

HUDSON, NH BOARD OF SELECTMEN
Minutes of the November 14, 2017 Meeting

1. CALL TO ORDER - by Chairman Luszey the meeting of November 14, 2017 at 7:23 p.m. in the Selectmen's Meeting Room at Town Hall.

2. PLEDGE OF ALLEGIANCE - led by Selectman Routsis.

3. ATTENDANCE

Board of Selectmen: Ted Luszey, Marilyn McGrath, Roger Coutu, Angela Routsis, David Morin

Staff/Others: Steve Malizia, Town Administrator; Donna Graham, Executive Assistant; Captain Bill Avery; Jim Barnes, Chairman Benson Park Cte

4. PUBLIC INPUT

Chairman Luszey asked if anyone in the audience wished to address the Board on any issue which the Board has control of at this time. Seeing none.

5. RECOGNITIONS, NOMINATIONS, APPOINTMENTS & RESIGNATIONS - None

6. CONSENT ITEMS

Chairman Luszey asked if any Board member wished to remove any item for separate consideration.

Selectman McGrath said item C. 4.

Motion by Selectman Coutu, seconded by Selectman Routsis, to approve consent items A, B, C. 1, 2, 3, 5, D, E and F as noted or appropriate, carried 5-0.

A. Assessing Items

- 1) 2017 Tax Abatements - Map 156, Lot 63-2 - 102 Elmwood Drive; Map 156, Lot 63-44 - 316 Elmwood Drive, w/recommendation to approve
- 2) 2017 Tax Abatements - Map 107, Lot 15 - 24 Breakneck Road, w/recommendation to approve
- 3) 2017 Tax Abatements - Map 182, Lot 181 - Lions Avenue; Map 107, Lot 30 - Boyd Road; Map 107, Lot 3-1 - Boyd Road; Map 179, Lot 31 - Hawkview Road; Map 208, Lot 11 - Bush Hill Road, w/recommendation to approve
- 4) 2017 Tax Abatement - Map 147, Lot 22-18 - 28 Westchester Court; Map 184, Lot 14-1 - 7 Gordon Street; w/recommendation to approve
- 5) 2017 Tax Abatements - Map 100, Lot 12; Map 100, Lot 13; Map 100, Lot 14; Map 100, Lot 15; Map 100, Lot 16; Map 100, Lot 17; Map 100, Lot 18, w/recommendation to approve
- 6) 2017 Supplemental Tax Bills - Map 185, Lot 47 - 6 Bear Path Lane; Map 156, Lot 63-49 - 405 Elmwood Drive; Map 145, Lot 6 - 4 Bridle Bridge Road, w/recommendation to approve
- 7) 2017 Supplemental Tax Bill - Map 109, Lot 10 - 300 Derry Road, w/recommendation to approve

B. Water/Sewer Items - None

C. Licenses & Permits

- 1) Request to Solicit Funds - The Salvation Army
- 2) Request to Solicit Funds - Hudson Youth Baseball
- 3) Outdoor Gathering Permit - Mill Cities Alliance - road race
- 4) Raffle Permit - Hudson Fish and Game Club, Inc.

Selectman McGrath had a question. This is the Raffle Permit for the Hudson Fish and Game and the raffle prize is a Glock hand gun. I wanted to question whether or not whoever would win that if they'd have to be licensed to carry. Chairman Luszey said no not in this State. Not anymore. Selectman McGrath said

considering all of the shootings across the country, I thought that that might be...Chairman Luszey said New Hampshire is a no permit carry conceal State. Selectman McGrath indicated I'm willing to approve that one.

Motion by Selectman Coutu, seconded by Selectman McGrath, to approve Consent Item C. 4. as noted and appropriate, carried 5-0.

- 5) Petition and Pole License for 2 new poles: 2947/1 1/2(ITS70/Y) and 2947/1 1/2 (LTS 70/1Y) on Chestnut Street

D. Donations

- 1) \$3,500 from Digital Credit Union: \$1,000 in DARE Donation Account and \$2,500 in K-9 Donation Account

E. Acceptance of Minutes

- 1) Minutes of the October 17, 2017 meeting
- 2) Minutes of the October 19, 2017 meeting
- 3) Minutes of the October 24, 2017 meeting

F. Calendar

- 11/15 7:00 Planning Brd - Buxton CD Meeting Room
- 11/16 7:00 Benson Park Cte - HCTV Meeting Room
- 11/16 7:00 Budget Cte - Buxton CD Meeting Room
- 11/21 7:00 Budget Cte - Buxton CD Meeting Room
- 11/21 7:00 Municipal Utility Cte - BOS Meeting Room
- 11/22 7:00 Planning Brd - Buxton CD Meeting Room - CANCELLED
- 11/23 THANKSGIVING - TOWN HALL CLOSED
- 11/24 FLOATING HOLIDAY - TOWN HALL CLOSED
- 11/27 7:00 Sustainability Cte - Buxton CD Meeting Room
- 11/28 7:00 Board of Selectmen - BOS Meeting Room
- 11/29 7:00 Budget Cte - Buxton CD Meeting Room
- 11/30 7:00 Budget Cte (if necessary) - Buxton CD Meeting Room

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on October 24, 2017:

- 1) *Motion by Selectman Coutu, seconded by Selectman Morin, to hire Jeffrey Bacon to the position of Truck Driver/Laborer at a rate of \$18.02 per hour (Grade VIII, Step Minimum) of the Highway (AFSCME) Contract effective October 29, 2017, carried 5-0.*
- 2) *Motion by Selectman Routsis, seconded by Selectman Coutu, to allow Police Chief Jason Lavoie to buy out 120 hours of vacation time, carried 5-0.*
- 3) *Motion to adjourn at 7:57 p.m. by Selectman Coutu, seconded by Selectman Morin, carried 5-0.*

8. NEW BUSINESS

- A. Nashua Regional Planning Commission - Discussion on Nashua Region Solid Waste Management District's Household Hazardous Waste Program and Updated Cooperative Agreement

Chairman Luszey explained the Nashua Regional Planning Commission is here to discuss the solid waste agreement. I will recognize the folks from NRPC.

While Jill is getting ready, Jay Minkarah. I recently came on board as the Executive Director of the Nashua Regional Planning Commission. Jill is going to provide you with a presentation. She's really the expert on this. I don't have a whole lot of expertise to add. I really tagged along mainly to just have a chance to introduce myself to you in my new role and to show my support for the program.

My name is Jill Longval. I'm the Senior Environmental Planner at the Nashua Regional Planning Commission. We also have at least two of our Commissioners from Hudson here this evening.

Chairman Luszey said just so the folks out in TV land know what's going on, we're trying to get a PowerPoint presentation working.

Jill Longval said I wanted to take a few minutes of your time this evening to talk to you about the household hazardous waste program. The Nashua Regional Solid Waste Management District is comprised of the communities of Amherst, Brookline, Hollis, Hudson, Litchfield, Merrimack, Milford, Mont Vernon, Nashua, Pelham, and Windham. The District has sponsored household hazardous waste collections for our residents since the mid-1980s. Just so we're all on the same page, household hazardous waste is anything that is toxic, flammable, corrosive, or reactive. So common items that we accept include oil based paints, solvents and thinners, lawn and garden products - things like herbicides, fertilizers, pesticides, household cleaners, automotive products, things like antifreeze, brake fluid, old gas, and mercury containing devices.

Ms. Longval noted we hold 6 to 7 collection events each year spanning from April through November. Five of those events are located in Nashua at the Nashua Public Works garage and we offer 1 to 2 satellite collection events each year to help serve the geographic ends of you region. We've historically done a satellite collection in Milford and for the last two years we've added a satellite collection in Pelham. Residents of any member municipality can participate in any collection event.

Jill explained we hire a licensed vendor to identify, handle, package, transport, and dispose of the hazardous wastes that we collect. We're currently utilizing Veolia Environmental Services for this. We also have access to a permanent storage facility in Nashua that allows us to hold waste for up to 90 days. That helps to reduce program costs because it prevents us from shipping partially filled containers in between collection events.

The Solid Waste District is funded through three primary sources. The first is user fees. We charge \$10 per vehicle that covers up to 10 gallons or 20 pounds of waste. People can bring more than 10 gallons or 20 pounds, we just ask them to make an additional donation. We also receive grant funding from the NH Department of Environmental Services. The funding rate we receive is based on the population of the district, the number of events we hold each year, the fact that we have access to the permanent storage facility, and DES's budget in any given year. We typically get between \$45,000 and \$50,000 a year from that grant. The third source of funding for the district is municipal dues.

The Nashua Regional Planning Commission manages and provides staffing for all aspects of the district. So we create outreach materials, we have information on what constitutes household hazardous waste and how to properly dispose of it. We have product specific guides things like paint flyers on motive product information, and we also offer educational materials about environmentally friendly alternatives to household hazardous waste. We disseminate these materials through a variety of different outreach methods. We utilize NRPC website and municipal websites. We utilize social media, your local cable channels, press releases, newsletters. We also work with the Greater Nashua Board of Realtors because we know people often attend our events when they have either recently purchased a home where household hazardous waste has been left behind or they're trying to sell their own and want to get rid of it, and we answer questions directly from the public. We provide staffing for the collection events, and we just do general management for the district. We prepare the district's quarterly budget. We prepare their annual budget. We organize their quarterly meetings. We apply for the DES grant. We provide accounting and financial administration to the district. We provide annual reporting to the district and you'll be receiving your annual reports in the next month. We do a report for the district as a whole each year as well as for each member of municipalities so you can see how Hudson residents participated for the year. We facilitate the vendor bid process and provide contractual oversight for the vendor. We work with the vendor to develop operations of safety plans for our collection events. We manage the permanent storage facility in Nashua and we also network with other household hazardous waste coordinators across the State to share best practices.

The District is really important because it provides a tremendous asset to the region. It allows residents to safely dispose of their hazardous waste in a timely manner. It also serves a significant number of households. In 2015 we had 1,696 households participate. That jumped to 1,736 in 2016. I'm still in the process of calculating households. We had our last collection event just over a week ago but just based on the amount of vehicles that have come through, I am confident that we're going to exceed 2016 levels. We're also seeing an increase in the volume of material we collect. In 2015 we collected 85,154 pounds of waste. In 2016 that jumped to 93,385 pounds of waste. We know that when hazardous waste isn't properly disposed of - in the trash, down the sink, into a storm drain - it poses a risk to human health as well as water quality. We also know that reducing toxins in the home is a public health issue because there are over 2 million human poisonings annually. Of those, over 50 percent are children under the age of 6. The most common cause of poisoning in this age group is common household products.

Ms. Longval stated that there are also financial benefits to communities that participate in the district. For the amounts that Hudson pays in their municipal dues, it would be difficult to hold a single collection event in town each year. As part of the district, you have access to 6 to 7 collection events each year and all of the work is done for the town. You also have access to the permanent storage facility in Nashua which as I said reduces program costs. By participating in the district, you get a higher DES grant and reimbursement rate than you would if you just did a collection event on your own. There are also regulatory benefits as well. That 93,385 pounds of waste that we collect if it weren't for the household hazardous waste collection it would show up somewhere. If it showed up in the town, the Highway Department, it would be very costly for the town to dispose of it on your own. We also know that the HHW collections can help towns with their MS4 reporting requirements. We know that the City of Nashua utilizes the HHW collection program as one of its best management practices when they do their MS4 reporting.

In the process of wrapping up, Jill Longval stated a multi-year effort to develop a cooperative agreement for the district under RSA 149 M and it simply puts the district's current practices into writing. It outlines the parties to the agreement, the purpose and operations of the district, the responsibility of the district's members, and the district's organizational structure. It also defines the relationship between NRPC in the district, outlines the terms of use for the permanent storage facility in Nashua, and describes the responsibilities and benefits for communities that host household hazardous waste collections. You may ask doesn't the district already have a cooperative agreement in place and the answer to that is yes and no. We do have agreements dating back to 1983. However Hudson as well as several of the other communities that are current participants were not party to those 1983 agreements. Furthermore, the provision under RSA 149 M that the original district was created under no longer exists and it was never really intended to create a household hazardous waste program.

Ms. Longval explained so essentially we felt it was important to develop a new cooperative agreement that really reflects the district's current intent and procedures and includes all of our current members. We've worked with Attorney Bernie Waugh to help us develop this cooperative agreement. It now must be signed by each member as governing body. I've been meeting with Boards of Selectmen for the last couple of months. I have three more meetings left. As I said while this marks a significant milestone for the district in terms of getting this cooperative agreement finalized, it really doesn't change our day to day practices. It simply puts into writing what we've currently been doing. As I mentioned, you will be receiving your town report for 2017 that will highlight participation rates, information about materials that Hudson residents dropped off. Thank you for your time tonight and I'm happy to answer any questions you might have about the program.

Selectman Routsis had a question. How do you notify people when the dates are coming? Jill Longval said we have a variety of ways we do that. Hudson is a little more challenging because you don't have a transfer station. We find that most people get the information from their transfer station. I can tell you where Hudson residents typically hear about it because we do survey. In 2016 the majority of Hudson residents heard about it through the Hudson/Litchfield News followed by the Hudson town website. We make sure every year that the municipal website is either linked directly to the NRPC website so if there are any updates or changes, I'll just make them on our website and it will automatically go to your website. Certainly as part of this process going out and meeting with communities if there is other outreach methods that you think we should be using particular to Hudson, I'm more than happy to make sure that we do those in future years. I was just in Windham last week and they mentioned that Windham has a Facebook page not through the town but something that citizens have put together that we found somebody who would be willing to post

for us we could post it there. They thought would be a helpful resource. If there is anything like that in Hudson that you think we should be utilizing, please let me know.

Selectman Routsis thought our town's Facebook page because like myself, I don't read the HLN. It's a way for me to find out. Jill Longval asked who in the town is responsible for getting information posted. Selectman Coutu asked we don't have a town managed Facebook page do we. Steve Malizia said sure we do. Sue in our office.

Selectman McGrath said also HCTV the cable channel would post.

Jill Longval said we typically send it out 2 and after 3 weeks prior to each collection event.

Chairman Luszey asked how is this agreement different than the agreement of Hudson being a member of the NRPC. When NRPC presents to the Board why we should be paying their membership, this is included. I see in here that this is a separate agreement and it says that we can terminate this agreement by in writing on January 1st. If we don't, we're obligated to pay a membership assessment but there's no dollars and cents anywhere in this agreement. What are we signing? To answer your questions, Ms. Longval said the Nashua Regional Solid Waste Management District is a completely separate entity from the Nashua Regional Planning Commission. We provide staffing for it but your membership in NRPC is not the same as your membership in the solid waste district. They're two separate.

Chairman Luszey said the membership fee of NRPC no longer covers the membership in the solid...Ms. Longval said it never has. They've always been two separate entities. Steve Malizia indicated we pay the separate fee. It's gone through Kevin Burns. In fact, Ms. Longval said the membership in the solid waste district is not the same. We have 13 municipalities in NRPC. There's 11 in the solid waste district including one that's not an NRPC member. They are two separate entities. The fee for Hudson for FY18 for the solid waste district are \$11,395. Chairman Luszey asked do you know what the participation rate was for that. Ms. Longval said I can tell you your 2016 participation rates. In calendar year 2016 Hudson sent 163 households to the household hazardous waste collections.

Selectman Routsis said that's part of my question. I've only lived in town for 6 years. I've never seen anything about this. I have cans of paint sitting in my basement for six years that I just haven't decided to dump kitty litter in to throw out. Steve Malizia asked if it was latex. You don't take that to them.

Chairman Luszey noted its \$11,395 for the annual calendar year due and it was for a total of 163 households.

Selectman Coutu said it cost us \$70 per household plus they pay a fee. The user pays a fee as well. Jill Longval agreed. They pay \$10. We know from other communities similar size to Hudson that you could expect to pay about \$25,000 for a single event if you were to do a household hazardous waste collection annually on your own. The \$11,000 I think is a good...Selectman Coutu stated if each user paid \$10 in addition to the \$11,000 that brings it up to \$13,025 to service 163 homes. I don't know how much weight was - what was the total weight for the 163 households. Do you know? Ms. Longval said I do not know that information. Once our vendor aggregates everybody's materials, I don't have a sense of which material by pound came from Hudson residents.

Selectman Coutu said in the past we receive NRPC bulletins via e-mail. I have in the past said at Selectmen's meetings that the next waste collection will be held in Nashua at the barn. I just feel that the region as a whole would be lost if we didn't have it. I agree that in principle that it has merit. I think that we need to do a better job without reach and using other tools. I don't know what the readership of the Nashua Telegraph is in Hudson. They're not one of my favorite papers because they litter people's lawns and continue to do so despite our request that they don't. Have you been utilizing the Nashua Telegraph? Ms. Longval said we do. I can tell you in 2016 that was the third most common source of information for Hudson residents. Hudson/Litchfield News was number. The Hudson municipal website was #2 and the Nashua Telegraph was #3.

Jay Minkarah added that is one of the conversations that we've been having is how can we broaden the outreach so that we can get the word to more people. Everybody of course is not looking at the paper and

they're not necessarily looking at the cable news or the other sources so we definitely if it's Facebook or if it's other ways that we can reach people, we definitely want to do that.

Selectman Routsis thought a lot of like you say with reaching people is so many people are using Twitter, Instagram, and Facebook that that's the new wave and it's just how everyone gets their information. Jill Longval said we started putting this information on the NRPC Facebook page and Twitter posts from NRPC. I think it's now taking it that next step and getting it to the local town pages that people are looking at. That's certainly something we will look forward to doing in the next calendar year.

Motion by Selectman Coutu, seconded by Selectman Routsis, to enter into a Cooperative Agreement for Household Hazardous Waste Collection within the Nashua, New Hampshire Region and to appoint Town Administrator Steven Malizia as the Town's Representative, carried 5-0.

Jay Minkarah asked to throw in one last plug. Our season is almost over but I did say I would mention we do do regular traffic counts at certain locations regularly through the DOT. If there are any locations that anybody is interested in having some traffic counts done before the snow flies, we still have some time. Chairman Luszey asked why. They don't take them into consideration. Mr. Minkarah said maybe if we get them in the right places.

B. Benson Park Restroom Facilities Warrant Article

Chairman Luszey recognized Chairman Jim Barnes. The reason this is here is through the budget process or prior to the budget process, we had asked the Benson Committee to go off and put a whole proposal together for this project yet we failed to ask them in during the budget process to get it on there. I'm remiss in that. He's here tonight talk about that.

Selectman Morin indicated it was also delayed due to the storm one of the cost factors that they were looking for got delayed because of the storm. It actually kind of worked out.

Chairman Luszey said tonight is kind of the last night for us to review any type of this material to get it into the Budget Committee on time. With that, Mr. Barnes.

Thank you very much. Jim Barnes said just to reiterate last winter we had started looking at putting together a proposal coming up with some costs and the plan we could start working with. We had contacted a couple of developers after they provided some information. One of them we've taken some information from them as far as the construction part goes. We also had to contact the electric utilities. That was the one that was delayed because of the storm. They obviously had other priorities which we totally understand. We did finally get that information from them. What you have in front of you is a description of what we would like to go forward with.

Mr. Barnes explained Attachment #1 is a draft of a warrant article that would go onto the town ballot. I looked at a couple of warrant articles and used those as models. This obviously has not been used by legal services at this point so that's another step that would have to be taken. There was a question from a couple of the committee members about whether we should break out the sub costs. There are three basic parts to it. There's the facility construction work; there's the utilities and then there's the operational costs. I didn't see that in any of the other places so we lumped it all together so we could break those out.

Attachment #2 Jim Barnes said shows the construction costs estimates. The first part is the information we received from one of the development companies. What we're talking about is renovating the storage area in the back of the gorilla house to turn it into this full time restroom. The estimates there was from an architectural sketch/diagram. That is it is shown in attachment 4 if you look at that. The estimate is to construct the facility similar to this to provide the permanent restroom facility. The subtotal for that was approximately \$91,000 to do that construction work and install the toilets, to do the plumbing and the electrical work inside the building, and do all the renovation and whatever we needed to do as far as painting and things like that.

Jim Barnes indicated the second part of attachment #2 shows some information about the utilities. These are broken out into sewer and water utilities. We have to extend the lines from where they are right now. They're approximately 130 to 140 feet away from the building. You'd have to connect them to the building

and that's what these costs are. I got this information working with the Town Engineer. He provided me with some information about per feet how expensive is it to extend these lines.

The last part Mr. Barnes said is for installing the electricity - bringing electricity. The electricity has to come down the hill. So we have to bring permanent electricity into the park from a pole, install a transformer near the train station, and then down the hill. They would have to do the excavation for the line to get it to the vicinity of the building, install another transformer down there, and then connect it to the building itself. The work for all of the utilities is \$103,000 approximately.

Jim Barnes stated the final part of the proposal - Chairman Luszey interrupted and asked when you looked at the electrical work did you look at coming from the senior center side of the gorilla house. Mr. Barnes said we did not. There's a pole up near the train station and we would come in from there and put a transformer near the train station and then come down the hill. I believe coming from the senior center is going to be a longer distance. Chairman Luszey asked is the 572 just from the train station down to the gorilla house. Mr. Barnes said not it also includes some work to come from the pole on the street to the new transformer location near the train station. There's two steps there because there are two different transformers - one from the street to the new transformer location near the train station and then down the hill to the second transformer. Chairman Luszey commented I don't read that as that. You have from existing transformer near train depot and then install a new one near the gorilla house. Jim said to install the underground primary to an existing pole to a transformer near the train depot. That transformer near the train depot would be new. The pole is on the street and we have to come into the park from that pole.

Selectman Routsis asked is any of the pricing for this with consideration to town employees doing the work. Jim Barnes said no.

Jim Barnes explained Attachment #3 has a model for the annual operational cost estimates. First of all we're assuming that this would be open only part of the year. We are not heating it so it would be closed December, January, February and March and opening up the beginning of April and then running through the end of November about this time of the year. We would have some costs. For example, there would be some electricity because the electricity would always be in the building. We would have some security mechanisms to make sure it stayed locked. So there would always be some utility costs during the winter. Basically as far as the overall usage of the building, it would be just those 8 months during the year. We would need to have it serviced daily - cleaned. We estimated it would take a couple of hours each day but it also means we have to do work on the weekends - Saturday and Sunday. To do that, we took an estimate for a part time worker during the week for 5 days a week, 2 hours each day, and came up with a cost for that work and then estimated an overtime rate for working on Saturday and Sunday. Again it would have to be done every day.

Selectman Morin asked didn't we hire a Highway guy that's going to be in there Monday through Friday every day. Selectman Routsis didn't know that the Highway person's job was there to do landscaping includes custodial. Selectman Coutu said he does what he's told to do. Selectman Morin said it's part of the park.

Chairman Luszey agreed. It was more of a park maintenance person than highway. I would ask how is it on a part time person you end up with an overtime rate. Jim Barnes said we made the assumption that whatever you're going to do to bring in someone on the weekends we would have to pay an overtime rate. Chairman Luszey said if it's a part time person it wouldn't be at time and a half. It's whatever straight rate is. Mr. Barnes stated certainly we could reduce that rate.

Selectman Coutu's understand was, and please correct me if I'm wrong, I'm going back to the electricity. This estimate is to bring the electricity down to the gorilla barn. It was my understand that from the gorilla barn through the gazebo there was pipe already installed to run a conduit and provide electricity to the gazebo once electricity was being provided to the gorilla cage. Have you checked with Kevin to see if he had in fact put in the conduits from the roadway down to the gazebo? Jim Barnes said no I did not check but I wasn't aware of that. If you're talking about last summer when they were doing all the work, my understanding that was all sewer and water work. Selectman Coutu understood when they did the gazebo rather than go back and dig up the grass again, they did it all at that construction time. I could be wrong that's why I was inquiring if you knew anything about that. He felt that it would be easier than if we had the electricity already brought down to the gorilla cage then they could run the electricity wires underground

into conduit which he would already have laid. I'll look into that. I'll get a hold of Kevin. Jim Barnes stated if that's the case and we wanted to take it from the new transformer maybe that would guide us in the location of the transformer at the gorilla house. Selectman Coutu said its incidental to all of this. Thank you. I'll talk to Kevin.

Back on the operational costs - Jim Barnes didn't know what the pay scale for the permanent person would be. I talked with the Finance Director and she did give me some information for a full time person but I don't know whether that's the rate that we would need to include here. Steve Malizia noted a full time person in the Highway is \$18 something cents an hour. Mr. Barnes said she did a calculation based on \$17.79 an hour. Mr. Malizia thought that would be the minimum but I think once they get to step 1 it's \$18.07 I think. Mr. Barnes said if we replaced the part time during the week with a full time employee. It would increase the labor cost by about \$5,000 or \$5,200 according to my estimates although it wasn't based on an \$18 an hour. We would have to make an increase in there but we would still have the part time on the weekend.

Selectman McGrath commented I read this over today. Aren't you also proposing to have where this would be closed during the winter time having a portable toilet? Mr. Barnes said it would be the same as we're doing today. For four months a year, we had a single portable toilet up near the elephant barn. Selectman McGrath asked how much is that. That's an added cost. Mr. Malizia said we're already doing it. If we continue to do it is what he's saying. Selectman McGrath said it's an added cost over what we're looking at here. We may be doing it now but what's being proposed is we're going to spend \$240,000 to have permanent restrooms at Benson's and there's going to be ongoing costs yearly to maintain those. Then to have an extra portable facility. Steve Malizia said which he's already got that in the budget though is what I'm saying. You don't have to raise and appropriate that. That's already in the budget. Selectman McGrath said I'm trying to get a handle on what we're going to be spending just for that.

Chairman Luszey said it's in there but my assumption would have been that the portable toilet leasing cost would go to zero because you now have a permanent structure or facilities to do that. It doesn't make sense for me anyways to have a permanent facility and then say oh by the way for three months we're going to put the port-a-potties back out. You have minimal heat in there and electricity year round.

Jim Barnes said no we're not talking about heating the building at all. There would be minimal electricity in there for security purposes but in the fall we would drain the pipes and shut it down.

Chairman Luszey asked what would the cost of winterization be and does that offset the rental of the port-a-potties because you just don't turn the faucet - there's labor and chemicals because you have to put in the drains and all that. Jim Barnes said the drains would be installed during the construction. Chairman Luszey said no I'm saying to winterize the building, there's a cost associated with winterizing it which is not here but I'm thinking it's almost a wash...Mr. Barnes said not if you have to heat the building. If you have to heat that building, that's going to be a significant expense. Now you're either talking about heating it with electricity or you're bringing in gas. Gas is not anywhere near here. It would have to come all the way from the street. It would be another large expense to bring the gas line down there.

Selectman Routsis said part of my thought is where this November has been - we had an amazing November this year but what if it's colder earlier and something happens to your pipes with having it open so late. Mr. Barnes indicated that would be something we would have to look at from an operational perspective. If we needed to bring in a portable toilet sooner, then they'd have to make that call. Selectman Routsis said I do struggle with the portable toilets as well. If the community decides to invest a quarter of a million dollars in a bathroom, I don't utilize Benson's but I wouldn't want to have to use a port-a-potty for a quarter of the year.

Chairman Luszey stated you're not forced to bringing piping gas in. You can put a 200 pound propane tank and a heater. Steve Malizia noted you still have to buy the propane. I would assume that's not cheap.

Jim Barnes commented there is another point here. The town does not plow down there. In the wintertime only the upper level near the elephant barn and the buildings up there, that's the only part that gets plowed. If we're maintaining this building year round, someone has to be down there cleaning it year round meaning the town also has to be doing plowing down there if there are snow storms and making sure there's access to it. There's other costs here if you're going to try to keep it open year round.

Selectman Routsis said a somewhat separate question - who plows the upper portion. Mr. Barnes said the town does. That paved area up at the top that's all that's plowed.

Selectman Morin asked what is the use of the bathrooms during the winter. Mr. Barnes said pretty minimal. Selectman Coutu said they're glad that they have one at the red barn. In the wintertime we have snowshoers, a couple of cross country skiers. If we have a snow melt and it's a bright sunny weekend, you'll have people that will walk down to the pond. The traffic is minimal in the wintertime. There are a couple of events that are held in the wintertime. We have a fundraiser with Santa Claus for the Friends of Benson's. We have the Mallory Gray Foundation raises money for scholarships now with the cardboard sled and the Highway helps them prepare that hill. There are a few events that attract a crowd. It's pretty cold. I've judged the cardboard box race. If it wasn't for hot chocolate, I wouldn't have sat there through the whole thing. It was fun. It was very creative. The traffic generally is minimal. I've gone by on Tuesdays and Wednesdays on a few occasions just to see. There's 5 or 6 cars in the parking lot. It's very minimal.

Selectman Morin said keeping a bathroom open isn't worth the expense.

Selectman Coutu said no people are appreciative of the fact that we had at least - they knew where it was. It's near the red barn. The red barn also has a bathroom facility but I guess they want to keep it for their own personal use rather than opening it up to the public and that makes sense to me. Putting a portage on outside, we've been doing now for 8 years and it's worked out well. No one has complained. No one said wow we need more bathrooms in the winter. It's been fine. It's met the need that exists and that's it. It wouldn't be cost prohibitive to keep it open but it's going to increase the cost significantly because now we're going to have to have somebody down there like he said plowing. It's going to be labor intensive in the winter time to get someone to go in there on the weekends. That's going to become a year round thing as opposed to somebody dropping off a toilet or picking up a toilet.

Selectman Morin added we're going to have to add a heating system to the building that's not there.

Chairman Luszey said if were kind of to summarize this for the viewers on what we're talking about, we're talking the first year would be \$221,000 - all inclusive. Jim Barnes said \$240,000. Selectman Coutu noted it could be less. Chairman Luszey said that's the first year cost and every year after that it's roughly \$16,000.

Selectman McGrath said that's dependent on the usage of the park. If that grows, then the cost is going to grow. Right now it's based on assuming that there's 500 customers per day over a 35 week period and that calculates out to \$480 a week based on those numbers. If there's an increased population say it doubled, then you could assume that those numbers would increase substantially because the sewer cost would go up, the needs for the facilities would grow, the need for planning would grow.

Jim Barnes commented that's all I have. I think at this point we're looking for a sense from the Board whether it should be forwarded to the Budget Committee.

Selectman McGrath said although I think that this is excessive, I believe that the voters ought to have an opportunity to vote on that in addition to the \$40 million that the school is asking. We'll see where all of these warrant articles are going to end up. The voters should have a say in this.

Selectman Routsis indicated I feel the same way. I personally - probably because I don't utilize the park - don't think it's something that we need but at the end of the day, it is the voter's decision. Selectman Coutu said there are thousands of people that go in and out of Benson Park. Selectman Routsis stated that's what I'm saying that's why personally I don't use it so I don't see the need for it but I don't use it. When my daughter goes to college, I will have time.

Selectman Coutu said I, too, agree that it's a warrant article. The voters will decide.

Motion by Selectman Coutu, seconded by Selectman Morin, to forward Warrant Article T, Benson Park Restroom Facility, to Fiscal Year 2019 Warrant, carried 5-0.

C. Warrant Article Town Clerk/Tax Collector Salary Step Scale

Chairman Luszey stated before I recognize Town Administrator Steve Malizia, this has been brought up a few times during discussions and we never have taken action on it. During my discussions with the Town Clerk/Tax Collector Ms. Barry, I asked her to dig into it a little bit. What you'll see is the outcome of that and I'll let you explain.

Steve Malizia explained under the Chairman's direction, I went out and basically updated the salary survey. There are not many - and when I say not many on the 4th page you can see a list of the communities that have the combined Town Clerk/Tax Collector. A lot of communities have had separate. They have a Tax Collector and then they have a Town Clerk. I'm trying to look at folks in proximity geographically to us that have the combined position so you can see some basic numbers there to get an idea of where Hudson is and as you can see, Hudson is pretty much at the low end if not the bottom. That was what the case has been for the last few years. I was asked to put together a warrant article along with some sort of salary scale. I basically tried to look at we have a couple collective bargaining contracts that have from 5 to 10 steps. I tried to do something reasonable so that every year of experience someone has there would be another step. I tried to keep the steps reasonable so there's a 3 ½ percent difference between each step. Why did I get that because that's about the average and I'm trying to get from a minimum to some sort of reasonable maximum on that scale. That's pretty much where I got that data realizing that it's not exactly what everybody else has but I'm trying to make some progress. I had Dave Lefevre help me with the warrant article. It's basically would lay out a scale so if the voters approved this if you're the Town Clerk/Tax Collector depending on how many years of service you have, you could move along on this salary scale without having to do a warrant article every year because that's what we've been doing.

Chairman Luszey said what kind of also drove this and Steve touched on it a little bit, in prior years whenever we talked about the Tax Collector's increases in salaries, there usually was a comment from previous Budget Committee members that would take exception to the increase because wherever the salary is at that point in time should the Tax Collector/Town Clerk leave and we posted and rehire, that person comes in at that range. You could literally hire someone in with zero experience into this position and they're coming in at the rate that's currently being paid. What this does is it sets a range - a minimum and a maximum and when that event occurs in the future, that person would then be brought in at that minimal range or based on years of knowledge. What this also will do for the town is probably 10 to 15 years out, it will allow the town to split this position in two with little hassle - separate the elected position from the town employee position.

Selectman Routsis said I could have a question and it could just be lack of knowledge for myself. We say that the scale will be based on years of service. So the current person elected in that position would they start at one year or would they jump up to whatever you're there at? Chairman Luszey said that has been the sticking point with the Budget Committee when we would go in for an increase for this position. It was also the discussion at the Deliberative Session is should this position be vacated and a new person is brought in, it doesn't matter if they have 20 years or zero years' experience, they're brought in at whatever the current rate is. This allows us to bring them in at that lower rate. Selectman Routsis stated this says they will be paid based on their years of service for the office. The current person has been in for however many years of service. Let's say that's four years of service. Would they go to that year 4 service rate because they have been in that position for four years of service?

Steve Malizia said you could make an argument either way if you'd like. It's up to the Board of Selectmen to determine the compensation based on that scale.

Selectman Coutu thought that should be adjudicated long before we put this on the ballot. What does that do for someone who let's say something happens to the Town Clerk/Tax Collector and can no longer perform the duties and we hire somebody and I've got 10 years of experience. Mr. Malizia commented not with us you don't. Selectman Routsis indicated experience versus years of service will be different. Selectman Coutu said we're talking about unions. Department heads are allowed to bring them in at whatever step they want to based on what experience they see to get people to take the job. They might bring them in at Step 3 or Step 4. The School Department does the same thing.

Steve Malizia understood you could make an interim appointment to the next election. I suppose if you were making an interim election, you could do what you'd like. If somebody runs for the position, this is the salary

scale. This is what they're running for. That's how I would parse that because again you're appointing just for an interim period of time. You're not appointing them for the rest of the term, you're appointing until next election.

Selectman Coutu stated hypothetically I'll use Patti Barry and me. Patti Barry is up for re-election next year. I decide to run against here. I beat her. I come in at Step 1. Two years, or three years, or whatever the term is we run again, she runs against me and she beats me. Does she start all over at Step 1? Selectman Routsis stated I would disagree with that. Selectman Coutu said I would too. An argument could be made...Selectman Routsis said it doesn't say based on currently elected years of service. Mr. Malizia said right now if that happened, that's exactly what would happen. Without any skill, that's what would happen. Selectman Routsis said but we're putting something on paper in writing. Mr. Malizia said we have a salary so we're just saying here's a range and this benefits somebody who's in the position for some period of time. It also doesn't pay some new person what the old person was making.

Selectman Coutu noted historically the way this Board has reacted to different hires, a Board out in the future could say you know gee this person is really good we've got to get them let's bring them in at Step 5. Steve Malizia said they're elected so they have to run for the election. You could only appoint them for an interim period of time to fill out the rest of a term to the next election.

Chairman Luszey stated that is the argument if you want to give the future boards that power, then let's break this position into the elected position and the hired position. There's two positions here. What we're trying to do is make it equitable for the elected parties so that if somebody leaves office and we elect Jane Doe that works across the street in the pizza joint, you want to bring them in at the lowest rate because you sure as heck don't want to be bringing them in at the current rate. That's exactly what occurs today. We don't have that flexibility.

Selectman Routsis indicated this will take care of that. My concern is specifically on the based on years of service for X office where it says that because that can be taken in many different ways and you leave it open for interpretation.

Chairman Luszey asked what is the interpretation I'm missing. I'm not following you right now. Selectman Routsis said like Roger said but I'm going to change it a little. Patti and Roger run against each other. Roger gets it and three years later Patti gets back at it. She doesn't drop to year one because she has been in that office...Chairman Luszey said I would tend to disagree with that because...Selectman Routsis said it's open to interpretation. Chairman Luszey said it's not because she lost the election. She's no longer official. When she gets re-elected, she's starting all over again a new term which is two or three years. Selectman Routsis noted this doesn't say continuous years, it just says based on years of service. Chairman Luszey said to put in the word "continuous" years of service and that would fix that.

Steve Malizia stated you could take it out altogether. You don't have to say anything. I only said it just so you could get an idea of what a step means. It means another year of service. It doesn't have to mean that but that's typically what it means. People who have been in a fire or police contract, it typically means another year of service. It means continuous service. If you leave and come back five years later, you start again. Selectman Routsis noted it's still open for interpretation.

Selectman Morin said that doesn't happen if I had left for three years and then came back, I'd have to start at the low because that's what it says. That's how it works. Selectman Routsis said I would argue up one side and down another. Selectman Morin said not if I was in the union. You have to go by the contract. Selectman Routsis asked so the contract is based on years of service for firefighter I in Hudson. I would have the argument that I worked for you before, my years of service are longer. Selectman Morin noted you have a contract and a contract specifically says unless you were in the Supervisors or the administration, that's the difference. Selectman Routsis asked so it says if you leave you'll start at step 1. Selectman Morin said correct.

Chairman Luszey said if you leave for X number of months or years and then come back, you start all over. If you come back within that small gap of time, then your service continues. Selectman Routsis said that's stipulated. Steve Malizia said you don't have a contract. Selectman Routsis knows but I'm saying it's open for interpretation. I interpret it a different way than you do. Selectman Morin said if you put the word "consecutive" years" that will clarify everything.

The other point of contention Selectman Coutu said I have is you're offering to elevate the position almost 3 ½ percent a year and that's not what we offer. We haven't been offering that...

Steve Malizia said when I looked at the survey in trying to make some sense of where people are in these positions recognizing that we have at least in this case an experienced person and generally speaking the positions in other communities pay an average of \$77,000 at the top end, I figured how do I get to somewhere near there in a reasonable period of time. The only way to get there is here's where I started. Here's where I'm trying to get to. I can't have 15 steps it doesn't make any sense. We don't have any group or any contract that has that many. Over a period of 9 steps, it averages to be 3 ½. That's where I got it. It can be any number you want. It could be 2. It could be 5. Typically though on a step scale, it's not necessarily 2 percent at any contract. Steps are generally more than 2 percent. Again I'm trying to get from a low to something approaching the area average over 9 steps. We could certainly do it over more steps. We probably don't want to do it over less because then the percentage would grow between steps. I tried to be somewhat reasonable.

Selectman Coutu stated in 9 years the position would still pay \$4,000 less than what the median is today. What's it going to be 9 years out - \$90,000? Another argument is going to be made to jump this 5 or 6 percent in 4 years in order to catch up to the \$90,000? Chairman Luszey said no. What would happen is this Board would have to come back and adjust the scale. Given today's dollars, the scale you see in front of you is what that position is worth from a low to a high. Ten years from now given the inflation, it may go up. Yeah it could go down if we go into a deflationary mode. Selectman Coutu said in year 9 you're going to be at a percentage increase for that last salary here on out unless you want to add another 9 steps. Mr. Malizia said you unless you want to adjust the scale for some sort of COLA which you'd have to pick an action to do that.

Selectman Morin asked you said this person right now is doing two jobs. What's that going to do in the future when it does get separated? Selectman Routsis said "if". Chairman Luszey said that would be a task for the Board at that point. You would have to then decide what the Tax Collector role is worth and what the Clerk's role is worth and break it apart. By doing that, you already have the framework for one side of it - the non-elected piece.

Selectman Routsis's next question is - and I've already asked it I think but I just want to make sure - so the person currently in the position has been consecutive years of service for 10 years. Are they automatically going to jump up to \$73,320? Chairman Luszey said there is no retroactive anything in this warrant.

Selectman Morin agreed with that. The town doesn't do retroactive.

Chairman Luszey said they're entering this new job code right now.

Selectman McGrath indicated what this would really do is it would establish a starting point and then every year there would be a step increase and it wouldn't be dependent on the voters voting on a warrant article to grant a raise to this individual.

Selectman Routsis thought this individual deserves this. I was just making sure the wording...Chairman Luszey said this isn't about the individual right now. Selectman Routsis said well not any individual that's in that position that deserves a step type of increase. Chairman Luszey said it's about the position and the value of that position to the town.

Selectman McGrath stated that's what this does. It takes that piece so that the voters don't vote on every year to grant a raise to whoever the person is that's in that position. By approving this, they're saying we're willing to grant a raise, a step increase, every year to a certain point.

Selectman Morin asked how is this different than a department head. Steve Malizia indicated we don't have steps. Selectman Morin said that's what I mean. That's why I asked. Your raise is still getting voted on so why is this position different than those positions.

Chairman Luszey said the minute difference is the department head's raises are part of Warrant Article A the gross appropriations for the town. This Board can elect to give them or not give them. This position is

not in the control right now of the Board of Selectmen. It's strictly in the control of the taxpayer and it doesn't give the Selectmen the ability to keep and retain qualified people in that and it is a critical role given what that position is responsible for.

Selectman Coutu didn't disagree with that statement. You're correct however let's send it to the voters. It doesn't mean I'll support it but we can send it to the voters. I'd have to look at this a little more carefully.

Selectman McGrath agreed to send it before the voters and I would support it as a voter in this town. It makes sense. We all recognize it's a critical position and we have someone in there that's doing an exceptional job and deserves to be recognized. In the past, warrant articles for that position to give an increase, a modest increase that was in line with everyone else was denied. This makes clear sense to me. The voters I think if it's presented in a way that they can understand it and they realize that it's in line with everything else that we do that they would be accepting of this. I'm in favor of it.

Selectman Coutu didn't think the voters are going to be totally - what they're going to vote on is what they see but that's not the whole story. The other part of the story is somebody else runs for office either to beat out Patti Barry or she resigns the position and somebody else runs for that position, somebody is going to make an argument that they should be stepping in at wherever she was regardless of what the language is here. I don't see any language that prohibits any Board of Selectmen from bringing them in at whatever salary they want to.

Selectman McGrath said we can add that language in to ensure that that doesn't happen.

Steve Malizia noted they're getting elected so you're not bringing them in. If she resigns and somebody runs for the office, they're getting elected. Year one pays \$54,921. This is the scale. That's what they get paid.

Selectman Morin asked can you put the word "concurrent". Mr. Malizia said this is not going to be in the warrant article. Selectman Morin said we have it in what the requirement is when you hire somebody so that is documented that they have to start at the base salary and move up through the steps. They can't get voted out and come back in because they had as they were saying 5 years and come back in that. There is nothing - I don't see anything in there that stops that either.

Selectman Routsis thought that's why we were talking about putting in the consecutive years in.

Steve Malizia said I can put the word "consecutive" in but that's on this backup. That's not on the warrant article. Chairman Luszey said the warrant article is just to say to establish this range. Selectman Morin understood that but we need to have something definite for the future that understands what this was meant to do.

Selectman McGrath asked why couldn't you put in the wording "any newly elected person for this position would start at Step 1". That eliminates any question about where they start. Steve Malizia said I can only tell you that Attorney Lefevre is up to date on warrant article language that's approved by the Department of Revenue Administration who ultimately approves the language. I would presume based on his - he wrote this, he vetted this. When you start adding other language, you start running afoul of Department of Revenue Administration rules and/or what's permissible. That's all I'm trying to say. I guess we could try to do that. I can't tell you that that's great.

Selectman Coutu said I'd be happy if we could have a binding policy for the position either by virtue of our town policy or our own town articles.

Selectman McGrath asked do we have to vote on this tonight. Chairman Luszey said at least on the warrant piece. The verbiage of that I think to Selectman Coutu's point we've got some time to finish that prior to the election. The point Selectman McGrath would make is that go back to Dave Lefevre and ask him for the language that he would suggest that would address the concerns of all of the members here. Selectman Coutu commented or how we could do it other than in a warrant article. Mr. Malizia said it would be the policy statement behind this or something but that's not the warrant article itself.

Motion by Selectman McGrath, seconded by Selectman Morin, to forward Warrant Article S, Town Clerk/Tax Collector Salary Step Scale, to the Fiscal Year 2019 Warrant, carried 5-0.

D. Bid Recommendation - Police Vehicles

Chairman Luszey recognized Captain Bill Avery.

Good evening. Captain Avery stated I am before you tonight to discuss the bid that we just put out for the new police cruisers for this year. We received two bids. One was from AutoFair in Manchester and one was from our current vendor which was MHQ down in Marlborough, Massachusetts. I think the paperwork is in your files that AutoFair came in \$145.70 less than MHQ. However, we have selected to go with MHQ because it is one stop shopping. When we get the vehicles, they are completely equipped from head to toe. The markings are on them. We don't need to bring in any other vendors other than our computer vendor to install our laptops and such. We have elected to stay with MHQ. This year we will be purchasing one Ford Interceptor which will be the canine vehicle. There will be two other Ford Interceptor SUVs that will be used in the fleet and two Ford Fusions. One of them will probably be an administrative car and one will be a Detective's car. That's where we stand.

Chairman Luszey asked a quick question on the Interceptors. Is the carbon monoxide issue been resolved with that? Captain Avery's understanding is it's not from Ford the manufacturer. I think it depends on what company you're using to drill holes through the firewall. We have the CO detectors in our vehicles. We had one vehicle that we shut down completely because of the levels. I think Chief Lavoie briefed the Board on that. I don't think it's been totally rectified but we are keeping an eye on it.

Selectman Routsis said you may or may not know this. What's the cost going to be to swap everything over and do the graphics? Captain Avery asked per vehicle - I don't have that data in front of me. If we were to go to an outside company, we did that in the past. We went that route in the past where we'd get lights put on at this place and then get the graphics done and the costs just add up.

Selectman Coutu stated because someone is going to ask me. You're opting not to go with the lowest bidder. The lowest bidder is only \$145.70 less. The argument you make was that MHQ was a one stop shopping and they're going to provide everything. Are you saying that AutoFair stated that they would not provide anything or does the \$111,000 is just for the vehicles nothing on them? Do we know that for a fact? Captain Avery said I do not have that for a fact but I do know that AutoFair would not be putting the markings on the cruiser and we'd never gone through AutoFair Selectman Coutu so I'm not sure what their capabilities are as far as outfitting a police vehicle.

Selectman Coutu asked wouldn't that have been in the specs. If not, then they're bidding on two different packages. Selectman Routsis said MHQ doesn't include swap over and graphics either though. Captain Avery said they are all there. So we purchased a car from MHQ. When we go down to get that vehicle from MHQ, that car is put together completely. It's ready to go out on the street and start patrolling. Selectman Coutu said we're paying them extra for all of that other work. Captain Avery agreed. Selectman Coutu said we don't know what we would pay AutoFair. Captain Avery explained these are just for the vehicles. The K-9 vehicle is a little more specialized. Selectman Coutu stated it's just that I want to have it clear in my mind that MHQ may be bidding \$111,145.70 for three vehicles. The other company is bidding \$111,000 for three vehicles. You're telling me we don't know whether or not it's one stop shopping at AutoFair - 1); and 2) we don't know what the difference in cost would be between AutoFair and MHQ for the graphics. MHQ could be \$10,000 more than AutoFair for all we know. I'm not saying they are. I was just saying hypothetically it's conceivable they could be hirer than AutoFair. AutoFair may provide the service.

Captain Avery indicated the only thing I can go by is from a Memo that Captain Lucontoni provided for Chief Lavoie. That is that MHQ is responsible for installing all of the police equipment along with the police graphics. I'm assuming that statement means that AutoFair would not be.

Selectman McGrath said if you look at the difference between both AutoFair and MHQ, MHQ the price for the vehicles is less than what it is for AutoFair. The difference is the trade in allowance. The trade in allowance for AutoFair is slightly higher. Its \$2,200 higher than what MHQ is but the vehicle cost for MHQ is less than AutoFair. Selectman Coutu said in the auto business, all those numbers are subjective.

Selectman McGrath said maybe so but I mean that's what their bids are. That's the difference. It's not that MHQ versus AutoFair that the vehicle costs are the same. They're different.

Selectman Morin asked would we do a little better if we went with a couple more of the low profile cars. Captain Avery believed that the costs are pretty much the same as the fully marked ones. They have those ghost decals on the side of the car. Although the light bar is not up on top of that cruiser, the vehicle is loaded with blue lights. As you know Selectman Morin, the LED lights are hidden but they are all over that vehicle. So when the lights come on, it lights up like a Christmas tree.

Motion by Selectman McGrath, seconded by Selectman Morin, to award the police cruiser bid for two (2) Police Utility Interceptors, one (1) Police K9 Utility Interceptor and two (2) Ford Fusions to MHQ of Marlborough, MA, in the amount of \$111,145.70 as recommended by the Police Chief and Town Administrator.

Selectman Coutu said I will not be voting for this because I don't have the information at hand that I would need to make an intelligent decision.

Vote: Motion carried 4-1. Selectman Coutu in opposition.

E. Goals for the Town Administrator

Chairman Luszey noted in your packet back in September, we did a workshop and a couple weeks prior to that we also collected some information from each one of you about putting together some high level goals for the Town Administrator to put into his goals for the FY17-18 timeframe. I had consolidated these and sent them out. Everyone should have got them give or take the 22nd or 23rd of September to look them over. It's actually again something that had slipped my to do list was to bring them back here. When I was reviewing my notes with Donna, I did notice that we never brought these forward to talk about them. These were the four goals that I consolidated that are outside of the things that we talked about that were part of Steve's every day responsibilities in performing his job. I'm looking for input as to whether or not we as a Board take these as is, munge them up a bit, or what.

Number one, Selectman Morin was under the understanding that Elvis was already working on this. He was moving forward with it. Steve Malizia said him and I are working on that. Chairman Luszey said there's no deliverable right now for Elvis or anybody. We asked Elvis to take a look at it. Mr. Malizia said right now you have \$50,000 in next year's budget to actually start that process of the permitting for withdrawal from water or wherever. Chairman Luszey said this puts something in concrete terms as to what you want to see.

Selectman Morin asked are you looking for a consensus or a...Chairman Luszey said either a consensus that that does it for you or add or delete from it to get it so that we can give to Steve as this is something that he's going to be held accountable so that next year when you're sitting here you can say where are we with this. We were supposed to do X,Y,Z.

Selectman Routsis knew its minute but we just need to cross out "consolidating Rec. at the Community Center". Are these in order of your thoughts of importance?

Chairman Luszey asked to take one at a time because I do have thoughts on that. I think we already took care of one but read the whole thing. It's more than just...Selectman Routsis noted I just said that section.

Chairman Luszey said we're on number one. Selectman Morin indicated I'd put 1 and 2 together because those are the different options they're going to be looking at to plan that. They can get both ways so it will give us somewhere to go. Chairman Luszey said 1 and 2 are very distinct. One is water and two is sewer. Is everybody okay with number one then? All right. Number two is really to develop the strategic plan for the sewer capacity. Do we build it out? Do we leave it the same? We talk about this every year for the last ten years. Selectmen Routsis and Morin were okay with it.

Chairman Luszey went to number three. The Community Center has been dealt with only half of it. The half that was dealt with and that is we gave a deadline for the Recreation Director to move his office if you will and add administration and stuff like that out of the Oakwood into the Community Center and leave

basically that building idle. We have not determined what we're going to do with it. What number three really deals with is all of the buildings in town that we own and have direct control of, but we don't have control of the library, what do we do with them? We're going to have a fire station that's going to come on line which means there's going to be some capacity there what do we do? We've got a police station that we believe we need to do something on. What is that plan? Can you expand on that lot and all that? That's what this work is really to develop what is the longer range plan for what we've got. Where do we put people? How do we alleviate some of the tensions in this building? I know as I'm sitting here we're not going to build a new Town Hall within the next five years or so. At least that's my read of the situation.

Selectman Coutu asked are you saying Oakwood is vacated now. Chairman Luszey said we gave him a deadline of March 1, 2018. Any other comments? Okay? Yes? No? Maybe? Selectman McGrath said I'm good with that.

Chairman Luszey indicated the last one was basically if we don't have a circumferential highway or a plan to build one within the near future, what is our strategic plan to address the traffic issues within Hudson? Build a road, build bridges, reflow the entire north, south, east, west flow of traffic through town to address this issue. I don't know if anybody caught it. There was a new segment - I don't know if it was late last week or earlier this week - Massachusetts has actually started in posing curfews on the use of roads during peak travel hours to get people out of using communities as bypass to force communities in the State to address their traffic issues. There nothing that says we don't do the same here to get DOT to wake up. Basically item 10 is really to address a 10 year plan on how we go about looking at the traffic.

Selectman Coutu thought this is a tough one. It has been for years. As you know, we had a brief conversation here this evening. The new Director of Nashua Regional Planning Commission and I have been communicating via e-mail and trying to coordinate a timeframe where we can get together and take a look at a lot of things. I have been looking at maps of Hudson and I've been looking at Lowell Road that corridor. Looking at possibly restructuring one ways in and out of Lowell Road to kind of facilitate and ease the traffic flow a little bit but it doesn't do anything for the outlying roads in town. People are still going to use Wason Road which has become a major traffic point for a lot of citizens and people in those neighborhoods are complaining to me - not on a daily basis but a lot. A lot of people have said to me I'm sick of the traffic that's flowing through our neighborhood now. It's a by-pass. I can tell you my son, and my grandson, and my daughter-in-law live in Pelham. They all come down Wason Road. It's the easiest way. I don't expect much from four but I would like to put things in motion. In order to accomplish that, and I excluded the Town Administrator and not intentionally and I think that you should be inclusive - I know that I reply a lot on Selectman McGrath's knowledge of our community, the history of our community, and it's refreshing to hear her talk about things that I remember as a kid coming to Hudson remembering the farm lands and what not.

Selectman Coutu noted the new Director of the Nashua Regional Planning Commission has indicated a sincere interest in wanting to work with us and make resources available to try to take a real good look at Lowell Road and what we can do. I would like to have that done as quickly as possible probably have a Tuesday afternoon through a Selectmen's meeting where we can talk about what took place and obviously we'll take him out to lunch if we have to but I would like to include the Town Administrator, Selectman McGrath and I and arrange a mutual date that's convenient for all of us so that we can meet with him at 2 o'clock in the afternoon so he gets a daylight visual of Lowell Road. We can go up and down and then at 4 or 5 o'clock, we can sit at different corridors. We can go at 4 at the Sagamore Bridge, at 4:30 we could be up town here, and then we go to 102 and 111, we can go to Wason Road just before the Selectmen's meeting. We could map this out and then he could probably advise us and have the resources available to have a real serious study done on what alternatives there are. I forget which community did it. They had three lanes like we do. We have a turn lane in the middle. They were putting barriers one way in the morning and moving them at night - the Public Works would go over and move the barriers over to widen the road coming south in the morning and then narrowing it at night and widening the road going north at night. I don't think that's something that I would propose but I've seen different plans and different communities and I really would like to pursue that. We need to be in on the nitty gritty as well as the Town Administrator. I think we can probably help and NRPC could be an instrumental guide.

Chairman Luszey indicated there is nothing in the wording in #4 that precludes that from happening. Selectman Coutu commented I know that. That would be the way to get it in motion I think. Then he could communicate directly with the Director and see what they're going to come in with.

Selectman McGrath said that was fine with me. I'd certainly be willing to participate. Also this item would also include our Town Engineer, our Land Use Director because they have knowledge that I don't have even though I've lived in town all my life, they have the educational background and the expertise that I don't possess. Selectman Coutu noted I'd have to get a bus. Selectman McGrath was not suggesting that they have to attend these but we'd be relying on them for...Selectman Coutu said we'd be remiss if we didn't have them included in the mechanics of the whole process. Selectman McGrath stated they're the experts and I'm not. I think assigning this requirement to Mr. Malizia I can understand giving him that action to oversee but not to develop the plan.

Chairman Luszey said when I wrote these I thought about when my boss gave me stuff to do. He would use words like that. I personally developed that plan. I may have handed it off to an engineer say hey John go create this thing and I would be part of it and he would pull together the resources he needed or she needed to do that. Someone has got to be held accountable and it's the administrator for these top level goals are the things that need to happen. I agree. Number 4 probably be delegated to the Land Use Director under the subcategory of town planning and he would draw upon engineers, selectmen, and NRPC, and whoever else he needs to.

Selectman McGrath wanted to make it clear that I don't expect Mr. Malizia to develop that plan that he oversees the people that are needed to address that and they will gather that information, prepare the plan, and then he can review it and present it.

Chairman Luszey said all I'm saying is a year from now these are the top level things that this Board should ask Mr. Malizia can you give us a copy of this plan or present it here. Not that he physically did it but he's the guy that's going to drive the work to make sure it happens. It's a consensus item and I don't think it's a motion. Is it a motion or a consensus? The motion carries weight.

Selectman Coutu said it's a motion and I'll tell you why - because it carried weight. We're either serious to doing this or we're not serious to doing this.

Motion by Selectman Morin, seconded by Selectman Coutu, to approve and move forward with goals 1 through 4 as stated in an e-mail from Chairman Luszey to Donna Graham dated September 30, 2017, carried 5-0.

F. Revenues and Expenditures

Chairman Luszey recognized Town Administrator Steve Malizia.

Steve Malizia explained we are one-third of the way through the year - the end of October so four months have gone by - 33 percent. At this point, there's really not much to report on the expenditure side. Typically when we see things - we've encumbered trash contract. We've done a lot of the road paving. We've encumbered legal. From an expenditure perspective, obviously we're not into the winter months but I don't see anything that would create or cause anything concern at this point in time. On the revenue side, motor vehicles are doing well. They're slightly above the 32 percent or 34 ½. Ambulance billings are about a month behind so that's why it's a little lower. Even interest income is doing fairly well. Again somewhat early in the year so you don't really see too many trends at this point in time. I think things look typical at this point in time. No real reason to be concerned. Quite frankly, you've looked at the budgets. You've already look at how these numbers are all propagated to start with. I don't see any issues right now.

G. Assessing - Cyclical Data Collection Program

Chairman Luszey explained this was a draw when we went to moving this article to the warrant. Selectman McGrath did call me and said that she would like to bring it back up again tonight. I did check since it was a draw, it is part of the agenda for us to reconsider.

Selectman McGrath said I wasn't able to be here. As you know, I had a family emergency I had to attend to. This was the one item that I was surprised that didn't get passed to the warrant. To me it's something that we need to do. It's a requirement that we do an assessment of properties and it doesn't make sense to me that we don't utilize the capital reserve fund in order to have small bites of the apple as opposed to

all of a sudden being required to do a total assessment and not having the money and having to go before the voters and having them have to approve a large funding mechanism to accomplish that. It didn't make sense to me and I think that we'd be short sighted in not presenting that to the voters so that they can do it in small increments as opposed to one large sum. That's why I wanted to have it brought back.

Selectman Morin's question is we're constantly assessing the taxpayers and I get this one is mandatory and again we're having a lot of problems with this year. What is required other than this one? I understand this one is required because I read about it when I saw it was coming up again. All the other ones we do are those required or is that just something the town does? Steve Malizia said my understanding is every five years by the Constitution of the State but I could be wrong - I don't want to misspeak - but every five years you're required to revalue property. Selectman Morin asked what about the ones in between. Mr. Malizia said what you're trying to always do is make sure your data is up to date and current as best as you can. Given that we have almost 10,000 properties, you're probably not going to be able to do them with any of the manpower we have or the manpower we could hire in one year. What the attempt is to make sure we're picking up additions, deletions, garages, any kind of new housing, whatever is out in the market so that it's in the database? We're not necessarily updating the values but we're making sure that all the data is there.

Selectman Morin understood that but let's take this last one and the issues we're going through people...Steve Malizia said this is the big one. This was the five year one. In reality, five more years from now we're going to redo it but you need to have data that is accurate. For example if you added a garage and we don't pick it up, your data isn't accurate and it's not fair to you or maybe fair to somebody else. Other than people building a garage without getting a permit, Selectman Morin asked don't we get that information then? In theory, Mr. Malizia said we should be picking it up if they're getting a permit but we're not always getting inside to see what kind of things that they're doing. Selectman Morin said when we do inspections...Steve Malizia noted not everybody lets you in. That happens no matter what. Even with this process, they're not going to let you in. Selectman Morin understood that but when we have to go in to inspect a garage or a new house or anything, there's no way while it's under construction we can get in there and do the assessment or before the final permit is done.

Chairman Luszey stated if people put in a family room in a basement without a permit, we're not catching it. What you do want to catch is everything that is being value added to a property so that you're realizing the revenue from that. Steve Malizia said or it detracts from the property. It could be a condition assessment where somebody new comes in and doesn't take care of the property that may go the other way. Again it's trying to be fair and equitable amongst all the property classes.

Selectman Routsis was going to say like you said depending on the upkeep of the house, it could affect what the value of the house is. Right now what we're basing it off of is my neighbor's house was sold, my neighbor's house was sold, my neighbor's house who is kind of the same as mine that sold but it can be drastically different than mine. So this will give us truer to real. Selectman Morin said I get the five year mandatory one. It seems like we're always assessing. Selectman Routsis said we have a lot of houses that we have to look at but we're not changing people's assessed value constantly. We change it once every five years from my understanding. Mine got changed when I bought my house and then this time.

Steve Malizia stated there may be some sort of addition for example if you put a garage on. I'm not sure we're waiting five years to add that value to your assessed value. Selectman Routsis said those are the things that I consider outside. We're not just saying hope changing your assessment. Mr. Malizia said don't forget there's commercial industrial too so it's not just homeowners. Those folks are constantly maybe shifting their space and what they're doing with their space.

Selectman Coutu said I tried to get from Donna what the original vote is. To the best of her recollection you and I were against this and Selectman Morin and Selectman Routsis was for it. Chairman Luszey said no it was the other way around. Selectman Coutu said you and I were for it. Chairman Luszey said you and Selectman Morin were against and me and Selectman Routsis was for.

Here's my point. Selectman Coutu said we just had a five year evaluation. I hate throwing money away especially when it's the taxpayer's money, especially after what I saw on my tax bill this past tax bill. I'm very upset. I'm not upset on our side. I'm upset on the school side. We did a five year. Did we ask for \$57,500 for the past five years to arrive at this point? Chairman Luszey said no we asked for a big chunk

right. Steve Malizia said we've been putting - I believe we used some of the capital reserve. Chairman Luszey said we asked for a big chunk and we took some out of the capital reserve.

Selectman Routsis commented we had asked him when he was here and I cannot remember what it was. We asked that and it was for something separate than individual home assessments.

Selectman Coutu interrupted and said Mr. Chairman let me know when I have the floor. Okay. When I read this, he's asking for \$57,500 for FY19 budgeting purposes to ensure we are treating taxpayers fairly by keeping the property assessment data attributes accurate. This would be part of a four year process to keep us align with the anticipated next re-evaluation 2022. I see this re-evaluation is 2022 completely separate from this \$57,500. The \$57,500 is to keep the records they have on hand now more accurate than what they are. It seems to me week, after week, after week we have requests - I don't even know if there's any in here - but we've had requests from him to lower or raise valuations because he says in his remarks when he sends them to us under consent items because of an error, or an oversight, and many times I was going to ask why do we have all these errors. Why isn't it being done? Then I see this as a process to alleviate that. Is it going to cost us \$57,500 every year to do that to keep those records straight and then come 2022 we're going to need a big chunk of money to do the assessment? That's what I see. This is over and above what it's going to cost us in 2022. I can't see spending \$57,500. It looks like we're hiring an outside consultant to come in to do the work that the Assessing Department is supposed to be doing on an ongoing basis.

From my understanding, Selectman McGrath said the outside consultant is for the utilities. Steve Malizia indicated in this instance, I believe he is referring to the outside consultant going to the residence and/or condos whatever they may be. Selectman McGrath said we have two consultants. Mr. Malizia noted we have a utility consultant that values utilities. Selectman Coutu remarked that's over and above this cost. Mr. Malizia agreed. That's also a significant piece of our tax base which is in the many millions. We also have commercial industrial where there's an expert in that field that does valuation for commercial/industrial. It doesn't necessarily do just the inspection but does evaluation. This is to literally go out and collect data to go to each - excuse me Mrs. Jones I'm here to inspect or evaluate your property. You either let them in or you don't let them in. Tell them to get off your property or tell them they can measure the outside of your property. All those kinds of things happen in this request. This is what this request is for. It's not for the utility. It's not for the update for industrial/commercial property. This is specifically as I understand it for data collection for the 9,000 plus or minus parcels of residential type properties. That's what this is for.

Selectman McGrath asked to continue. The staff that he has now it's a staff of three. One goes out and does the assessments for any kind of new construction, any kind of changes to the properties. When I added on the room to the house, they came to my house. They went through. They looked at the new addition. They came up with a change in my valuation and that was applied immediately. So that's what staff of one person upstairs does. Jim collects the information and he's the one that comes up with the actual assessed value for the properties. Then we have a clerical person that I think she goes out on occasion and collects...Steve Malizia said she doesn't go out. She tends to deal with the folks that come in for the exemptions for the war service credits, for the elderly, for the disabled. She's the office person that when you come in a lot of times she's the first point of contact. She's developed an expertise in again working with folks for elderly and that end of the business. She doesn't go out to my knowledge and evaluate.

Selectman McGrath thought that Jim had said that she did but I may be mistaken. In any event, this time around the one person upstairs that normally goes out and does those reviews was out for surgery and was out of the office. Our Assessor had to go out and actually do the data collection, then come back and do the calculations and come up with the assessed value. He was really short staffed. I think that this would lend to having assistance going out to collect the data and then he would actually review it and come up with the assessed value. Again he does it on any new construction, any kind of changes to a property when they pull permits. If they don't pull a permit, then they might not catch it until they actually have to do the five year review. This is just like putting money into a savings account.

Chairman Luszey said no. He's requesting...Selectman McGrath noted well I don't have what you've got in front of you. Chairman Luszey indicated he's asking \$57,500 to actually go out and look at 2,250 properties every year. What that would include is the postcard for the mailings and the actual person to go out and make the measurements and evaluate that property. The only thing they're doing is they're measuring the

rooms, the foundation, they're looking for sheds, and stuff like that, and then they're bringing that data back and updating the property card and getting that card ready for the next five year eval.

In essence, Selectman Coutu said we'd spend a quarter of a million dollars prior to the next evaluation. Chairman Luszey said we can spend the \$57,500 every year to keep those cards up to date or the other alternative is to hire whatever number of people in the fifth year to go out and do the knocking and add the clerical staff you need to get the cards inputted into the system on that fifth year. Selectman Coutu said we just did that. What did it cost us? Steve Malizia said I don't. I don't want to speak without knowing. I'm sure he did it over a period of years. He didn't just do it all in one year. Selectman Coutu asked the five year re-evaluation. Mr. Malizia said right. He's been collecting data. At some level, they've been collecting data. Selectman Coutu said not at a cost of \$57,500. Chairman Luszey thought it was a lot more. Mr. Malizia said I don't want to say what the number is. I don't have it in front of me and I don't know.

Selectman Morin's question is if we got the five year evaluation, they're going to have to go out with doing evaluations now. A lot can change in four years. Are we going to hit the same properties twice? Are you going to spend the \$57,000 now and then in the fifth year we're going to give a big lump sum so they can go out and do the whole thing again or is this going to go towards it where we won't have to spend as much in five years?

Chairman Luszey said the way I read this and if I can recall and I don't want to put words in his mouth but what this will help reduce, and I do believe he goes out and does the knocking on everybody but the data on the cards should be accurate. You're doing some every year. We won't need to bring in extra clerical staff to update all those cards. That's what I get from this.

Selectman Coutu commented I've lived in my home for almost 20 years. I can honestly tell you that approximately 15 years ago we came home and there was a card between our doorways telling us that someone had been there and we weren't home. Would we allow them to come in please call a number and we did and they did. We haven't seen anybody from the Assessing Department since that day that they came in to do a re-evaluation. No one has ever come to my house. I've had more people tell me that - no one has knocked on my door. We haven't received any cards telling us they're coming re-valuate and look at our home. Not that there's any reason for them to, they're welcome to come but how did they get my number.

Selectman McGrath noted that was Patriot Properties that did that. They hired Patriot Properties to go around and actually collect the data. That's what they did. Selectman Coutu asked how did they collect the data at my house. I'm using me as an example. Selectman McGrath said if you weren't home and they didn't come back, then they probably just took measurements and didn't actually go into the interior of the property and take them. Selectman Coutu said it upped my value \$40,000. Selectman McGrath indicated then you had recourse to challenge that and say I want them to do an interior inspection because no one came in and did that. I think that that's what happened. Those cards that were delivered to homes it was from Patriot Properties that were doing the assessment for the town at that time. Selectman Coutu noted that's what I'm saying. We did a complete re-evaluation last year. How did they re-evaluate my property?

Selectman Routsis said they based it on statistical data. Selectman Coutu said they just fudged numbers. Selectman Routsis indicated that's what this is making is so that the next time it's not statistical data. It's based on what is in your house if you allow them in.

Selectman McGrath said also you haven't added on anything to your home. You haven't added on rooms. You haven't sought to get building permits to make any changes to your home. The measurements that they would have they would be assuming that they're still the same because you haven't added anything on. You haven't put any additions onto the property. Any changes would be cosmetic as opposed to structural. That's my opinion but that's what I think.

Steve Malizia also believed at one point in time the standard or the constitution requirement is every ten years. That's now gone to five years. That's not us that did that but it was ten years at one point. There was a much longer period of time. The problem is over ten years and communities who waited ten years, your values get all out of whack. Selectman Coutu said out title officially is Assessor, Board of Selectmen. I'm embarrassed when people come to me and say no one - and I've had probably 40 maybe 50 people come to me in the past couple of months and say I never saw anybody come to my house. How did they

assess my house? I don't know. I thought you were an Assessor? I don't know. Mr. Malizia stated we had a contractor do a sample of 1,000 this year to try to get a representation. I can tell you they came to my house. Selectman Coutu said well yeah they want to cover their butts. They should have made sure they come to the Selectmen's home - the Assessor's homes. Mr. Malizia stated whether they knew or not - I let the gentleman in my house.

Selectman McGrath commented they didn't come to my home this year but they didn't need to because I had applied for two different building permits or actually three over the last few years, made changes, and when those changes were completed, they came in and they took a look at exactly what was added on and my assessment changed. Selectman Coutu understood that but they guessed mine. Selectman McGrath agreed but again you didn't pull any permits. They probably did a drive by. I know that Jim was going out. Mr. Malizia knows that he's looked at every house in town. He literally physically drove by every property in town. Selectman McGrath said he was working weekends.

Chairman Luszey said your change in assessment was based purely on market conditions. Selectman Routsis said that's why this is so important so it's true as opposed to market. When I bought my house, my market conditions were \$100,000 more per assessment. Selectman Coutu said there's no guarantee these people - he said he could get a company to do it for \$15 a house or something. These are kids who are going to drive by and guess. Steve Malizia indicated the gentleman that came to my house was probably about my age. I presume he has some level of experience with it based on we awarded a bid. I know we went through the bid process to get it.

Selectman Routsis said he got three bids.

Selectman Coutu said I'm not going to support spending \$57,500 a year to build up for another re-evaluation in five years. That's throwing away town money in my humble opinion.

Selectman McGrath thought that we should be doing it because it create a true assessment of what the values are and that all of a sudden at the end of five years when they have to do a total reval. again, all of a sudden the assessments go up much higher because you haven't collected the data over a span of time and then the residents are being hit with a bigger tax assessment. You haven't kept up with the changing markets, the changes in the property values. I just think that it's to the benefit of the taxpayer as opposed to the detriment.

Selectman Morin stated but what you just said if they do (inaudible), lots of things can change in four years. What you value it at now in four years it's going to be totally different. Selectman McGrath agreed but use my house as an example. My house is valued at \$250,000 this year and next year I add something on whether it's a deck or something small but it changes the assessment. My taxes are going to go up based on that change. If the market changes, that may be included in that new assessment. My taxes are going to up maybe \$100 over the course of a year. If I wait five years for that assessment, by the end of the five years my assessment may go up much higher because of the market conditions. Maybe another change that I've added on that adds to that and now I'm looking at a much higher tax bill that I might not have planned for and might not have anticipated.

Chairman Luszey thought what this is attempting to do is to stop the sticker shock that people get when we don't do the incremental and it is the fifth year. In addition to just the house, the things that change within the neighborhood. If you started out in a neighborhood that were all starter houses and over the course of 3 to 5 years people added garages on, the individual in that house that had the garage had an immediate impact. If all of a sudden all of those houses have garages on them, it weighs the entire value of that neighborhood even though you did not put a garage on. You will now be impacted because of the net worth of that neighborhood. By doing the incremental, you're not hit with \$800,000 - \$900,000 increase in one year. It's a gradual.

Selectman Morin understood that but I understood is they're not going to hit every house for every single year. They're going to do it in okay - so they do my house tomorrow. In five years when the time comes are they going to use that assessment that they did my house five years ago? Steve Malizia said unless you do something else, they'll probably use the characteristics that they picked up for that period. Unless you did something else - in other words if in that five years maybe year four you put on some sort of an addition to your house...Selectman Morin said if I leave my house exactly the way it is so whatever they

found tomorrow when they did they inspection that's what I'd get taxed on in five years. Mr. Malizia said I would presume.

Chairman Luszey said unless something drastically changed within your neighborhood.

Selectman Coutu didn't have familiarization - typically I'm on top of Robert's Rules how we would handle this. The vote was 2 to 2 so there was no prevailing side. It depends on how the motion was made would determine who was the prevailing side. If the motion was to approve and it was denied, then the prevailing side will be the nos.

Chairman Luszey said I asked the experts on this and because it was a tie, there is no prevailing side. Selectman Coutu said it depends on the wording of the motion. That's why sometimes it's asked people not to consider a motion so that if it's a tie you can prevail. Chairman Luszey noted we're not a strict Robert's Rules.

Selectman Routsis believed our motion for that those is the same as pretty much every motion that we make a motion to forward this and not approve or deny. Selectman Coutu said this wasn't to forward. This was to add to his budget. I would rather see this as a warrant article. Let the voters decide. If they want to spend \$250,000 between now and 2022 and then in 2022 get hit with another big, exorbitant bill that's up to the voters. I won't vote to put this in his budget period! This is a budget item request, correct? Chairman Luszey said yes. The way it is now it is. Selectman Coutu said if we put this in his budget and the budget is approved, the voters are approving \$57,500.

Steve Malizia said actually you can't put it in his budget. The budget has been turned over to the Budget Committee. What you're asking to do is actually as the Budget Committee to put it in the budget. Frankly you're not adding anything technically. You'd be directing your liaison to ask the Budget Committee to consider putting money in. Just to be clear, you're not putting it in.

Selectman McGrath said that's a different motion. Chairman Luszey read the motion. Selectman McGrath's point in saying that is that that's a whole new motion. It's different than the motion that failed because it was a tie. This is a whole new motion that somebody can make. I don't know that I should make it because I wasn't here for the original. Selectman Routsis said I'll make that motion because worst thing that's going to happen is the Budget Committee decides not to. I think it's fair of us to move this and let them see it to make that decision because I think that at the end of the day it's going to give an accurate depiction of everybody's house, and our assessments are going to be more accurate, and we're going to have less issues like we did this year.

Motion by Selectman Routsis, seconded by Selectman McGrath, to ask the Budget Committee to add \$57,500 into line item 5410-252 Assessing - Professional Services, into the general fund operating budget for the cyclical data collection program.

Selectman Coutu asked for a roll call. I want it to go to the Budget Committee with a roll call. I want the votes to know who wants to waste \$57,000 a year and who doesn't. Selectman McGrath added and save them sticker shock in five years. Selectman Coutu said I got sticker shock. I haven't seen anybody in 17 years. Selectman Routsis said because it hasn't been done in that amount of time. It's all been statistical. Selectman Coutu said they told me that he went to every single house. He never came to my house. They drove by. That's what they do they drive by. It's a waste of money. I'll drive by for \$57,500 a year. I'll do every house in town.

Yea: Routsis, McGrath, Luszey

Nay: Coutu, Morin

Vote: Motion carried 3 - 2 by roll call. Selectmen Morin and Coutu in opposition.

Selectman Coutu said I'm going before the Budget Committee on this one.

Chairman Luszey said we'll be there Thursday. I'll let you know if this department is on Thursday. It's either going to be Thursday, next Tuesday, or two weeks from Thursday. I'll let you know when the Assessor Department is up and that's when we would ask them.

9. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Routsis - I just want to let everyone know and I'm going to read verbiage from the flyer that I received. "Sadly there is no Thanksgiving dinner at the Hudson Fish and Game this year but no worries. The Hudson Thanksgiving project which is a group of Hudson citizens has a plan. Do you or someone you know need a meal for Thanksgiving? All you need to do is call us, tell us the number of dinners you need, give us your address, and we'll deliver it to you. We'll deliver your Thanksgiving dinner right to your door. The deliveries will be made between 11 a.m. and 3 p.m. and if you or you know anyone that is in need of this, please have them call 603- 508-1561 and a copy of this flyer will be going up at a couple of businesses throughout town." That's all I have.

Selectman Morin - I attended the groundbreaking for the fire station. That's moving along very well. That's all I got tonight.

Selectman McGrath - Just a couple of things. I didn't attend the groundbreaking ceremony. Number one - I had a family commitment yesterday but I was also told by the Chief that he was moving the groundbreaking to Wednesday of this week. I think I mentioned that to you because it was supposed to rain on Monday. I couldn't be there. I would have had I been able to. Number two, I wasn't at the last meeting because I've had a family emergency that has required my full attention for the last couple of weeks and probably will be going forward. If people could be a little understanding about my absences I would appreciate it.

Selectman Coutu - I'm a little sadden by Hudson Fish and Game. I volunteer every year. I understand the circumstances. I was notified of it some time ago what was going to go down. I'm looking forward to the Zach Tompkins run. I don't think I'll be running much. I don't think my legs will take me that far but I might walk as much as I possibly can and try to raise some money. That's going to be held Thanksgiving morning at Alvirne High School. Anyone who could join us I would appreciate it. I, too, attended the groundbreaking for the new fire station. The construction has come along relatively well. I think they are right on schedule. I think that we will definitely see that open next year and I'm looking forward to it. I want to wish everybody a happy and a safe Thanksgiving holiday season. Don't eat too much and please say a prayer and thanksgiving for all that we have. Please say a prayer for all of our Veterans, all of our active service people who make holidays like we're going to have at home with our families possible while they're overseas or even within our own country protecting us each and every day. It would be greatly appreciated and I'm sure our soldiers and our service people around the country will be beneficiary and appreciate your prayers and thoughts.

Selectman Luszey - Just to follow along with that, we do wish everyone a happy and safe Thanksgiving. Operation Care for Troops is in the middle. They started today packing up the Christmas stockings to send out to our troops deployed in harms way. The outreach to that has been unbelievable. We'll be shipping about 3,000 pounds of candy. I want to thank all the children up there that gave up their Halloween loot to send to the troops. It is awesome. Thank you.

10. NONPUBLIC SESSION

Motion by Selectman McGrath, seconded by Selectman Morin, to enter Nonpublic Session pursuant to RSA 91-A:3 II (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; (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; and RSA 91-A:2 (a) Strategy or negotiations with respect to collective bargaining, carried 5-0 by roll call.

Chairman Luszey entered Nonpublic Session at 9:46 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 Luszey entered open session at 10:59 p.m.

Motion by Selectman McGrath, seconded by Selectman Morin, to hire Melissa Mendoza as a Part-Time School Crossing Guard and Angela Canto as a Substitute School Crossing Guard with starting salaries of \$13.50 per hour effective November 19, 2017, carried 5-0.

Motion by Selectman Coutu, seconded by Selectman Routsis, to deny the Step 2 Grievance filed by the Hudson Highway Union, AFSCME Local 1801 Association, hiring a Special Equipment Operator at Step 4 instead of the minimum step, carried 5-0.

Motion by Selectman Coutu, seconded by Selectman McGrath, to seal the Nonpublic Session, carried 5-0.

11. ADJOURNMENT

Motion to adjourn at 11:01 p.m. by Selectman Coutu, seconded by Selectman Morin, carried 5-0.

Recorded by HCTV and transcribed by Donna Graham, Recorder.

Thaddeus Luszey, Chairman

Marilyn E. McGrath, Vice-Chairman

Roger E. Coutu, Selectman

Angela Routsis, Selectman

David S. Morin, Selectman