

HUDSON, NH BOARD OF SELECTMEN
Minutes of the November 2, 2017 Meeting

1. CALL TO ORDER - by Chairman Luszey the budget review wrap up meeting of November 2, 2017 at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE - led by Selectman Coutu.

Chairman Luszey asked for a moment of silence for the folks in New York, Colorado, and the passing of Selectman Patricia Nichols.

3. ATTENDANCE

Board of Selectmen: Ted Luszey; Roger Coutu, Angela Routsis, Dave Morin

Absent: Marilyn McGrath

Staff/Others: Steve Malizia, Town Administrator; Donna Graham, Executive Assistant; Kathy Carpentier, Finance Director; Police Chief Jason Lavoie; Lisa Nute, IT Director

4. OUTSIDE BUDGET REQUESTS

Chairman Luszey recognized Finance Director Kathy Carpentier.

Kathy Carpentier stated the handout before you that's landscaped is the list of the items that department heads gave you. I formed them so if you wanted to make the motion that was presented to you it is laid out in that format. The two at the bottom - the one you already put into Fiscal '18 and one was withdrawn. At this point, each one needs to be voted on or not. No action is also okay if that's what you want to do.

Chairman Luszey said we can take these line item by line item.

Selectman Routsis had a question just because I want to make sure for myself and anyone else. So our proposed budget will be roughly a five cent increase and then this will be an additional nine cents on top of that. So a total of \$.14 potential? Kathy Carpentier said it depends upon what numbers you're talking about. Technically right now our budget is down. Are you talking just operating budget or are you talking...Selectman Routsis said yes the general here. Ms. Carpentier said that would be comparing it to a default budget. It's good to know. The fire station last year is a big reason why we're delivering a budget that's down because that was a one-time big hit item coming out. Our tax rate just the town piece right now is \$5.72. The budget before you if you were to pass all warrant articles, it's \$5.53 which is a \$.19 decrease but you have not made a motion on all the warrant articles. So that's an assumption on what I just predicted.

Selectman Coutu said the \$257,000 that's requested outside what would be the impact if we said yes to all of them. Steve Malizia indicated \$.09. Each one is articulated. Ms. Carpentier said it would approximately be \$30 to the average single family home if you voted yes for all of those.

Chairman Luszey said we talked about each one of these during the actual review of each one. Is there anyone because we have Police and IT Director here tonight if you wanted to talk about any of those specifically.

Selectman Coutu indicated I would like to begin with taking the very first one seeing that the IT Director is here and if she would step forward. I want to refresh my memory on one or two items. Good evening Ms. Nute. You're proposing that we add \$50,000 to the \$21,200 you are getting in order to upgrade the software for Munismart. Can you explain to me one more time why it's imperative that that be done this year and not put off for at least one more year?

Good evening. Lisa Nute just wanted to be clear first of all that that's not for the actual software. That is for the consultant who is going to come in and help us analyze our processes in all of our departments. The piece of software that ultimately we then want to replace which would be on the heels of that consultant cost affects every department. Right now the piece of software where we're looking to replace is collecting basically your entire revenue for this town. Its taxes that go through that module. It's all your building permits. It's the Inspectional Services function. It's the entire financial package. It also includes their welfare recipients and a module to collect animal licensing and registrations. It is basically your entire revenue. To

replace something like that the best that I could do with the experience I have with everybody's process is to look at what other communities are doing and spend a lot of time trying to figure out what would be in our best interests. There are consultants out there who could do that not only a whole lot quicker but more efficiently and effectively because they know software throughout the nation. It doesn't necessarily need to be something that another community around us has found. It could be anywhere in the world especially with cloud services now. It would behoove us to find somebody who is experienced in that regard and determine what is best for us. As far as your question on this year versus next, I did point out whatever it is the software itself needs to be on the heels of it. Mr. Chairman was concerned that if we don't do it this year, we're not going to get it done. I need to realistically look at what we have coming up there too. We have radios somewhere in the budget I do believe. The Fire Chief was asking for money put aside for that. Before that goes in, I've got to have fiber optic on that to finish that loop. I did look at lease cost for that and it behooves us to put that in ourselves and own it or we're going to be spending a whole lot more money in a five-year contract as well. I am looking for another full-time person. That would be a priority for me to get that person up and running come July 1. To answer your question if we got it this year, that would be great but if we didn't I would love to have a promise from this Board that you would in fact allow me to do that in FY20 absolute latest.

Chairman Luszey said the issue with this particular line item replacing the "business system" the terms I would use for the Town of Hudson is like a three year process. Right out of the gate you need someone to come in and do a full systems analysis and business process analysis of every transaction that flows through the town whether it's from collecting the automobile plate monies that go to the State, to a dog tag, to our taxes, to the water and sewer. These are all transactions. They all hit in multiple systems or modules within systems and there has been much done in the way of transaction processing that would I believe allow us to put a system in place in 2 to 3 years out that will be enabling technology that's coming to bear right now. You're seeing like in Sam's, you now scan the product and walk out the door. You don't need to go through a teller. It's going to get to a point in time when we saw a piece of that when the State said we're going to do away with the connection to you the towns and you're going to have to pay for that connection back to us. They're moving towards the newer type of cloud based processing and we need to be positioned in a place where we're not going to be forced to do everything within a one-year window. This will space this out over 3 years and it's realistically a 3 year process because once you have your business processes fully documented you can then bring in the vendor that's going to supply the actual software system to do that to build the environment and the framework and start training new people in tandem while you're running the old system before you flip the switch. It's not a black and white cutoff. It's a transitional thing. It's a multi-year project. I believe if we don't start now, we'll be looking at a much, much larger bill and a quicker duration that could cause us issues going forward.

With that said, Selectman Coutu said you have \$21,200 in your budget should it be approved this year. Her default number is \$3,000 - IT page 1, line 252 - outside services. So you have \$21,200 on that line right now and your default line for FY18 is \$3,000. Why \$21,200?

Lisa Nute said that is because in 252 this year I have the migration of our website which is going to - I had talked about this the week I presented here. That will allow us to make our website more interactive and give the public things like word searches on minutes and things where they don't have to be calling Donna for copies of minutes and stuff. They'll be able to find minutes and agendas much easier with simply a search of the word. Right now you have to delve into the exact minutes or a certain date and figure out. Things like that. Paying on-line easier from a cell phone and things like that I think that we really need to improve our website. The reason it's not in the default is because this is something above and beyond and new.

Selectman Coutu stated so what you're saying it's going to cost us \$18,000 to improve our website. Ms. Nute said it's a total revamp of our website and it's also hosting it offsite. Selectman Coutu asked who's going to do it. Lisa Nute said we still will empower our people to post their own minutes when they need them but the maintenance in this is done by this consultant company and they host it. Selectman Coutu asked who is this consultant company. Lisa Nute said I got quotes from companies that work specifically with municipal government. This is a specific website. I had a demonstration on with the Rep. Director in the room, Police Department was represented, all the agencies, Donna was there. This was a company that I believe would fit our needs and everything that our website is currently lacking.

Selectman Coutu said let me go back to your request - the \$50,000. You're asking for \$50,000. I'm going to assume that particular project that \$50,000 is over and above this \$21,200. Ms. Nute said that is correct. Selectman Coutu said you're estimating that the process mapping is going to cost \$50,000. Could you tell me where you came up with that number? Lisa Nute indicated I reached out to an actual consultant company. Clearly that would go out to bid but this is a company that is reputable and they are not value added resellers. I was not interested in somebody who was trying to sell me something that they work with. This is an actual consultant who has a number of years' experience in this exact process. They do a number of things including analyzing everything that we're doing, telling us what we're doing well, and where we may be falling short, and the next phase would be telling us which software vendor would best fit our needs. Let's say three packages and they would come in and demo those for us. I basically went out and looked for a consultant who does this.

Selectman Coutu asked what is the estimated time frame to do the mapping. Lisa Nute said the analysis would only take approximately 9 months and then should we continue with them and we like their services, then the next phase would be let's go ahead and continue with you please show us what software you would recommend knowing now what you know about our process. Selectman Coutu asked is this going to cost us \$50,000 a year for the next three years if it's a 3-phased project as the Chairman stated. Ms. Nute said no. The analysis was the biggest cost. It was not as much money to do Phase II. Hopefully I have their actual quote but I don't remember off the top of my head.

Kathy Carpentier said if I may your matrix that you handed out said \$50,000 to \$90,000. Lisa Nute indicated that was for the software itself. Were you talking about the software itself or their consultant fees? Selectman Coutu said it's a three year thing, is that the number for the three years? Ms. Nute said that was my estimate for the software. Until they tell me which software package, it really is just a guess. I honestly don't know how much an actual software package would cost us yet. It's a little early to know that. Selectman Coutu said but you're guessing \$50,000 to \$90,000. Chairman Luszey said it is not an unreasonable...Selectman Coutu commented it is to the taxpayers. We're already up to \$140,000 and this is in three phases. What's the third phase? Chairman Luszey said the actual implementation phase when you shut down one system and you get rid of all of the expenses for that. We're paying for licenses and support for Munismart which goes away and then the new one comes on line. That would be under warranty for some period of time. Selectman Coutu said I can't believe that every municipality in this State - we're all pretty much linked to the State. They're all going to spend \$150,000 to \$200,000 to do this in the next three years.

Chairman Luszey indicated the answer to that is no. The other part of that answer is the amount of money that you spend on an application is directly proportioned to the size of the enterprise that you're running. The more users you have, the more expensive it's going to be. If you do one or two transactions a day, a very low cost system. If you're doing hundreds of transactions a day which we do upstairs, it becomes more expensive. It's proportional to the functionality of the system. You can pay as much or as little as you want but there's trades off on all of that.

Selectman Coutu stated my final question - what would happen if we did nothing. Would we shut down our government? Lisa Nute said right now our software vendor is supporting us. They are not selling this package to anybody else because they are trying to eventually get all their customers off of it. They will probably offer us another package that they currently have whether it's going to be in our best interest to take that one or not and eventually we'll be in the same boat where we now have to do this but the problem with not preparing ahead of time for it is you have really no idea when they were going to say that. Sorry but we're getting rid of this. They have promised us that they will support us but we don't know and we don't have a time line. We tried to get that out of them and they wouldn't really reveal how long they feel this will be available to us. I was trying to be proactive than reactive in this scenario. To answer your original question could we wait one year, yes but I would not recommend going beyond a one year.

Selectman Coutu commented I will also tell you that there is no way that I as a member of the Board of Selectmen nor any other member of the Board of Selectmen can promise you what's going to happen next year. We don't know what a year out who knows what's going to happen. I thank you for your answers and it refreshed my memory on a lot of things. Thank you.

Selectman Morin asked what do you expect the costs to go up if we wait a year, do you have any idea? Lisa Nute said I don't. A lot of times vendors will fluctuate. It could be nothing. It could be 6 percent. It

could be 10 percent. I honestly don't know. Selectman Morin thought the convenience to the taxpayers once we get this on will be well worth it. What it's going to change and how easy it's going to make things.

Chairman Luszey commented if we do our jobs correct. Any more questions on this line item?

Selectman Coutu assumed that because there were no other questions that we should be prepared to make a motion unless someone else has a question. Chairman Luszey agreed. We need to make a motion to include it or not to include it.

Motion by Selectman Coutu, seconded by Selectman Routsis, to add \$50,000 to line item 4150-5330-252-000 IT Outside Service, carried 4-0.

Chairman Luszey asked could you speak to the fiber optic loop that has yet to be finished that has been in the building for I don't know how many years we've been at it. We run into a road block it seems every year from the Robinson Road facility to Alvirne High School. I want you to speak a little bit to, and I don't know if Chief Lavoie can talk to it at all, my understanding is the new radio system proposed relies on fiber optic. If that's the case, what is the risk of the system not being fully redundant should we go ahead and implement the proposed new system?

Lisa Nute spoke and said unfortunately I wasn't involved in the actual radio meetings at the time. My understanding is yes their radio proposal works on the fiber optic which means that we could then do away with the circuits that we're paying a monthly cost on through Fairpoint. I've always proposed finishing this loop for better disaster recovery because if there's a break in the fiber, we simply reverse the route and everybody is still back up. Even better so now that Robinson Road was moving to Lowell Road, that will be a part of it and we just finished Robinson Road. It's just that one piece from Robinson Road now, past the pond, and out to Alvirne that we're missing. Yes again my understanding from Chief Buxton is that the radio proposal does run on fiber optic which would then save us money down the road. There is return on investment there by being able to get rid of the leased circuits.

Chairman Luszey asked the question is what happens if you have a break in the current loop that's not finished to the radio system. Lisa Nute stated right now the radio system is not on fiber optic. Chairman Luszey said no the proposed radio system that it is. Ms. Nute believed you can't even put that proposed radio system in place. Right now they're doing a piece that I think is irrelevant. They're still running on towers and nothing has changed as far as the backbone goes but the next phase that they want to do. I believe you can't even do it without the fiber optic being finished there at Alvirne because we have a radio up in Alvirne.

Chairman Luszey proposed the question as Selectman Coutu proposed on the last one is why would we go forward with the radio and not put that money towards finishing the loop to get the base infrastructure set for the new radio system. Lisa Nute believed that Chief Buxton put the radio money in FY19. Is that correct? Selectman Coutu agreed. Unless he's included fiber optic in that radio system, Lisa Nute said then somehow that's got to come out of my capital reserve or we ship...Chairman Luszey said on your little chart you've got like \$62,000 for police radio upgrades I think it is. I don't have the spreadsheet in front of me. Isn't that to support that? Ms. Nute agreed. The fiber optic loop is to complete that loop and I have the fire alarm upgrade because that has to be done first coming out of FY19 capital reserve. Then once that's done and the police detail costs are also in FY19 to be able to traffic control to do that.

Chairman Luszey said what I'm talking about is the core equipment police data center - the \$62,000 does that include part of that radio system? Ms. Nute said no that does not. That is your servers, storage, it's all consolidated into one system. That is our core server and storage.

Selectman Coutu thought when we initially started with this loop and I thought at some point you and I had this conversation Ms. Nute that the money was there this year to complete the loop this year out of capital reserve. Lisa Nute said we got pushed a year because we had the Robinson Road scheduled and then we went to default budget and we lost that. We just finished Robinson Road. Just finished it in this current budget. Selectman Coutu asked how much money do you have in your capital reserve fund for that particular purpose. Each section of the loop as I understand it has cost us approximately \$70,000. Ms. Nute said this next one is more substantial than that. That was about the approximate cost of Robinson Road because going now from Robinson to Alvirne is farther and no alarms have been upgraded yet there.

If you look at my matrix, fire alarm install and upgrade - this is all under #3 - so \$40,121 and then approximately \$3,000 for police details is what I estimated for traffic on 102 and Robinson Road. So that comes to \$64,000.

Chairman Luszey said your #3 you don't really address until FY20. Lisa Nute said if you look at my bottom line, I was trying to keep it consistent - level funded every year. I figured if we're getting radio money in FY19, I can get the upgrades to the alarms done in the same fiscal year. Chairman Luszey said that's my whole point. If we're getting radio money in FY19 and they're installing it in FY19 and it depends on fiber, we're putting the town at risk of having a single point of failure in its radio system now because the loop is not complete until the year after. Ms. Nute didn't know when his timeline on it. I was thinking by the end of FY19 and then July 1 you're basically doing the project back to back. If he's looking to install his radio come July 1, then I can't do that whole thing before he's done.

Selectman Morin indicated you just said you just finished Robinson Road. What do you mean by that? I was a little confused. Lisa Nute said we just put fiber optic in from the Police Department Animal Control Facility to Robison Road. It is there. Now we just need to continue that.

Chief Lavoie wanted to confirm with Chief Buxton beforehand. The radio system is not - both of our belief - is that the radio system is not dependent upon the fiber optic being connected from Robinson Road to Alvirne High School. We can go ahead and replace the consoles with the K-core system. Chairman Luszey said you can but what happens if somebody severs the fiber optic on Pelham Road. Chief Lavoie guessed if we didn't have the lines going back...Chairman Luszey noted that's the issue here. There's no redundancy. There's no way to go backwards. That's for me the issue that we're talking about.

Selectman Morin said the storm we just had is the perfect example.

Chief Lavoie wasn't so sure. Where we've lost a line before, we've lost our ability to communicate. We'd be in the same boat. We haven't resolved the other issue. The pressing issue I believe is our inability to get parts if we have a breakdown of a part that's within the consoles. Chief Buxton is a lot more knowledgeable with this stuff than what I am. Fortunately for him he's had experience writing grants to get all kinds of equipment in the past. I do rely on him. We have had breakdowns because currently we're already like that. I don't have a duplicate system to dispatch. If something goes down, I can't dispatch. If we go ahead and get the new dispatch consoles and those systems, I can still dispatch. If something goes down, we're back to where we are today. We're no different other than the fact that we've improved our dispatch consoles. I've eliminated the risk of having a part failure that I cannot replace.

Chairman Luszey said I'll accept that up to a point. The point is that were we getting ready to combine dispatches with these new consoles to offload and bring the workload more evenly between both centers or has that been put off the table. Chief Lavoie didn't think that's been in the current talks. I'm not opposed to that and again if you recall, I withdrew one of my warrant articles because I need more bodies to be successful in that area. I withdrew the warrant article because I can't do that. I think if we try and do it all at once, we're going to struggle. I think if we take this in stages and get one thing accomplished and then move onto the next phase of it, we'll have a better opportunity. The successors should be easier.

Chairman Luszey said here's my big struggle on this piece. We have been trying to complete this loop based on security and risk avoidance in the town for some seven years. We're having this conversation that says not really needed. If it's not really needed, then we might as well take it out of the budget because if your argument is we're in the same position we are today and we can kind of run okay with the two dispatchers not talking, then why wouldn't we want to go to the expense of ever completing the loop? Chief Lavoie commented I'm not saying it's not needed. I've never said that. I think that that is a goal of the town. I think that keeps employees safer. I'm not pushing that concept aside at all. I'm just saying...Chairman Luszey state we keep kicking it down the road like it's not important. Chief Lavoie said we have employees that probably aren't going to go away. I have parts that can break and they're gone forever and I'm out of business. My concern is we keep getting wrapped up because this has been going on for 4 or 5 years now. We're wrapped up with the grand scheme of things but we can't even get done one little project done. I think it's time we do away with we have our master plan just like we have these goals that we've started up on these walls and we start chipping them off to get to the end.

Chairman Luszey said that is my argument. We had this master plan that says we build the fiber loop and then we upgrade the infrastructure underneath it. We now have come to this point where we don't have the fiber loop complete and we're starting to expand the infrastructure that relies on it underneath it.

Selectman Morin noted the second loop is very important to the safety. I understand what the Chief is saying and knowing the equipment in dispatch and fire if it breaks down, we've got a real problem. My concern is without the second loop and going to a combined dispatch, you're going to lose both police and fire where right now we have fire and police so we can work around things like that. I don't understand because as long as I've been here, this loop has been talked about for years and the need is very important. The point is at this point is they need to dispatch because if stuff breaks down and then we're really in trouble because it could be months and months because we have to order something special to get it to work again. That loop has to be completed. I personally wouldn't put - I can't say that because I just said he needs the new dispatch. If we're going to put the new dispatch in, we should have the whole system ready to go. We're doing the half thing again. I fully agree with him. Knowing both dispatchers if they break down, we're in big trouble. If we don't have that second loop, I won't support combined or even talk about it because if we lose both fire and police in the same building because of that we're done. At least we have two dispatchers we can work out of somehow at this point.

Selectman Routsis thought we need the equipment that they need for the dispatch. I understand it's a matter of okay the loop will get finished a year behind but like everyone said if you're equipment breaks, you're down. I think talking about combining dispatch at this point even in this conversation right here, we're way far ahead of ourselves. We need to complete those things so I would completely take that off the table and not mention it at least tonight. Yes two or three years down the road when they have their new equipment and the loop is finished, then you can talk about it.

Chairman Luszey said we've been trying to get the loop finished for seven years. Selectman Routsis stated but you've also only allot so much money. Instead of discussing it, then say okay let's give her \$120,000 out of her reserve to finish the loop.

Selectman Coutu thought what we're forgetting here and Mrs. Nute alluded to it a little while ago is that we had a default budget. That default budget precluded her from getting whatever it is we're putting in that account \$70,000. We fell behind one full year. What sold me on the concept of looping the entire town, and we're only talking about one piece of the loop is missing and that's from Robinson Road to Alvirne High School and it's the longest and will have the most serious impact. What sold me on the idea is redundancy. It was going to protect us. If it failed at one section, it would kick back and we wouldn't lose communication. I still strongly advocate that we need to finish the loop. I would eliminate a lot of things in the request in order to get the loop done instead. I think that if it is not available in the proposed 2019 budget, if there isn't sufficient monies to finish it, it should be a priority item at the end of this fiscal year when we look to see what we have in our fund balance. I can't see investing a lot of money in all of our radios if we're not going to complete the loop. I'm not talking about the portable radios. That's a different issue altogether. I would just like us to finish this loop and I'm sure Mrs. Nute is just as anxious to get it done because it has been a topic of conversation. I agree with Selectman Routsis that combined dispatch is not the topic of conversation here. The topic of conversation is whether or not we're going to find an avenue to complete the loop. Let's get it done. Let's stop talking about it. Let's make a commitment one way or another. Either let's do it right now while the budget is in front of us or let's commit to making that a priority at the end of the fiscal year.

Selectman Morin asked what year was the default budget. Selectman Coutu commented two years ago. Selectman Morin asked why hasn't it come up since then. Chairman Luszey said it has. Lisa Nute said we were supposed to do Robinson Road when it defaulted so then Robinson Road was the next year. The vendor couldn't get there until this spring versus last fall. Selectman Coutu said we fell a full year behind otherwise it would be done. Selectman Morin understood that but was wondering why it didn't get into this budget if we fell a year behind if that's a big piece of the loop. That's my question.

Chief Lavoie asked to add one quick thing to your point. I just wanted to make sure that we've been clear in what we're trying to do is we were looking towards December you get your better fire sales if you will from - and this is since the company - that's usually when they mark things down. The Fire Chief and I were looking at trying to negotiate these prices here in December hoping for an April/May install. If the fiber optic loop whether it's put into this next budget or not, that would be like a July 1. By the time our dispatch

consoles get done, we could even ask for a start date of May even to push it closer so it's more seamless. If that helps you in your decision making for how we were planning on moving forward.

Chairman Luszey explained the decision process is something like I'm hearing you've got equipment that if it breaks we have no spares which is an immediate type of concern. You're also saying we can kind of move schedules out which is a conflicting statement in my processing of that information. It's either we've got a situation where the radios are at a point where they are no longer supported, and replacement parts are no longer available, and we're being basically forced into doing it now or we're not. I'm hearing we are. Then we've got the backbone of all that that it relies on that we need to figure out how to finish as soon as possible to allow that stuff to work to its fullest capability. That's kind of where I'm at.

Lisa Nute said my understanding here is the consoles I've been told has nothing to do with the fiber optic. Nothing changes in the backbone it's just helping with an immediate need that we have. The reason I did the timeline this way is again trying to stay level funded. We addressed the fiber optic when the next phase of radio comes in. That's the phase that we'll rely on fiber optic. With my timeline here, I expect it to be done the same time that they're now going through the next phase. That's the piece that relies on fiber optic and not the consoles. That's what I've been told and was the reason I did the timeline this way.

Chairman Luszey was confused. Is the consoles and the radios dependent on the fiber? It's a yes or no question. Ms. Nute said no. That was my specific question. Chairman Luszey said I was told they are and it started out they were. Ms. Nute indicated the next phase will be.

Selectman Morin stated that's what I heard too. The thing is the second loop is the backup. Each loop is a backup to each so the consoles rely on the fiber.

Selectman Routsis said the current one we have if it breaks we're without so the new one yes. The fiber is going to be beneficial to it and when it's completed because then you could have the loop but they'd be in the same position they're in right now. If someone cut it, there in the same position they're in now. I understand.

Selectman Morin noted but we don't need to be in that position.

Selectman Routsis agreed but he also said they're not going to look until December of this year so we're in our next budget or when you're going to look for them. They probably won't get installed until around April or so which around then you'll know what you're going to be doing with that. Chairman Luszey said no it will be December of next year because we won't know if we have budget until March. Selectman Routsis said so December of next year is when they're going to shop for it. They'll get it after that, right?

Chief Lavoie thought maybe I'm confused here. The Board of Selectmen has been setting aside money through a fund for dispatch consoles to take care of that. Over the last couple of years I believe the Selectmen have also set aside money from the sale of real estate and I believe that now there is sufficient in that account that was earmarked for us to take care of those costs.

Chairman Luszey said the answer is yes but the voters have to vote on that, correct? Chief Lavoie said no the Board of Selectmen expend it. We're talking this December of negotiating and trying to work it out with whatever negotiations we have with Motorola and then looking at a spring install. It's just their availability.

Kathy Carpentier said there's currently almost \$500,000 in the communications equipment and infrastructure capital reserve fund which is what you're referring to and a warrant article which you'll discuss later tonight to add an additional \$200,000 if the warrant article passes and you push it to the warrant.

Chief Lavoie believed that was under the emergency management cost center with Chief Buxton and that is for a tower. Ms. Carpentier said he's just funding the capital reserve fund.

Selectman Coutu asked couldn't we use some of that money in a capital reserve to finish the loop if we needed to. Steve Malizia stated I could make that argument. I'm not aware that you couldn't. Ms. Carpentier said I'm going to look it up but I agree. My opinion is is that you could do it. I'll look up exactly what it was established to say.

Chairman Luszey noted if we did we would use \$121,000 of that is that right Lisa to finish it. Lisa Nute said plus 40 for the alarm upgrade unless that comes out of mine. Yes that's \$160,000 some odd total. Chairman Luszey indicated that's half of the equation. Then wouldn't we have to put that money back in the budget cycle so their whole to do the upgrade of the radios? Kathy Carpentier explained if you want to put it into FY19, the proper way to do it is increase her budget by \$160,000, increase revenue \$160,000 coming from capital reserve fund. If you're talking about a timeline now, then it doesn't belong in this FY19 deliberations. Chairman Luszey said it doesn't belong in FY19 but the monies that are in that capital reserve, the Chiefs are expecting to be there in '19 to do the radio upgrade. No? So we can use this money and you're not impacted? Chief Lavoie said we're expecting that money to be there in FY18. Unless you're doing something for the next fiscal year, Kathy Carpentier said starting July 1, 2018 which is the budget we're working on then this kind of doesn't belong in the budget deliberations. It needs to be in front of the Board and you need to decide to do it. You're confusing fiscal years. Just to let you know, the capital reserve says, "for the purpose of repair, replacement, and improvement of the town's radio communication system" is the purpose the capital reserve was set up for.

Chairman Luszey commented it would fall in.

Selectman Coutu stated the other thing that we need to realize too is we still have real estate and we could say that we'll commit to a full replacement of whatever we take out of that account so that they don't have a shortfall in that account. Steve Malizia noted provided the voters approve it. It goes into a warrant article into a capital reserve fund. Selectman Coutu said unless we sold something between now and December. Mr. Malizia said nothing is going to happen that quickly for that amount of money. It doesn't mean money won't go in at some point. It all goes to surplus at some point obviously. It just flows in and you could appropriate something next year. I don't know how aggressive they need to be.

Selectman Coutu indicated we have to decide what our priorities are.

Chairman Luszey said what I'm hearing is we need to take care of the fiber loop now as well as the radios. Kathy Carpentier asked and by now do you mean FY19 or FY18. Chairman Luszey said the year we're in - FY18. Steve Malizia said you have \$500,000. He's looking at his consoles and this.

Selectman Coutu asked do we have an estimate of what the consoles are going to cost. Chairman Luszey thought we did. Chief Lavoie said we have not. They have not come out with pricing yet. Unfortunately I've seen a large spread anywhere from upwards of 350 for the consoles. Selectman Coutu asked is that for Fire and Police or just yours. Chief Lavoie believed that's for both Fire and Police. Selectman Coutu noted we're looking at four consoles. Chief Lavoie said the pricing I'm saying goes back if my memory serves me about two years ago. It had jumped around a couple of different times. Selectman Coutu asked are we looking at four consoles. Chief Lavoie indicated five. Selectman Coutu didn't think it was going to be a problem. I think we need to do what we need to do and get this year's done, finish this loop and be done with it, and then we'll focus on extra revenues going into - well they still would get 1/3 and still has to be approved by the voters at this point in time. There's no other way to do it. Kathy Carpentier indicated there's \$500,000 in there now and a warrant article in front of you tonight to put 200 more in if the voters say yes. So you'd be up to \$700,000 if the voters said yes. Chairman Luszey said if we use the 121 or the 160, we should up that number by 160 to replenish. Mr. Malizia stated now you're looking at a \$360,000 warrant article and what are the voters going to say to that I don't know. Chairman Luszey noted some of that is coming from the sale of properties correct. Mr. Malizia said that's great if it does. The bigger the number, the more shy the voter gets regardless of where it's coming from because quite frankly on a ballot I can't explain on that.

Kathy Carpentier said the \$200,000 is earmarked out of unassigned fund balance right now but that's again for you to determine tonight. Do you want it to be raised by taxation or come from fund balance? It's presented to out of fund balance. Steve Malizia hoped it would be repopulated by sale of something. Could you take a chance and go to 300? Maybe but my concern your concern would be the higher you go the more people say ooh.

Selectman Coutu was of the opinion that we should leave it alone and we should just take it out of the unassigned. That's what I would do. Kathy Carpentier said that is what's presented. Selectman Coutu said then let's commit to getting this done. I don't want to talk about this next year. It's just like portable toilets every year.

Chairman Luszey was in agreement with that. What would be the motion? I guess what we do is we just take...Ms. Carpentier said it seems to me like you're not doing anything. They're doing the radios in '18...Chairman Luszey said we will at another meeting figure out how to take the monies out and move it. Ms. Carpentier said you're doing all that in '18. We're talking about '19s budget right now. I did not believe you're impacting '19s budget. Steve Malizia said he comes over with a number, you give her approval, and then you go. That's it. That's how you do it. Chairman Luszey said get some current estimates to get that done because that's the next step.

Lisa Nute said this is very critical.

Chairman Luszey said the outside requests IT is done. Assessing, the data collection, that was a proposal to go from \$50,000 to \$107,500, and increase of \$57,500, an impact of \$.02 to do that data collection yearly. Steve Malizia indicated it would be doing a certain percentage yearly. I believe it was somewhere between 20 and 25 percent. That was what the intent was so that you're not staring at all of it at the end. You're trying to smooth it out. That's what he was talking about.

Just correct me because I want to make sure I'm right, Selectman Routsis said it was to get actual data instead of...Steve Malizia stated you go out and measure it. You go out and view and observe. Chairman Luszey said to walk the properties. Selectman Routsis noted to get the actual data so that our assessments are correct or as accurate as can be.

Selectman Coutu was not inclined to support this item this year.

Selectman Morin said I'm not either.

Selectman Routsis commented personally I am. We just had an increase to our property values which was great for everyone on one side but that's based on statistical data that may or may not be correct. This could potentially help some people the next time we do it with having more accurate data.

Chairman Luszey said at best it's a 2-2 here so it fails. No action on that. The building maintenance fire alarm. The next four are all police. It's building maintenance, professional services to do a facility needs, automobiles and small equipment.

Motion by Selectman Coutu, seconded by Selectman Morin, to add \$24,020 to line item 5615-224 building maintenance in Police, carried 4-0.

Professional Service Needs Assessment - Chairman Luszey indicated that is to hire a consultant to go out and take a look at what the facility needs for the Police Department would be and that's just an analysis. He would like to take his current budget from \$12,958 to \$72,958, an increase of \$60,000, or \$.02 on the tax rate.

Selectman Routsis asked Chief Lavoie is this to assess the needs or is this to find out what you can do with the building whether it's over and up or what you can do with the land to build it. Chief Lavoie said to find out which way the building would be able to go to include to me what is also needed in the expansion of the facility. In my conversations with them, they would be doing both.

Selectman Morin had a question for the Board. We talked about this last meeting but then there were a bunch of ideas thrown out. I'm kind of confused because it kind of sways how I go on this. We had a plan of what we were going to do with the buildings. Then it came up selling them and I threw out there let's build a new Central and make that Town Hall. Where are we going with this first?

Chairman Luszey stated you are literally at the same place I'm at. We had a discussion. I don't think this Board has come to any conclusion or answer to that to give guidance to anyone. My opinion would be that if anything that we put this money in the Administrator's budget and charge him to go off and take a look at what the needs assessment for buildings are for the town and what do we do with everything that we got. Do we rebuild something? Do we sell something? Do we modify something? I don't know. I don't have the answer to that. I'm not an architect.

Selectman Coutu said Selectman Morin is correct. We did have a discussion. It was clouded by the fact that I think I was trying to ascertain if there was another less expensive way to do this. This was the item that we talked about potentially calling in MRI. Steve Malizia indicated MRI will do a needs assessment for you but they're not capable of architectural. Selectman Coutu thought we need that first. Let's put the cart before the horse. We need to do a needs assessment before we pick one particular building and say well we can go here but we're going to need this, and we're going to need that, and we're going to need this. I think the Police Department with the Fire Department settled I'm not going to shortchange the Police Department. I think that's our next priority in terms of municipal building and then we have to look at this. We need to meet separately again - some sort of a workshop and bring some people in to talk about probably from MRI and have them give us a program - a plot if you will of how we're going to go about doing this. We're not the first town that's looking at our municipal assets in real estate and saying you know we have all these facilities now what are we going to do with them? We have a lot of decisions to make this year. What are we going to do with the old fire station that's going to be shuttered? There's a lot of things that are going to be on our plate. For me to go out and spend \$60,000 or commit to spend \$60,000 to have some generalist come in that's just a building architect and not understand the department that the building is housing which in this case is the Police Department, I think Municipal Resources would be a better asset for us to go to. I don't think that committing \$60,000 either to the Police Department in their budget or to the Selectmen's budget so that Mr. Malizia has something to fall back on in case Municipal Resources has somebody and there's a certain fee. I think we have a contingency account and we seldom every use it. I don't think we're going to need \$60,000. I would rather than add another 2 ½ cents to the tax rate forego this item, let Mr. Malizia do what he can with Municipal Resources, find out what their cost is going to be and if need be take it out of our contingency. Like I said, we seldom ever use that contingency money. If need be, let's use it. If they're offering a free service, we'll take advantage of it. I doubt it.

Steve Malizia said let me qualify - nothing is free. I don't want anybody to get that impression. They're very qualified people but they typically don't do...

Selectman Coutu said I'm certainly not going to support the \$60,000.

Selectman Morin reiterated what you're saying is they will take the Chief's request and every other building and put it into one plan. Steve Malizia said they can do whatever you - if you'd like one. If they want to look at the Police Department, they could go analyze the police function, see what they're doing, and look at that plan. If you want to spend more money, I'm sure they could look at every building and say here's what you're doing, here's what...Selectman Morin said that's why I'm asking because we have multiple buildings and we have the Chief who's a priority. We need to figure out what we're going to do with all of them. That's why I'm asking. Is that going to run more than the Chief's? Mr. Malizia assumed that you don't need to look at the Highway Department. Selectman Morin said no but you have all the buildings. You got the Rec. building; you've got the fire station that we talked about here that we're going to have start looking at this and we're going to look at the police station. If we're doing it, we might as well...Steve Malizia noted the more we do, the more it's going to cost. Selectman Morin said that's my question.

Selectman Coutu would like to segregate them and focus on the Police Department right now. Let's not put all our apples in this one cart. Let's prioritize. That's the way I feel. Let's prioritize right now the needs of the Police Department. I heard from the Chief and correct me if I'm wrong Chief that you're satisfied with your location. There's no need for you to change. We could build this humongous complex like other municipalities do where we could combine 2 or 3 police, fire and...the more I thought about it, the more ridiculous I thought it was in that that is a beautiful building. You can make it work if you had an addition to that building - an annex say whether it's 2 or 3 stories high. It could be designed that you could easily put 3 stories. You could use third floor for records and things like that you'd have access every day but it's up there in storage and out of the way. Then you got two active floors for police work - Detectives on the second floor where they have their privacy. However you want to do it but you'd have to have some sort of foresight to be able to sit down with an engineering company or somebody who does this type of work to be able to say this is what we have and these are my needs. I need more room for this, more room for this, more room for that and how do we do it? Then they sit down and do it. I just feel that that should be the priority but in a separate conversation, again, we need to talk about what are we going to do with this complex which I think is next. This is bulging at the seams and for me I just want to throw it out there - I keep confusing my parks. Merrill Park - there's plenty of land there. I thought about that all weekend long. I want to go back out there and take a real good look at that park. Then we'd have to look and see if there's deed restrictions to that property in terms of what we can and can't do with that.

Steve Malizia indicated MRI would be able to work with the Chief to assess his needs. When I say his needs, he knows what his needs are but they'd be able to sit down and articulate and work with you to get some sort of - you need this much square footage. You need this. They're not going to design anything but they'd work with you and the department because they have certainly people on staff that have expertise like you do to look at his facility. Selectman Coutu noted and they'll tell us if it's feasible. If it's not feasible, we need more land than at least we know. Mr. Malizia said they're not an architect but they will look at programmatic needs. What does he need? He needs X amount of space for this particular function. He probably knows most of this. I'm assuming you know what you need. Chief Lavoie said I have some ideas yes. Mr. Malizia said coupled with a company like that, that's the first step and then depending on where you go, you might go into architecture or engineering. Not here.

Selectman Coutu asked Mr. Malizia did we not already charge you with getting a hold of MRI. Steve Malizia said I did. My point is they're not going to design anything. They'll work with someone but they are not a design firm. They will assess the needs. They will look at the department, work with you if that's what we need, and then we'll say based on what your operation is and what your projected operation is, this is what you more than likely need, and then they would work with whoever you want to work with. They're not an architectural firm.

Selectman Morin asked do you need a motion or no action.

Chairman Luszey said if there's consensus that we would do it out of the contingency fund then there would be no action.

For my clarification, Kathy Carpentier said were you referring to Fiscal 18 or Fiscal 19 budget. Chairman Luszey said Fiscal 18. If that is there at the end of the year is when we would do that. Steve Malizia said typically you like to get over that winter hump a little bit just to make sure. Ms. Carpentier indicated so the spring time this could come back and he could ask for a line item transfer to take money from contingency to his budget to do this project in the spring. Mr. Malizia said we'll work together with MRI to get...Chief Lavoie said I'm just not familiar with MRI doing projects like this. I just have the lack of knowledge of that. I'm only familiar with them going in and assessing how systems flow. They do building assessments great. Mr. Malizia stated they can help you with the needs assessment according to Allan. I talked to Allan Gould the other day the President. Chief Lavoie said I just don't want you to be (inaudible) with just MRI if that's the direction of the Board that you have other opportunities.

Selectman Coutu said I'm committed and I'm sure the rest of the Board is committed to give the Police Department a priority to expand that building depending on the need assessment. Chief Lavoie noted the Board has been great to work with. I have no complaints.

Chairman Luszey asked consensus that we do it that way. The Board said yes.

Automobiles. Chairman Luszey said he currently has a budget of 130. He's proposing to increase that by \$10,000 to go to \$140,000 because of the increase in cost of the cruisers basically.

Selectman Coutu believed it was a reasonable request. He articulated it well. I thought it was a little meager but we'll stick with the 10 that's what he requested.

Motion by Selectman Coutu, seconded by Selectman Morin, to increase in the Police budget line item 563402 by \$10,000, a total of \$140,000, 4-0.

The last one is small equipment portable radios. Chairman Luszey said he currently has a budget of \$5,000 and he's proposing a budget of \$60,279 which is an increase of \$55,279 or \$.02 to the tax rate.

Selectman Coutu said, again, this is another item. This is the one we put a lot of emphasis on relative to safety of the police officer in the field. We don't start changing out our radios, we're going to be in a lot of trouble and we'll pay for it down the line. The last thing I want to hear is that a police officer was hurt because his equipment failed. This is not a wish list. This is a need item.

Motion by Selectman Coutu, seconded by Selectman Routsis, to increase Police line item 563403 by \$55,279, a total of \$60,279 which represents approximately \$.02 on the tax rate, carried 4-0.

Chairman Luszey noted that concludes the outside the budget requests. Kathy Carpentier agreed. I am unaware of any items that the Board chose to come back to. If you are done reviewing all the budgets and all the line items, the next thing would be to do the general fund operating budget.

Just to clarify, Selectman Coutu said as a result of actions taken tonight the budget still remains at minus \$.14. We're still in the negative. Ms. Carpentier agreed if you choose to forward all warrant articles that is a true statement.

5. GENERAL FUND BUDGET

Steve Malizia asked do we have a number for the operating budget. Kathy Carpentier said no other changes - \$25,848,378.

Motion by Selectman Routsis, seconded by Selectman Morin, to forward the General Fund Operating Budget in the amount of \$25,848,378 to the warrant, carried 4-0.

6. FORWARDING WARRANT ARTICLES

Steve Malizia noted now you've come to the warrant article part of the meeting. These are the warrant articles that get separately voted on. You did an action last week for the Water Utility Clerk so you need to pass that budget on. That's number C. There's no article in there but it's the water budget. You need to forward the water budget to the ballot. You made a change to the water budget last week.

For clarification, Kathy Carpentier said we removed E but you need to add it to the actual water operating budget. You had already forwarded the water operating budget, then you did the full time thing, so now you now need to amend.

Motion by Selectman Routsis, seconded by Selectman Morin, to amend the motion by Selectman McGrath, seconded by Selectman Routsis, to forward the Water Fund Operating Budget in the amount of \$3,993,645 to the warrant, carried 5-0 to change the amount to \$4,022,907, an increase of \$29,262, carried 4-0.

Selectman Routsis asked generally and last year was my first time I think doing it. Don't we generally put that it's a 2 percent or no in the warrant? Steve Malizia said we can if you'd like. We don't generally. I think you tried at one point to get a higher raise and you didn't put the percentage in. It's up to you if you want to. Selectman Routsis said I just wasn't sure if we generally did or not. I thought for some reason we did last year. I just don't recall.

Chairman Luszey knew during the Deliberative Session we talk about what it is. Steve Malizia noted we didn't and neither at the Deliberative Session it didn't change.

Motion by Selectman Morin, seconded by Selectman Coutu, to forward Warrant Article D, Wage & Benefit Increase for Town Clerk/Tax Collector, to the ballot, carried 4-0.

Steve Malizia noted E has been stricken. You don't need to look at E. F has been withdrawn by the Chief. You don't need to look at F.

Motion by Selectman Routsis, seconded by Selectman Morin, to forward Warrant Article G, Lowell Road CMAQ Project, to the ballot.

Selectman Coutu asked how will the \$200,000 impact our undesignated fund balance. Chairman Luszey said it will come out of it. Steve Malizia said it will but it will change it by percentages is probably what his question is.

Kathy Carpentier indicated you have two warrant articles proposing to take 200 out for this and 200 for the communications one that we referred to earlier and the \$600,000 you typically use to reduce taxes down to a 5.8 percent surplus retainage. We strive to get anywhere between 5 and 18 percent although we've been in the 8 percent range. Being 5.8 is pretty good considering you just used \$2 million on the fire station.

Hypothetically, Selectman Coutu asked if we were to have say \$150,000 unspent at the end of the year that would go to undesignated fund balance. Steve Malizia stated additional revenues from automobiles, underspending something, all of that would go into the...Selectman Coutu said it's conceivable that we may make up a portion of that.

To your point earlier, Kathy Carpentier said if you are to sell any property between now and June and actually get the money in your hands, that goes into surplus as of June 30th. Selectman Coutu said I just didn't want to fall below the 5 percent. Ms. Carpentier said 5.8 at this point. If both of them are forwarded by you and then approved by the taxpayers. Then you're earmarked to take \$400,000 out - \$200,000 for each project. Selectman Coutu said I'm good with that. Thank you.

Vote: Motion carried 4-0.

Steve Malizia introduced Warrant Article H which was the hiring four firefighter AEMT's. We're going to be using a staffing for adequate fire emergency response grant so the balance of \$87,387 will come from taxation in the first year and then subsequent I think others years it would start to decline.

Motion by Selectman Morin, seconded by Selectman Routsis, to forward Warrant Article H, Hire Four (4) Firefighter/AEMT's, to the ballot.

Selectman Coutu raised a concern when giving his second thought. I don't know that the grant specs. have been written yet for this request. Steve Malizia asked when you say the grant specs. have we done an application for the grant is the government does that. Selectman Coutu asked do we have a copy of what the federal government is requesting that we do and what their commitment is to us. Mr. Malizia couldn't say that I've seen it. I'm not aware that it's been provided to this book. Selectman Coutu thought he said that he hasn't applied for it yet because the application wasn't done. My concern is that the voters vote for this and then all of a sudden the opt out clause is no longer existent when we apply for it and we're stuck with this.

Chairman Luszey said we wouldn't be stuck with it. The voter approved the hiring of these given a condition of a grant. If the grant isn't there, that's what I think you're...Selectman Coutu was talking about the clause that at the end of four years or whatever it is - on the fourth year we retain them but we have the option to opt out. Steve Malizia said we could lay them off in other words.

Selectman Coutu said if that clause is not there and we own them. Chairman Luszey said this Board would know that at the time the Chief comes forward with the grant. If that clause disappears, this Board can reject the hiring of the firefighters based on that.

Selectman Morin stated you are absolutely right. They changed the grants to include that because so many cities and towns weren't taking them because they were stuck with them. That was a recent change to make sure that more fire departments take advantage of the grants.

Selectman Coutu said I was a strong advocate of this grant application only because of the amount of money that we're benefitting by it. If at the end of four years things have changed and there really is no need for those four people, we'd have to do an assessment at that time. If there is, then fine but if there isn't, I'm not going to be very supportive if you don't have an option to get out of it.

Selectman Morin said I can pretty much tell you they'll be needed in the four years. They need it now. Selectman Coutu said I'm not arguing that. I just want to have that option. That's what selling it. Selectman Morin said you said if they're not needed. I can tell you they had today 3 ambulances out and nobody left. They had to call Nashua to handle calls.

Selectman Routsis knows the Chief had mentioned when he was here that they changed that clause and he also has the little write up he gave us has some information about it too.

Selectman Coutu said we haven't been approved yet anyways. God knows what they're going to do.

Vote: Motion carried 4-0.

Steve Malizia explained Article I was for the funding. The Chief had made a request to put \$20,000 into the capital reserve fund for the fire apparatus repair, refurbishment. This is to extend the life of our fleet. This is a very modest \$20,000 request.

Motion by Selectman Morin, seconded by Selectman Coutu, to forward Warrant Article I, Funding for Fire Apparatus Refurbish and Repair Capital Reserve Fund, to the ballot, carried 4-0.

Steve Malizia said Warrant Article J was to forward funding for property revaluation capital reserve fund. I believe you changed the amount from \$25,000 to \$10,000 if I'm correct? Kathy Carpentier agreed. Mr. Malizia said you contemplated this already and you made a cut to \$10,000. Ms. Carpentier said technically nothing has been cut by this Board. Mr. Malizia understood but my understanding is they were now deliberating on a \$10,000 warrant article and not a \$25,000 warrant article. Chairman Luszey said we're delivering the original request. Ms. Carpentier said he request \$25,000. That is what's in front of you now. A motion would be appropriate.

Motion by Selectman Coutu, seconded by Selectman Routsis, to forward Warrant Article J, Funding for Property Revaluation Capital Reserve Fund (\$10,000), to the ballot, carried 4-0.

Selectman Coutu asked is it assumed by the last motion that we are forwarding the \$10,000. Mr. Malizia said yes. Chairman Luszey said yes because we said that.

Steve Malizia indicated on Article K we had some conversation earlier. This is funding into the capital reserve fund for communications equipment and infrastructure in the amount of \$200,000. This was coming from the undesignated fund balance. We had that conversation previous with this 200 and the other 200. You'd still be at the 5.8 percent surplus. This puts the money in to that reserve fund so we can continue to ensure we have the appropriate equipment.

Motion by Selectman Routsis, seconded by Selectman Coutu, to forward Warrant Article K, Funding for Communications Equipment and Infrastructure Capital Reserve Fund, to the ballot, carried 4-0.

Article L - Mr. Malizia indicated was to hire an Associate IT Specialist. That's a full-time employee in the IT Department.

Motion by Selectman Routsis, seconded by Selectman Morin, to forward Warrant Article L, Hire Associate IT Specialist, to the ballot, carried 3-1. Selectman Coutu in opposition

Steve Malizia said on Article M - establish a municipal and transportation improvement capital reserve fund. This was the conversation adding I believe \$5 to every automobile registration and putting it into a dedicated fund for transportation and roadwork. This is a capital reserve fund. This is establishing that fund. This is the way the law is written that allows you to do that. Basically everybody who registers a vehicle would pay an additional \$5 amount that goes into this particular fund.

Motion by Selectman Coutu, seconded by Selectman Routsis, to forward Warrant Article M, Establish Municipal and Transportation Improvement Capital Reserve Fund, to the ballot.

Selectman Coutu commented I was very reluctant to support this initially and so stated. I feel this is something the voters need to decide. If this passes, we will benefit greatly because it will give us more money to improve our roads much faster and bring Kevin up to speed much faster on the rotation of maintenance of our roads. If the voters so choose to do it, then fine. If they say no, we'll continue with the progress we have been making and we've been making great strides over the past years. Let the voters decide.

Selectman Routsis said real quickly everything that Selectman Coutu said I agree with. I just want to add that we can also use it for matching funds for any State or Federal transportation improvements. Any improvements we make down the road it can be used as matching funds for as well.

Chairman Luszey commented and a possibility of building the Mad Maddox circumferential highway. Selectman Coutu noted unless it's a toll road.

Vote: Motion carried 4-0.

Steve Malizia indicated Warrant Article N non-money. It's a ratification agreement between the Board of Selectmen and the Hudson Soccer Club. This is where we had the other field released. We've given in exchange putting this to the voters for a 15 year renewal of Freedom Field I.

Selectman Coutu asked do we have the sidebar in effect on this. Mr. Malizia said yes we do. Right now we do so we're working on an agreement right now. This would then succeed the agreement that's expiring next September. This gives them another 15 years.

Motion by Selectman Coutu, seconded by Selectman Morin, to forward Warrant Article N, Ratify Agreement between Board of Selectmen and Hudson United Soccer Club, to the ballot with gratitude to the soccer club, carried 4-0.

Steve Malizia spoke on Warrant Article O which is for the revised property tax exemption for the disabled. The Board had a pretty lengthy conversation last week. It's been 10 years since we've looked at the disabled and elderly. The original conversation was to increase the net income amount for singles I believe from 35 and I think this Board was talking about 45 and then for married it would be going from 45 to 55. Also I believe you talked about the assets going from 150 to 160. Correct me if I'm wrong on any of those. That's what you discussed. That would be the numbers you'd forward on this warrant article.

Selectman Coutu indicated we would have to change that or have we already changed that. Mr. Malizia said we would change it for the ballot. We'd change it for the Deliberative Session. We changed it for the Budget Committee. Anything we're changing here we'd type it up and send it to them. Selectman Coutu asked you need a motion to make the change first. Steve Malizia indicated we haven't made any motion to do anything so you could forward in the amounts of 45, 55, and 160. If everyone is apt to consensus, that's the warrant article that we would forward.

Motion by Selectman Routsis, seconded by Selectman Morin, to forward Warrant Article O, Revised Property Tax Exemption for the Disabled, to the ballot, carried 4-0.

Similar to the previous one, Steve Malizia stated this one is for the elderly exemption. Again the amounts would go from 35 to 45; from 45 to 55; and then 160 for the assets. This captures the elderly and again this has been ten years since we've done this one. I believe the Board was supportive of this.

Motion by Selectman Morin, seconded by Selectman Routsis, to forward Warrant Article P, Revised Property Tax Exemption for the Elderly, to the ballot, carried 4-0.

Steve Malizia said Warrant Article Q was the wage and benefit increase for library personnel. I believe you have an updated article in front of you am I correct? Selectman Coutu said yes we do. Mr. Malizia said that's basically looking to appropriate the sum of \$15,980 for wage and benefit increases for the Library Director, 5 librarians, and 2 assistant librarians. These are all full time people. This is a full time staff with the Rodger's Memorial Library I think less one.

Chairman Luszey said basically what they did is they made it a one year versus a three year.

Out of curiosity, Selectman Routsis asked do we know what the percentage increase is. Steve Malizia thought they're using this pool of money. I'm not sure they have a straightforward percentage. They're trying to make adjustments more towards the market for this area for these positions.

To be fair, Selectman Coutu said we've done that within our own administrative staff. I'm not going to oppose that. Selectman Routsis didn't think that they don't deserve it absolutely. Ms. Carpentier said it is calculated on a four percent to come up with the pool but not everyone would get a four percent increase. That's what they presented and that's what they calculated it at.

Motion by Selectman Routsis, seconded by Selectman Morin, to forward Warrant Article Q, Wage and Benefit Increase for Library Personnel, to the ballot, carried 4-0.

Finally, Steve Malizia said you have Article R funding for library improvements capital reserve fund. The library is looking to raise and appropriate \$30,000 to add to their library capital improvements fund which was previously established in March 2017. We're looking to fund into that.

Motion by Selectman Coutu, seconded by Selectman Routsis, to forward Warrant Article R, Funding for Library Improvements Capital Reserve Fund, to the ballot.

Selectman Coutu said that some of us in the past have been strong advocates of establishing capital reserve funds. That is a beautiful building and I think that they're entitled to have money for any improvements that they need to make along the way. I will be supporting this warrant article obviously by having made the motion.

Vote: Motion carried 4-0.

Steve Malizia noted that concludes your business on the warrant articles.

Chairman Luszey asked if there were any closing comments by the Board on how it went.

Selectman Coutu wanted to applaud our department heads and under the leadership of our Town Administrator and Finance Director for adhering to our request and for placing those items outside of the budget which we asked them to and to give us opportunity to have a separate deliberation and consideration of those items. I was very pleased with their presentation this year. They articulated and enunciated very well their positions and why. We couldn't grant them all. The cost of living obviously has gone up for all of us. Taxes are going to go up no matter what because on the school side things are a little different. I'm very pleased with the presentation and how this went. I think that the Budget Committee is going to look at our requests favorably because of the amount of work and deliberation that we put into it. We were very transparent. The numbers are there. I believe they're also available on line and they will be updated again this week with any revisions that we made.

The second thing Selectman Coutu wanted to address if I might Mr. Chairman is that again when I look at the Thumbs Up/Thumbs Down column I don't understand why when the editor and the publisher knows that the statements that are being presented as fact are not true but they publish them anyway blaming the Board of Selectmen for putting in gas stations all over Lowell Road and all of this crap, and that's what it is is crap, is not true. Nobody came to me and asked me to vote or any one of us to vote on putting additional gas stations in on Lowell Road. I would have voted no but those are Planning Board functions that goes through various boards and commissions before its finalized. There are a lot of hearings that are held. When you make irrational statements like that, it's because you have no idea how this government operates and to blame us for it.

Finally, Selectman Coutu said I brought with me a friend that's been very consoling to me. This is something that when I was at my worst several years ago Selectman Nichols brought to our home and asked me to promise her to keep it on my bed and if ever there came a time any time that I really felt depressed or down and out, that I would take it and I would cuddle it, and I would cry with it, and I've done that. That's the kind of person Patricia Nichols was. She was very thoughtful, very considerate. We called her the candy lady because she was quick to hand out her Werther's candy. I want to thank the Finance Director Kathy Carpentier for her thoughtful remembrance of that and giving us each a Werther's candy this evening. I'll be taking that on my private time. It means a lot to me and thank you very much Ms. Carpentier. That was very, very thoughtful. I'm sure that Pat is looking down on you and saying oh I find a replacement. You have big shoes to fill. I will say this, she was very kind. She was very considerate. She was also very generous to a fault sometimes. Pat was noted for coming to Benson Park on cleanup days and she would provide meals for everybody. She loved baking. She loved making desserts. She loved riding around looking for new places for her favorite ice creams and pastries. She was very thoughtful and very considerate. There are many occasions where life even now - not so much lately but - we've had contention. We were on opposite ends of the spectrum but never did we leave the Board and not remain friends. She would call the next day and check on Doris and see how she's doing, and would Doris like to go out for coffee, and things of that nature. I'm going to miss Pat. We loved Pat.

For those of you who don't know, Selectman Coutu stated Pat worked with my daughter-in-law's mother for many, many years at the former New England Telephone Workers Credit Union in Lowell. You've heard

hear say she worked in the basement in an office with no windows. It's basically what it was. It was a cubicle with solid walls and no window down in the basement of this building on Hall Street in Lowell. She worked there for years. She was loved by everybody at the bank. She did the same thing there that she did here. She was thoughtful. She was generous and she was kind to everybody she met. Pat I know you're up in heaven because God wants some of that soup and some of those pastries you make. Adding another little chef in the kitchen is not going to hurt him. We're going to miss her dearly. Doris and I loved Pat and my prayers are out to Don her husband and her children. As soon as we have any word of services, I'm sure we'll be made aware of it and we'll be there to represent this Board in force for former Selectman Pat Nichols. Thank you.

7. ADJOURNMENT

Chairman Luszey noted the Budget Committee will review the Town's budget on Thursday, November 16th at 7 p.m. in the Buxton conference room for all of those viewers that would like to tune in or stop in. I want to thank this committee personally for another fine budget since this will be my last one that I'll have the opportunity to prepare and all the department heads, KC, and Donna. Nice job.

Motion to adjourn at 8:41 p.m. by Selectman Coutu, seconded by Selectman Routsis, carried 4-0.

Recorded by HCTV and transcribed by Donna Graham, Recorder.

Thaddeus Luszey, Chairman

Roger E. Coutu, Selectman

Angela Routsis, Selectman

David S. Morin, Selectman