onto a warrant article or whatever. Correct me if I'm wrong Selectman Coutu but that's the way I understood what you were just explaining.

Selectman Coutu said you're correct. Mr. Malizia have we had a problem with that in the past? I hate putting you in the middle of this but. Steve Malizia thought people have typically tried to get to their bottom line to move something here and something there. I think that's from a practical perspective, that's a lot of what's happened. We haven't had a problem putting something out there separate and distinct that the Board has voted on because they go through a needs analysis of that. I think its interpretation. Some folks, again, this is the bottom line. I stay here. If something goes up, something else went down. I can point they're all shaking their heads. That's what they do. Selectman Coutu said if the department heads can't figure out that items are going to go up and they should put it in their budget, that's not my problem. That was what we told them to do every year. We didn't say everything stays exactly the same bottom line number. You have to accommodate a budget for increased costs. I don't see anybody in this town, and I could be wrong, I have never had a department head come to me and complain to me. I think that individually or collectively we have a good rapport with our department heads. Might disagree with them on theories and principles every now and then but all in all, bottom line is this town is functioning very well financially and otherwise. That's because we have great administrative people, great staff, and great department heads. We have not denied them the opportunity to be all inclusive in their budget.

Selectman Coutu stated what I was going to point out is I don't think there's a department head that's sitting there struggling over their budget and spending hours upon hours trying to move numbers around. Maybe mid-year they have to make some adjustments. They're just budgetary transfers. The School Department goes through hundreds of transfers every year. Money needs to get transferred. Things happen. We understand that and so does the School Department. They do it all the time and we do it once in a while because the budgets are pretty good. No one has come to me ever and said to me I have a real serious

problem with my budget except Highway when they have a tough winter. There may be some things that midyear a department head comes and says geez we really could use this but it wasn't necessary at the time of budget preparation. What's so difficult is we're budgeting out 18 months in advance of what their needs are and they have to guess. I'm saying that overall costs are going to increase in the next 18 months if the tariffs persist almost 25 percent. I'm not talking wages. I'm talking about material, paper goods, everything is going to increase by 25 percent. We're starting to feel it on the retail end. All of our dollar items are not costing us the dollar items that we retail. We were paying \$.80 for, we're now paying \$1.05 for. The dollar grids are now becoming a \$1.25. The retail is losing a nickel in the process because we're trying to keep those customers who like to buy the cheaper imported Chinese items coming in the store. I just don't understand where all of a sudden this year it's a major issue but again if I can't muster the votes in my motion, I will support the next motion. I just want to get through this.

Kathy Carpentier asked to approach. I believe in the past what the department heads have strived to do is over 80 percent of our budget is labor and benefits. We agree that that's not what the department heads tried to control. They tried to control the operating expenses and we would try to control that at a zero percent increase is what the objective has been. If it was anything over that zero percent, they would have it outside the budget, bring it to the Board, and the Board would decide whether to put it in or take it out. If electricity went up \$10,000 or maintenance for some software agreement, they would try to find \$10,000 somewhere else and cut it out. That's what we're trying not to do in the future. If I'm hearing collectively I think I might be hearing, the 2.5 percent is what would be great is if in the operating expense could go up by the 2.5 percent. It would give the departments a chance of not having to cut and offset that \$10,000 increase in electricity and maybe they would get to go fix something that's broken, or something that they've been neglecting, or maintenance that they haven't been doing. I think that that is what you're trying to accomplish but I do believe in the past they have been trying to achieve a zero percent increase in their operating expenses. If I'm wrong, they can shake their heads no. I do believe in what you're trying to achieve a 2.5 percent in operating expenses would be a good initiative going forward from this Board. Thank you for your time.

Vote: Motion failed 2-3. Selectmen McGrath, Morin and Martin in opposition.

Motion by Selectman McGrath, seconded by Selectman Martin, that department budgets cannot exceed a 2.5 percent increase of the operating budget not including labor and benefit costs.

Just to speak on the motion, Selectman McGrath said so that they don't have to go through the machinations of trying to adjust their budget lines so that they're at a zero percent increase of operating budget. It gives them the flexibility to recognize increases in costs that they have no control over. I think it would be a more realistic budget and they would highlight those items that they need to increase. It wouldn't be a lack of visibility or understanding of what the budget contained and any increases over and above that.

Chairman Morin asked if there was any other discussion. Seeing none.

Vote: Motion carried 5-0.

F. Revenues and Expenditures

Chairman Morin recognized Town Administrator Steve Malizia.

Steve Malizia noted we're only one month in so this is really not a very exciting report. Know that a lot of purchase orders have been cut for things such as legal, trash so when you look at percentages of expenditure, it reflects the fact that we have those commitments. We do the purchase orders in advance but one month is hardly enough data to really cover much. I will say that auto registrations continue to be strong. It appears that we've bumped that up so. We haven't received an ambulance revenue yet nor have we booked any interest income so you'll see those a zero. It doesn't mean we won't have it, it's just they're usually lagging. Again its one month in. We've done purchase orders and there's not much else to say unless you have questions.

Selectman Coutu asked 4901, page 2 of 4, warrant articles; 6032 development of Benson property. Why is it \$3,974 in excess of what was approved? Steve Malizia said that's a very good question. We'll have to look into that. Selectman Coutu noted you can't spend more than what the voters approved. I would suggest Mr. Malizia as is proper because if this number is correct and they overspent by almost \$4,000, they're going to have to take it somewhere out of their budget and reapportion that money back into the voters in the surplus. Steve Malizia said we'll have to look because it appears to be something between a prior year encumbrance and at this year encumbrance. I'm not sure we spent anything. Selectman Coutu noted I know you'll look into it and we'll be happy that you did that.

Selectman Coutu noted boy are people getting married in Hudson. Mr. Malizia said they love it here. Selectman Coutu said welfare reimbursement - 192 percent reimbursed rate. That's fantastic. I think I am quite happy. The reason why car registration are up, our population has increased significantly. If you haven't been on Lowell Road lately, you see how many cars there are. A lot of them are from Hudson. We'll take their money.

9. REMARKS BY SCHOOL BOARD

Darcy Orellana - This is interesting. I enjoyed that discussion. Just want to continue to appreciate the collaboration and to let the public know that on September 4th and 5th we have rolled out some preliminary designs for the Alvirne High School and we invite people. It will be in the HLN and probably on the School Board website - two listening sessions to get some more input so that we really do try to hear what people support about these designs and where their answers of concern are because we want to be cognizant of that but we're very excited that we've gone through strategic planning, our mission, and interesting our mission really talks about bringing students to become civically engaged and committed members of the community which includes voting. So that was interesting and then how do we bring this school to be the type of facility that supports all these new residents and people that we've just talked about. So those will be on the 4th and the 5th. I think one will be in the high school and one will be in the community center. We want to spread across town and make these accessible to people but I don't have the exact times. I think they're 6:30 so thank you.

Selectman Coutu asked what you didn't explain what is it you want to show the community. Do you have a plan for example to continue to ask the voters for another approximately \$18 million next year? Ms. Orellana said we have a proposal. So we haven't made and ask. We have draft designs to ask people. Selectman Coutu asked does it ask for an \$18 million improvement project for Alvirne High School. Mr. Orellana said there is a range of models. Selectman Coutu said if I can't get a question answered how can people go to these and expect to get an answer? I'm asking you a specific question and you keep telling me there's a range. Is the \$18 million renovation project included? Darcy Orellana said yes. One is \$18 million and there are others at lower amounts. There is a range of choices.

Chairman Morin stated there's three separate plans that they're looking at. The highest one is \$18 million.

Selectman Roy noted A, B, C1, C2, and D, right.

Selectman Coutu said my problem is that if that ends up on the ballot and we're trying to do infrastructure projects, the voters are going to say no to all of it. We're always on the losing end because we can't seem to collaborate with the school. Who's going to ask for a big project? They have the CTE center and this is going to be their third try at a revised plan and somewhere between \$14 and \$18 million. We're trying to get our Police Department more square footage areas to be able to operate out of and we won't be able to go and bond that because the voters are going to think that we have too many high ticket items on the ballot. We were going to collaborate with the School Board. One year would town side and another year would be the school side. Every year the school keeps coming back for that same \$18 million project. I don't know how many times the voters have to say no. I'm disappointed.

Darcy Orellana would like to say that this alternating model is one that hasn't necessarily been confirmed and I think that's something we can engage in that discussion about but I think our collaborative work and efforts to find common ground are still a work in progress. I come to this meeting and I think my colleagues come here to share our information and not necessarily this isn't the forum where I particularly think we

would want to debate it in this infant stage of the process. I would encourage the community to stay tuned, to listen, and to think about where you stand on these issues and these matters. That's not why we're here. I'm here and any of my colleagues are here is to debate this necessarily at this point in time but to share information.

Selectman Coutu stated I wasn't debating. I was trying to get a specific question answered and you didn't answer it but you did finally. Thank you.

Selectman Martin indicated I happened to watch the presentation last evening. My 17 year old daughter watched it. My 78 year old brother-in-law who is a fixed income taxpayer in this town with his wife watched it. I will tell you this, he made a comment - \$50 million - no. He goes that's more reasonable and more palatable. He told me he would vote for this if it went forward. That made me feel better because he understand how everything works and he feels comfortable knowing that they went and did their homework. I think I will go to these listening sessions. I will give input. I think it's a great idea. I watched it. I happened to think that they did some head thinking and brought this to the forefront and knocked it down substantially. I think the school needs it. Thank you.

Selectman Roy didn't find it unreasonable that it's been on the ballot for multiple years. I think we've had other infrastructure projects that have taken more than one time on the ballot to pass. I also look at the amount of time it's gone since there's been major renovations to the high school other than the CTE renovation that's going on now. I think it's how much we value educating our children is one piece of it. Again I'll go to listen at the session because I do think there was a basic plan there. I don't know that it's fully developed yet.

10. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman McGrath - The only comment that I have is that I attended the swearing in ceremony today of six new officers and the promotions of two others. It was an impressive showing of a number of family members, and friends, and former colleagues. I thought that it was a very nice event. I was pleased to attend. Congratulations to the new officers.

Selectman Coutu - Mr. Malizia are there any plans - I was going to call you during the week and I never got around to it. I don't know if you and Mr. Buttrick met to do mosquito spraying in the Town of Hudson. Steve Malizia said that's under the purview of the Fire Department. They have the budget. I believe we larvicide at the beginning of the year. Chief Buxton can speak to it as the Health Officer for the town. I'm not aware that there's any spraying plan but I know that at some point they tried to do preventative larviciding.

Good evening. Chief Buxton stated as you are aware, we had an EEE detection in Pelham over towards the Methuen area of town. Our larvicide sites have been tested. I just went over the results this afternoon. We do not have any known EEE hits in Hudson. The State of New Hampshire is basically keeping us in tune every day as they do more testing. We asked them specifically about doing preventatives right now. With no positive hits in town, they didn't see a need to move in that direction specifically. That's the update on that.

Selectman Coutu said people have asked me and that's the answer. Good. Thank you very much Chief I appreciate it. I want to extend my sincere appreciation to the members of the CIP Capital Improvement Project committee and to our Town Planner Brian Groth for their deliberation and serious focus on those requests that were put forth by the various department heads and the plan is in the process of being finalized. We had I think ten \$100,000 items from the School Department and I guess they used \$800,000 of their surplus and took care of eight of those ten items. We don't have a definitive plan from the School Department to put in a CIP. We're ready to move forward with that. I'm impressed with the deliberation and the volunteers. These people volunteered for the most part to be on that committee. I'm very proud of the work and we'll have a comprehensive apparently municipal plan that we'll put forward.

Selectman Coutu indicated I too attended the swearing in ceremony and Chairman Morin did an outstanding job as always. Chief thank you so much for the way you set that up. The families were quite pleased. I think it was quite impressive. We used our Community Center. Thank god we would have been pretty

cramped and heated inside the Anne Seabury room at your department. It might have been a good indication of what your needs are in terms of space by doing that. They were more comfortable. I know that like Selectman McGrath, I was impressed. I went and I told you I spoke to each one of them individually as you spoke to them and their families. I think your remarks were very apropos and I think very welcoming at the same time. They need to be disciplined at an early age. It's just like newborn children coming into the home. They're the future of our Police Department and I was impressed when I met each one of them. They were very polite, handshakes were firm, and I was very impressed. Considering the process that you have to go through to find qualified candidates to get it done in the amount of time that you got it done. It was impressive. I've been through this before and I was very impressed with this particular group of candidates chosen. I'm also impressed with a lot of the people we have that have been sworn in since I've been a member of the Board of Selectmen. A lot of them have been promoted. Some a couple of times. With that and the promotions, thank you so much. Really impressive. Chief Avery said I appreciate it. Thank you.

Selectman Martin - I had to work today so I was not able to attend the swearing in ceremony. I wanted to make a comment about it. I think it's a great way for your community to meet your Police Department. The way the Police Chief has gone forward to bring his officers and promotions to the community and inviting the community to such an event. That's very outstanding. I've never seen it done that way. It's always been done in the building and I commend you for that. That's a great way to promote your people in front of the people that they work for. Good job.

Selectman Martin encouraged everybody to go to the September 4th and 5th public meetings and give their input. They listen. They'll make changes. I think it's a really good opportunity for the community to give input to see where the community wants to go.

Next week on Wednesday is the Budget Committee. We have our monthly meeting. I wish everybody a happy Labor Day weekend. Enjoy the weather and be safe. School starts tomorrow so be aware that all the little ones, to all the big ones, will be back out there and keep an eye for children on the road. Thank you Mr. Chairman.

Selectman Roy - I only have a couple of things Mr. Chairman. So we have a great number of great people that volunteer to help this town keep running. I'm going to put this out for the Board's consideration that we start formulating a plan to have some sort of recognition of those volunteers. My understanding is there used to be an ice cream social. We invited all the volunteers. I think we should revisit that and start doing those kinds of things again so that the volunteers that give their time know that they are appreciated.

I'm going to echo Selectman Martin's comments that tomorrow is the first day of school. Please give yourself a little extra time, pay attention to buses, children, and crossing guards so everybody can have a safe and happy school year.

Selectman Martin didn't know that we had any discussions or comments about the National Night Out that the Police Department initiated with the Library and Fire Department. I don't know that we heard any comments about it. What a great success. In the short amount of time that it was advertised, you got a large amount of people at the Library to come out and enjoy the police cars, fire trucks, food vendors. A well thought out program in such a short time by Officer Downey. He did a video. He did a tremendous job and the library staff. Thank him for that.

Chairman Morin asked is there a quick consensus about a volunteer recognition night. Should we do that? The Board said yes absolutely. Chairman Morin asked do you want to work together and just get it done. We'll take care of that and come back to the Board with a plan. Sound good?

Selectman Morin - Chief everybody said everything about today but I appreciate it. Thank you. The first thing I got is at our workshop next week we're supposed to have the IT Director Lisa Nute here. She had sent out an e-mail in reference to taking a short class. The only slacker in the group is the Chairman who will get it done tomorrow. Do we want to still have Lisa come on Tuesday night to have a discussion further on the computer stuff or is everybody good because everybody has had it. Selectman McGrath has already had it, correct? Selectman McGrath indicated I didn't take this latest one by I am going to. Chairman Morin

noted everybody will have it done as of tomorrow. Do we want Lisa to come in and have a discussion on the security and things to that nature on IT? Selectman Coutu asked is that the only thing on the meeting. Chairman Morin said no we're going to talk about the addition to the police station also. Selectman Coutu asked that can't be a regular meeting agenda item. Chairman Morin though it would give us the time to actually take a real good look at it instead of having to move on and having a late night. We can have a complete presentation on it.

Selectman McGrath didn't think it was necessary for Lisa to come back. If everybody has taken the security training, that's the important piece that everybody should be aware of. I've taken so many security training classes that I could probably teach one. Not that I want to but I've gotten the e-mail I just haven't gotten to it yet.

Just so everybody understands, Chairman Morin said we were supposed to have her in to discuss other items but she couldn't make it last meeting and she is working on those so at some point she will be coming in.

Selectman Roy indicated I'm out of town so I really don't have an opinion.

Chairman Morin indicated we don't need her here then. Could you do me a favor and thanked all the people from the school that assisted with the Connect the Dots program. That went together very fast. It was very thorough and they've started moving forward with their first meeting next week. I appreciate everybody's work on the school side with that. Thank you.

Chairman Morin stated the last thing probably a month or two ago, we gave funds for Elvis to check the pipe that runs under the Merrimack River to the Nashua treatment plant. Well I actually got to tag along with them on both sides of the river. I wouldn't eat out of it but the pipe looked really good. There was no damage in it. It's been there a long time. They actually cleaned it out totally and it looks really good. What they told us and what Elvis said, it will be in service for a long time without us really having to worry about things. It came out really well. It was well worth the money we spent to have that done.

10. NONPUBLIC SESSION

Motion by Selectman Martin, seconded by Selectman Roy, to enter nonpublic session pursuant to RSA 91-A:2 (a) Strategy or negotiations with respect to collective bargaining; RSA 91-A:3 (a) The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted; (b) The hiring of any person as a public employee; and (c) Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting. This exemption shall extend to any application for assistance or tax abatement or waiver of a fee, fine, or other levy, if based on inability to pay or poverty of the applicant, carried 5-0 by roll call.

Chairman Morin entered Nonpublic Session at 8:27 p.m., thus ending the televised portion of the meeting. Any votes taken upon entering open session will be listed on the Board's next agenda. The public is asked to leave the room.

Chairman Morin entered open session at 10:34 p.m.

Motion by Selectman Coutu, seconded by Selectman McGrath, to hire Gary Rodgers as a part-time School Crossing Guard with a starting salary of \$14.00 per hour, carried 5-0.

Motion by Selectman Coutu, seconded by Selectman Roy, to deny the owner's request on property located at 181-189 Webster Street to reduce his monthly payment from \$5,000 to \$3,000 starting August 15, 2019 through January 15, 2020 and then resume his regularly agreed upon monthly payments of \$5,000 due February 15, 2020 and thereafter until paid in full, carried 5-0.

Motion by Selectman Coutu, seconded by Selectman Martin, to increase Police Chief William Avery's salary to \$116,998 per year effective September 1, 2019, carried 4-1. Selectman Roy in opposition.

11. ADJOURNMENT

Motion to adjourn at 10:36 p.m. by Selectman Martin, seconded by Selectman Coutu, carried 5-0.

Recorded by HCTV and transcribed by Donna Graham, Executive Assistant.

David S. Morin, Chairman

Kara Roy, Vice-Chairman

Roger E. Coutu, Selectman

Marilyn E. McGrath, Selectman

Normand G. Martin, Selectman