

HUDSON, NH BOARD OF SELECTMEN  
Minutes of the October 19, 2017 Budget Review Meeting

1. CALL TO ORDER - by Chairman Luszey the meeting of October 19, 2017 at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE - led by Selectman Morin.
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; Kathy Carpentier, Finance Director; George Theborge, Land Use Director; Elvis Dhima, Town Engineer; Charlie Matthews, Library Director; Robin Rodgers; David Shaw; Ken Dickinson

4. BUDGET PRESENTATIONS

Chairman Luszey recognized Finance Director Kathy Carpentier.

Kathy Carpentier stated on Tuesday night as I presented the tax rate, Selectman Coutu asked a question. If I could bring your attention to the handout on your desk that has the Hudson tax base on the top. You asked you much was residential versus how much was commercial in the increase in the \$400 million. In the right-hand column, you can see it's primarily residence. Resident buildings was up \$280 million out of the \$427 million. This was prepared by the Assistant Assessor.

The second follow up item I had was from the Fire Chief his memo. It is also on your desk as a handout tonight. It was pertaining to Selectman Morin's question on the call firefighters. As you recall, there was \$12,000 in the suppression budget under part time for call firefighters. It is Chief's recommendation that you are able to zero out that \$12,000 and this box on the bottom is telling you he would like to have 12 hours for the supervisor and 16 for the support person which is a total of \$29,681. If you were to zero out the \$12,000 on one side, you'd have the \$3,333 on this side. It's a \$3,330 increase. Selectman Coutu said but with the \$12,918 taken out, it would be a net of \$9,585 decrease in his budget. Ms. Carpentier said that was correct. Selectman Coutu asked if we should act on that now and clean it up. Kathy Carpentier said it is up to you. He did prepare the four motions on the second page of the memo. You could do it if you were satisfied with the answers.

Motion by Selectman Morin, seconded by Selectman McGrath, to reduce line item 5730-102 from \$12,000 to \$0, a decrease of \$12,000, carried 5-0.

Motion by Selectman Morin, seconded by Selectman McGrath, to reduce line item 5730-108 from \$40,660 to \$39,742, a decrease of \$918, carried 5-0.

Motion by Selectman Morin, seconded by Selectman McGrath, to increase line item 5750-102 from \$23,454 to \$26,551, an increase of \$3,097, carried 5-0.

Motion by Selectman Morin, seconded by Selectman McGrath, to increase line item 5750-108 from \$1,794 to \$2,030, an increase of \$236, carried 5-0.

Kathy Carpentier noted two more items. You have two sheets in front of you - Warrant Article Q and R. Q is proposed library increases and Warrant Article R is library capital reserve funds. I would assume we would talk about that after doing a library budget later on this evening. The fourth thing was we did hear from our health insurance company. There will be a 5.8 percent decrease in our insurance which is great news. It will take us a couple of days to run through all of the numbers. I'm hoping to see around \$100,000 savings for the numbers that you see in front of you. That's good news. I do want to take some credit because we've been working hard with our Wellness Committee and our Safety Committee. We're becoming better consumers so we as employees and staff are working to hopefully create that kind of negative change. That is it. Now I guess if you'd like Chairman Luszey, we could go into the budget.

Trustees of Trust Fund (5020)

Kathy Carpentier indicated we're starting in section 5000 the town officers on page 1 - Trustees of Trust Fund, department 5020. This is slightly under. The only change here was is they had a part time clerk who was a consultant and if you recall, I came in and asked if we could make her a part time person. You'll see that the change went from 252 up to the 102. It is down slightly. Any questions on that?

Cemetery Trustees (5025)

Kathy Carpentier directed the Board to the Cemetery Trustees on page 4. Absolutely no change here. It's \$1,260.

Supervisors of the Checklist (5042)

Kathy Carpentier indicated we're jumping up to page 15 because we already did the Town Clerk/Tax Collector and the Moderator. It's 5042 Supervisors of the Checklist on page 15. There's a slight change here just on printing and on office supplies but it is down like \$48. It's \$4,840 budget.

Treasurer (5050)

Kathy Carpentier noted page 18 is the elected town Treasurer. This is by warrant article her stipend and the payroll taxes. No change - \$8,074.

Sustainability Committee (5055)

Kathy Carpentier moved to page 21 - department 5055 the Sustainability Committee. Chairman Kipnes asked me to represent it. It is down. What we've done at this point is just take out - they used to buy and sell kitchen pails and recycling water containers with an offsetting revenue for that. That's the only change there so it is a decrease to this budget. It's a \$1,300 budget.

Budget Committee (5070)

Jumping up to page 28 because we already did the Benson Committee, Kathy Carpentier said department 5070 municipal Budget Committee. This one is slightly down \$125. It's an \$800 budget.

Ethics Committee (5080)

Page 30, Kathy Carpentier said is the Ethics Committee - 5080. There's \$100 in here. There is no spending patterns but it is an active committee so we do fund \$100 in this department. That brings us to the end of that section.

Selectman Routsis asked to verify - page 5 for Cemetery Trustees. You said we were staying at 1260. It's at 1210 just for the audience to know it's down. Ms. Carpentier noted I took \$50 away from mileage reimbursement because they do that. At this point of the night I turn it over to the Land Use Director to go over Planning, Zoning and Engineering.

Planning & Planning Board (5571-5572)

Chairman Luszey recognized Land Use Director George Theborge.

Good evening. George Theborge said it was good to be with you tonight. I've been on the job for a month and a half now and I just want to thank Steve and you the Select Board for providing John Cashell one day a week for the first month which was absolutely critical in my ability to make the transition in. This is my first budget cycle and I want to especially thank Steve for helping me with that process as well as I'm still getting my feet wet on all of the issues that I'm dealing with. As far as the Planning budget, there is basically a continuation of our services. There is a slight increase in our budget based on personnel costs and some

new items that were not covered in prior budgets - cell phone for myself as well as vehicle and there was no maintenance or gas that was budgeted before. Those items have resulted in a small increase. The Planning Board itself has seen a decrease of about 17 percent. I think that's primarily based on past trends of activity that's been going on with the Board. I think that budget is pretty much in line. I'd answer questions on those two items before going on to Zoning and Engineering.

Kathy Carpentier noted 5571 Planning starts on page 1. Then the Planning Board starts on page 5.

Selectman McGrath asked on line item 5571-217 Planning association dues and fees. That's gone up not substantially but by about \$1,200. Can you explain? George Theborge said yes part of that is the Nashua Regional Planning Commission has increased their dues. They base it on populations of the various communities and valuations. I understood they had sent us a communication that it had gone up slightly. Then also I have asked for covering my professional dues which basically maintain my certifications that are related to my work activities. I think those were the increases in the dues and publications. Ms. Carpentier noted you can see the detail of it on page 2 under 217 the different organizations George is referring to. Selectman McGrath asked do you know what the increase was for NRPC. Chairman Luszey indicated 4.2 percent. Selectman Routsis said it looks like \$153.

Selectman McGrath said the other two line items that I highlighted was he gasoline, line item 5571-304. That went from zero up to \$500 and then the next line item which is line item 325 - same budget, planning repairs and maintenance. That went from zero to \$1,000. Can you explain? Mr. Theborge stated the reason is that in the past the prior Town Planner apparently did not use a town vehicle and must have gotten mileage reimbursement. I'm going to use one of the pickups that was previously used by an intern and there had not been any money budgeted in prior budgets for either fuel or vehicle maintenance. I noticed and I'll discuss it in Zoning as well that if you're going to run vehicles especially old vehicles like we do, you need to really budget for some repairs. We've actually had repair bills on one of the vehicles that was not budgeted for. Selectman McGrath said that's on the line item planning repairs and maintenance. It's for vehicles. Mr. Theborge said yes. There's one vehicle for Planning, one vehicle for Zoning and then I believe Engineering also has a vehicle.

Kathy Carpentier indicated page 5 is where the Planning Board is. Before the Land Use Director speaks, I just want to make some clarification on the book. On page 7, Zoning starts but this is where it used to be. If you notice in the right most column the department head request is all zeroed out. If you went down 2 more pages, you'd see the new budget under Zoning. So you kind of have to flip back and forth if you're doing any sort of comparisons. Zoning is on page 7 but really starts on page 9.

George Theborge stated on Zoning as I understand it, that whole function has been transferred from the Fire Department Inspectional Services over to so that's why you see a whole new budget under Zoning under this new account.

Just to note on the Planning Board budget, Selectman McGrath said it's gone down by about \$2,000. Kathy Carpentier said to offset the increase in Planning. On Zoning, Mr. Theborge said there has been if you look at the two comparison budgets about a \$20,000 decrease and that's because mosquito spraying I guess used to be under health function and obviously that's not zoning. So that's been moved out. Steve Malizia spoke - inaudible. Selectman McGrath thought that was about \$20,000. Mr. Theborge said otherwise that budget is pretty much intact.

Selectman McGrath had a question about the Zoning budget. Under line item 5581-221 zoning equipment rental. That's gone to \$4,200. I don't believe that was in the other budget. Ms. Carpentier said it is on page 7 under 5747-221 equipment rental. However, it is the big machines for the big Mylar pages. That's level.

Selectman Routsis asked our Zoning Administrator is George. Selectman McGrath said no it's Bruce Buttrick. Ms. Carpentier said page 11 is the Zoning Administrator. His functions and him rolled up under the Fire Department until July 1<sup>st</sup> of this year - Fiscal '18 that we just started. To Selectman McGrath's point, repair and maintenance for the Zoning car used to be done by the Fire mechanics but that's why there was never a repair and maintenance to the Zoning Administrator's car but he always had a car. Selectman McGrath said it wasn't a lot of money. It's \$750.

Kathy Carpentier indicated we're going to jump to page 12 for the Zoning Board of Adjustment. Similar

thin on page 12 is what I referred to as the old department and page 14 is the new department so you kind of have to jump back and forth. It's a \$5,900 budget level funded but some items have moved around.

Selectman McGrath said under the ZBA the postage which is line item 238. That's at \$1,300 now and in the past it was zero. Why the jump? Ms. Carpentier said the Fire Department chose to take all their postage out of Fire Admin. so there was no designated zoning postage. Selectman McGrath said it wasn't really identified. Thank you. Ms. Carpentier thought it would be best to start putting it where it belongs.

Engineering (5585 & Warrant Article G)

Kathy Carpentier noted we're jumping to page 16 which is Engineering.

Chairman Luszey recognized Town Engineer Elvis Dhima.

Good evening everyone. Elvis Dhima said basically the Engineering Department has no increase. I'll take any questions that you might have. Kathy Carpentier commented from a financial standpoint, it is down \$20,000. His operating expenses are up by about \$10,000 due to the fact that he no longer has a part time person in there. He's now moved from the part time position to the professional services. So there is flip flop between operating and labor. Elvis Dhima also said we had two interns and we're carrying only one moving forward based on our past needs and future ones. We cut the positions from 2 to 1.

Chairman Luszey asked you're reducing the number of interns going forward to one. Mr. Dhima said yes. Ms. Carpentier said he slide down some money into engineering services. Selectman McGrath asked is that the engineering fees that you're talking about. That's the one that I have highlighted. Kathy Carpentier noted you can see 102 he zeroed out. 103 he cut and 225 he increased. Overall the budget is down \$20,000.

Chairman Luszey asked Elvis out of all the stuff that we had the interns doing going out and marking all the culverts, and the water mains, and this and that. Are we completely done now for the whole town? Mr. Dhima said yes. We are basically 95 percent done. I've gone out there, confirmed everything, and basically what is also happening is moving forward at least since I've been here is all the new infrastructure that gets installed in town gets provided to the Engineering Department through an electronic file. That gets dumped into our database directly while confirm it visually. What's happened in the past is they were going out there locating as it was being installed. There's no need for that because the contractor or the developer is doing that for us as part of the Planning Board approval. We've been tapping into that a lot and while we go out and confirm everything, we are utilizing that to minimize our field time. That's basically what you are seeing the reduction in internship from 221. We still need the interns to go out there and confirm things especially with this new MX4 coming in but they're not involved as much as they used to be.

Chairman Luszey asked what's driving the need to take what we were spending to basically bring in college students to get hands on experience in civil engineering field and move that to professional services to pay contractors to do what. Elvis Dhima indicated it's not that much. It's mostly the engineering services. Steve Malizia said inspections of properties where you get a (inaudible) on one side but you still have to spend the money. You have to gross appropriate it. Our former part time engineer retired and now we're using when need be when he can't get to the field, we're using contractors to go out and do inspection. Mr. Dhima agreed in case I can't be out there, in case I can't have Pennichuck do it. We still have to have eyes and ears. We're not cutting the internship and then taking that money and paying an engineering firm to do that. That's not what's happening. Basically we're taking the part time civil engineer we can't get anyone for 8 hours and moving some of that money to engineering services and then basically identifying.

Chairman Luszey said what's not balancing out in my mind is we had 2 intern positions and a part time engineer position. We took the part time engineer's salary and moved that to professional services which would now give you the money for what you're talking about is for the need to bring a professional engineer in to go off and do your inspections if needed. What I'm also hearing is you're saying you're adding additional monies to that line for that same type of work. Elvis Dhima said no overall it's a reduction. I think it was \$12,000 we were utilizing when we had the previous and I think I just moved it 10. Overall I'm saving money by doing that. I'm cutting the amount of money that I was using as the part time cutting entirely the intern. I'm just taking a portion of those 2 combined together and putting it for engineering services. I can't be everywhere out there. I'm not taking the entire amount that we were using for those two positions and

bringing - that's not the case.

Selectman Coutu asked on your budget on page 16 line item 5585-264 last year you asked for an increase of \$11,700 to \$18,000 for water quality monitoring and you're again asking again this year for the same amount \$18,000. How do you justify the increase? I know you gave us an explanation last year when you went to '18 and how do you justify - we don't have an actual expense this year to justify asking for an additional \$18,000 for next year. Elvis Dhima said prior to last year, we were spending about \$36,000 and we were using GZA at the time. Per Selectman Luszey at the time, we went out to bid. We got the lowest bidder for \$11,000 - \$12,000 I believe. Basically we ended up cutting from \$36,000 to \$18,000. The reason it's staying at \$18,000 versus \$11,000 or \$12,000 is because there's changes happening out there such as additional data needed by DES, additional testing done by DES. I actually got an e-mail two hours prior to this meeting about \$2,000 we have to spend now on additional testing in our landfills. What that \$18,000 covers if what's currently going on under the rules and regulations and what might be happening as we go because they kind of overlap. The two permits that we have for the landfills out there overlap every year. We're just covering ourselves basically. I don't want to come here asking for \$12,000 and then come back and ask Steve for another \$2,000 to \$5,000 because the State is telling us you need to test more now and you need another well. So that gives me a little bit of a buffer to basically put money aside for things that I can't foresee.

Selectman McGrath asked you just indicated that you got an e-mail a couple of hours ago about additional testing. Is it for the wells or is it for the landfills to make sure that the water hasn't been contaminated. Elvis Dhima said it's for the landfills but sometimes we have to go into the monitoring wells. It's not the drinking wells. It's monitoring wells. Basically what that is is holes in the ground. We kind of know what's going on and they would take samples and see what's going on with the groundwater. This is completely separate than our drinking wells. I want to make sure of that. Selectman McGrath said I'm trying to understand that because someone came in a year or two ago wanting to put solar panels on the West Road Landfill. I was opposed to it then as I am now and it's because of the monitoring that we have to do to make sure that there isn't any contamination and that the membrane that's covering the landfill isn't disturbed in any way. Mr. Dhima said we're not doing that. We abandoned that idea a long time ago.

Ms. Carpentier indicated the Town Engineer has also submitted Warrant Article G which is the widening of Lowell Road from Wason Road to Sagamore Bridge Road. Elvis Dhima said basically we've been talking about traffic concerns out there on Lowell Road. We have identified a project that will provide some relief short term. That would be widening Lowell Road from Wason and Lowell to Sagamore Bridge. There's a project coming in that will be adjacent to this particular project. We'll be getting some right of way hopefully for free. I think that's the intent. Basically what we're looking at is \$1.5 million. We filed with the State. The State has received our applications. We're the only one so far. The way this is worded is basically we need to pay up front and then we ask for reimbursement after 80 percent. We have a project of \$1.5 million and our town portion when everything is said and done will be \$300,000. Basically I'm asking you and the voters if they want to get this done and we'll move forward.

Kathy Carpentier said we also identified the funding as about \$100,000 coming out of the corridor fund and \$200,000 from undesignated fund balance but that would be the pleasure of the Board.

#### Sewer Fund (5561, 5562, 5564)

With that we're jumping to the sewer section. Ms. Carpentier commented it is close to the back of your book. It has its own tab called "sewer utility". Steve Malizia said it's its own fund so it is self-sustaining. All the revenues from the sewer users pay for them. You'll see a separate warrant article as you have (inaudible) would be the revenues identified on the first page tie out to all the expenses (inaudible).

Kathy Carpentier said I'd also like to recognize David Shaw the Chairman of the Municipal Utility Committee.

Steve Malizia thought the major project they're doing this year is updating the Sagamore pump station. As you recall, the voters and this Board approved the Industrial Drive pump station given that they're approximately the same age, the same vintage. They need to be upgraded so that everything keeps flowing properly. So Industrial Drive is being done now and the Sagamore is being budgeted here which will start next year. I believe that's the major project in this budget.

Chairman Luszey asked if there were any questions or concerns. Seeing none, we'll move on.

#### Water Fund (5591-5594 & Warrant Article E)

Similar to the sewer, Steve Malizia said the water is a self-sustaining fund. Basically the revenues that are derived from the water users pay for the water. There is no tax impact for this and again there will be no rate increase here. The revenues cover the expenses. There are a couple of projects in this budget that we're looking to do mainly install I believe a surge value over at the Pelham/Windham line so that we have some ability to regulate what goes out of town. I believe we're going to put in a gas-fired generator over at the Dame/Ducharme pump station. We've done Weinstein this year. We're doing Windham Road so the last piece of our resource that needs a generator would be over at Dame/Ducharme. That's in here and I believe we have monies in here for the water tank on Gordon Street. That's a project that DES has been asking us to get moving on. We need to do something with that water tank. That is the major infrastructure of the town.

Selectman Coutu asked tell me again about the water tank. Mr. Malizia said we need to do something with the water tank. What we're contemplating in this budget is actually painting that tank inside and out. Then that will give us probably another 20 to 30 years of life on that tank. That seems to be sufficient for our storage capacity needs as we expand.

Chairman Luszey said in our workshops there was a lot of conversations about painting it versus replacing it. What caused you to change your position from building a new concrete tank somewhere to painting this? Elvis Dhima said I knew it was coming. When Steve and I had the discussion, I knew it was coming. Basically this is what's happening. I don't know if most of you are aware or not. There is a lot of MBTE money out there basically \$200 to \$300 million worth of lawsuit settlement between Enron and Exxon Mobile. Basically what they're trying to do is right now the State of New Hampshire has hundreds of millions of dollars available to basically get water to the contaminated communities. What's happening is there's six routes out there that are being studied right now. Hudson is involved in two of the out six. One out of those two involves utilizing the transmission line along 111 getting water to Windham and other communities. Basically Hudson will be pushing water from Pennichuck to other communities. We can't tax our pump at Windham too much so there will be basically a need for a tank. It just happens we have an easement for Barretts Hill tank. If they want to build it with State money great. If not, then there's no need. What I'm trying to get to is why spend our money to build a \$1.65 million tank at Gordon when we might be getting one for free. Basically we are switching strategies for now knowing this and basically going with a cheaper solution that can be fit within our current budget. That's why we went from spending \$1.65 million building a tank for spending basically half of that over 5 years and see what happens with this study. Governor Sununu is demanding pipe on the ground as soon as possible. We don't know which way they're going to go yet.

Chairman Luszey asked that addresses the water pressure that the Fire Chief had in that area. Mr. Dhima said we need with basically the generator going in at the end of the year. We will meet our fire requirements and domestic requirements out there. We meet those. We don't need basically to do anything else. What will happen is other communities need to connect to us and we don't have to because the Board of Selectmen has the final say as the water commissioners. It just happens that the State says we need to get water to Windham and 111 is the way to go. It will be brought up to the Board. If it's your pleasure, great and there will be certain demands by us the town if that happens. One of them will be to provide a tank either in Hudson or Windham to do that because we can't tax our brand new booster station we just put in so they might come and play. Again I don't have the answers yet but we keep an eye on the situation. We've tainted all the meetings. We have our ears to the ground and we're kind of waiting.

Selectman Coutu asked how long a project is it going to be to empty the Gordon Well, paint it, and then fill it, and have it up and running again. Elvis Dhima said it would be probably a couple of months. Selectman Coutu said we're going to make sure we get this done in the off season not during peak season. Good enough.

Kathy Carpentier noted there's one more item. Warrant Article E and I'd like to speak to that but it is pertaining to the Water Department. The town bought the water department in April of 1998. We had about 4,600 customers. We have about 6,400 now. I'm asking to move my part time Water Clerk to a full time position. It's been a long time since we had the part time person. Today for instance we had a water

main break on Lowell Road. The phone was ringing off the hook and my part time person leaves at 2:30. It makes it difficult to run the office with one person. The reason I'm looking to do this also is that I think that there's opportunities to look at fees, change policies, go after tenants versus homeowners, changing or policies to collect more monies, and we really could use the administrative staff to do that. That's what I'm requesting.

Selectman McGrath commented because I look at that report that Valerie puts out every month. For me, I think it's a useful tool. I can monitor what's going on. It's surprising to me sometimes the repeat offenders. I can understand the need for additional help. Ms. Carpentier appreciated that.

Chairman Luszey indicated they have it down to a science. Those repeats have it down to a science. Selectman McGrath agreed and I know that based on a discussion that I had with Valerie I think last month over some of the repeats on that list that she's doing a lot of work and I understand there's a committee formed to address trying to make changes to that process.

Kathy Carpentier said the biggest part is the tenants. Unfortunately they're skipping town on us before the policy comes into place where we can shut them off and they're gone and leaving balances. We have to start looking at changing our policies and trying to buckle down on them because they're playing the system also.

#### Conservation Commission (5586)

Kathy Carpentier indicated the next section is Conservation. Chairman Ken Dickinson is here with us this evening. There is the last white section in the back of your book department 5586. This is its own fund also but it is raised by tax dollars.

Ken Dickinson said I'm not sure if everyone had a chance to see the 13<sup>th</sup> hour submission or not. Basically this is background information that was provided. Most of the documents came in in the late September early October time frame for all the parties. I did my best to pull that together so that we could discuss it at our meeting on Monday.

Just for clarification, Selectman McGrath asked are you suggesting by this memo that you want to change the line items that we're looking at. Mr. Dickinson said basically there are two line items that are suggested to change. One is the other professional services line item. Right now I believe we have \$34,100. We're proposing to go up to \$35,600. The only reason why we're suggesting that is because 1) the capital reserve fund from what I understand basically vanishes through that money that was used the \$12,313 is now temporarily gone for next year. The estimated budget for the pond treatment and DASH services is \$28,840 is the suggested budget. The Lake Host Program - local town match is suggested to be \$4,862 and the volunteer lake assessment program or the VLAP water testing would be \$1,900. Put those together and you end up with \$35,602.

Chairman Luszey asked what are you paying. You have \$33,100 budgeted for this year. You're saying these are increases to that line item? Ken Dickinson said yes. We simply added up the amount that was suggested by the three different programs to arrive at the \$35,600.

Selectman Coutu stated he's asking us to increase line item 252 by \$1,500 to \$35,600. Mr. Dickinson said that's only suggested so that if you wanted to pursue the program 100 percent as you have been, we'd have enough money to cover it under that line item. This is for both Ottarnic and Robinson Ponds. Keep in mind this year I probably should note that there was a significant reduction in work and there was a couple of reasons for that. A lot of it had to do with weather. There was very little growth in the early season. The work that they were going to do at Ottarnic with the DASH unit was not done. It was delayed. They thought they weren't going to do any treatments this year however towards the end of the summer when the temperature spiked, there was big outbreak of Fanwort at Robinson Pond. So they did a limited treatment and expended roughly \$13,000 on that. Then they had 5 DASH days at Robinson only to supplement that. That's a couple thousand dollars. So we're less than \$15,000 for the whole season which is a significant reduction. I think it's gone over \$40,000 in previous years in total. No work at all was done at Ottarnic because the late season spike made it very difficult to complete the DASH services. Amy Smagula the Limnologist at NHDES made a quick decision not to do any treatment and just really focus the effort on Ottarnic next year. So she's on the second to last page of your packet. There's a summary of what they've

proposed to do. I believe it involves a total of 15 DASH days.

Selectman Coutu asked is their portion of the funding going to remain the same. Ken Dickinson said they anticipate that the local match will be somewhere in the realm of 30 to 40 percent. This year it was 30. Each year it varies. Technically speaking, the unused part of money goes away but the savings from this year is actually somehow indirectly taken into account for next year. So there's a good chance that we'll get the same match. Selectman Coutu stated it's 30 percent now. It could conceivably go to 40. They're going to factor in is the savings. They didn't just saved here, they saved it several municipalities because this happened throughout the State. Mr. Dickinson said hopefully. I didn't ask about the municipalities.

Selectman Coutu stated in light of his savings this year, I will make a motion.

*Motion by Selectman Coutu, seconded by Selectman Morin, to increase line item 5586-252 Other Professional Services from \$34,100 to \$35,600, an increase of \$1,500.*

Chairman Luszey had a follow up question. If you go to it looks like page 1 I'm wondering if it's enough. Half way down, they talk about increasing the cost of the sample testing. If you were to project out a normal year is that enough? What I'm hearing is you're projecting out because we had a slow year this year it's kind of balancing out for next year. If we have a normal year and they do all the testing that they're supposed to do the six times or whatever, is that the right amount or do you fall short? Ken Dickinson said that particular program I think it's covered because if I recall it was \$1,600 for the VLAP testing this year and they proposed a \$300 increase to cover the increase and sampling fees. That's a small part of the program. Chairman Luszey said if it's more than one year and they do all the tests they do - 9 stations 5 times a year. They say they do 9 stations 5 times a year and they up the sampling rate from \$20 to \$30 for the phosphorus and e-coli, it was up \$10 per sample rate. If they upped those sample rates, you're accounting for that increase in cost with this adjustment based on a normal rate of 9 times a year, etc. Ken Dickinson noted on the next page what I went with on the top paragraph the total is \$1,900.

*Vote: Motion carried 5-0.*

For the last couple of months, Ken Dickinson said we talked as a group to try to purchase a couple of power tools to make the trail maintenance work more efficient. Currently the Commission doesn't have any of their own power tools. We all have hand tools. Sometimes we bring in our own personal chain saw even. We discussed it. It started off with the discussion of purchasing a power trimmer. I do have a copy of that. We looked at a couple of different models and they generally range in cost from \$200 to \$500 for something that's probably worthy of being out there on a regular basis. We expect to be doing heavy work. There was actually a discussion to go with the commercial model. In addition to that, the Commission felt a need to pick up a couple of extra non-power tools such as a wheelbarrow and some other miscellaneous hand tools like shovels and locks. A sheet has been created and is in your packet which was done by hand to give you a general overview of what we might purchase with that money. There's no chainsaw on there because we thought there may be an issue with purchasing a chainsaw.

Chairman Luszey asked where to you store this stuff. Mr. Dickinson said currently for the last 15 years at least that I can recall the items are stored at the Chairman's house. Each time the Chairman resigns like with Mr. Battis resigned, it went from his garage basically to my garage. I bring those items out each time we have a trail work day which is approximately once every other month for a four hour period.

Selectman Coutu told Ken I have to tell you that we're certainly very appreciative of the trail maintenance at the State forest and at Musquash Pond. You guys have done over the past several years an outstanding job. A lot of citizens have complimented us as a town for the maintenance of those trails. I know first hand that you and several members of the Commission have gone out there on Saturdays or whenever you get out there together 2 or 3 times during the summer period and you've done extensive work in maintaining these trails. Musquash has improved significantly year, after year, after year. I have no reservation to make the following motion on you and the Commission's behalf.

*Motion by Selectman Coutu, seconded by Selectman McGrath, to increase line item 5586-202 Small Equipment Maintenance from \$150 to \$1,250, an increase of \$1,400.*

Selectman Coutu thought I pretty much said I was concerned about the storage of the equipment. You



asked that question. I know that Mr. Battis used to maintain the equipment. Typically the Chairman and now it's you Ken not only stores it, somewhat maintains it to make sure that the fuel is in there so its labor intensive to store it because you have to maintain it. You have to clean it after it's returned. Hopefully the guys on the Commission that are using the equipment are helping you with that. I just think it's not something that he or the Commission have earned. It's something that he and the Commission apparently enjoy doing and these tools are going to facilitate the process for them and reduce their out of pocket costs. They're volunteers. They shouldn't have to be spending money to maintain property which belongs to us. We charged them with that responsibility many years ago under Mr. Battis's direction. They took it very seriously and now that Mr. Dickinson is Chairman they've continued and it was ratified but I think they've increased the physical labor involved in the maintenance of these trails. I think that to add \$1,100 to that line item is not going to break the bank but it's going to continue to keep our trails in a safe condition and in a manner which our citizens have come to expect. Thank you.

Selectman McGrath agreed with everything that Selectman Coutu just said but I have question. You indicated in your presentation that you're using personal chainsaws to assist in the clearing that you're doing. Is that something that we should be providing so that we can be assured that they've got adequate equipment and no one is going to get hurt? The repair of those - I've never used one. I'll never use one but I also understand if they're not maintained properly that they can cause severe injury. I don't know what they cost but I think that that's a discussion that we should have before we vote on this additional money.

Selectman Morin stated I sat in the deliberation for these tools and I can tell you the Committee was very concerned to stay at the level funding. There was a lot of discussion on that. They went through their budget with a fine tooth comb, changed a lot of things, had a lot of debate. They actually initially we're going to try to get the cheapest power tool they could get. After discussion, they decided to go with something that's going to last for a while and do what they need. In reference to the chainsaw, I fully agree with you. Talking about safety, there's just other things that we should be doing because the Highway does it. The Fire Department does it. If we're going to do that, we should buy the appropriate safety gear - helmet, chaps, and things of that nature because they're out in the woods doing that and it could be a long time before we get out there. I would support a chainsaw too but I would like to see all the safety equipment go with it.

Selectman McGrath agreed. I think that the last thing that we'd want as a community would be to have our volunteers that are going out doing this work that I wouldn't do. I couldn't do nor would I really want to. We're grateful that we have people that are willing to do that and they should be safe in that endeavor. I'd like to suggest that we hold off on changing that line item until we can get the information concerning the safety equipment and what an adequate chainsaw - would one chainsaw be more than adequate - and that we revisit this the next time we're here.

Selectman Coutu withdrew his motion. I would ask the Finance Director to give us...Steve Malizia said we'll talk to Kevin and see what it costs for a full setup. Selectman Coutu was going to suggest that. We need to be reminded about that line item and I think that Kevin Burns is the best resource for all of the safety and I think most of the chainsaws we buy are Stihls but that's between him and his vendors whatever he buys. He buys the best equipment. Why don't we look into the cost of that and we'll come in with a final figure. You have the \$1,100 here plus whatever it's going to cost for the chainsaw or saws and the safety. Can you research that for us?

Chairman Luszey said the only thing I would add is the Benson volunteers have equipment that they store I think underneath the elephant barn. Could we store this stuff there in a shared town-owned environment and have like a sign out sheet so that when it goes out because there is some liability stuff that we need to be cognizant of. I think we should look at that also. Even if we have to add a small building to put on Kevin's site to store this stuff that you have access to. I don't think it's right that town equipment be stored on private property. That's kind of a no no in terms of accounting.

Selectman Morin indicated there was plenty of room in the storage at Benson's. I think that would be easier to get at. It's locked. Kathy Carpentier asked who has custody. Selectman Morin said the Benson Committee but that can be arranged so that we can get in. Ms. Carpentier said so I'm not looking into storage of equipment. Chairman Luszey said it sounds like we don't need any additional storage capability. We got it other than another key.

Selectman McGrath asked is that something that you find acceptable. Ken Dickson said yes. Not seeing what that looks like, it's kind of hard to say really. Selectman Coutu asked would you rather it be stored on town property or your property. Mr. Dickinson said I'd rather have it be stored on town property because it takes space. It avoids that question. Selectman Morin said where it's stored at Benson's, it's a basement. It's good size and there's plenty of room.

Kathy Carpentier noted the next time the Board meets is next Thursday night so Steve and I will work with Kevin to get the information and bring it back on your behalf and send you and e-mail. Is that okay? So you don't have to come back again another night unless you need to. Mr. Dickinson said I appreciate your consideration.

Library (5060 & Warrant Articles Q & R)

Chairman Luszey recognized Chairman of Library Trustee Robin Rodgers.

Kathy Carpentier noted this is 5060 in the back of the book. As I recall, they have Warrant Articles Q and R that was handed out tonight for your consideration.

Good evening and thank you for having us this evening. Robin Rodgers said we have recently sent you a uses report. I don't know if you got that and had a chance to look it over. It basically tells you everything that goes on at the library. Selectman Morin had asked us to send that over. I hope that you all got that. Ms. Carpentier explained it's the first 9 pages in your budget book. It's the memo and how many times patrons go to the library and that type of stuff. It was part of your book. I just didn't know if they know what usage report was.

Ms. Rodgers stated as you know, Arlene Creeden retired from the Board and I wanted to thank you for recognizing her the other night. That was very nice of you. I want also to introduce you to Kara Roy who is our new Treasurer. If our budget looks a little different, it's because it got all ripped apart, thrown on the floor, and picked back up. Please be patient with us and we probably need some guidance in some way but I will let Kara talk to the budget. Charlie Matthews our Director is here to back her up.

Chairman Luszey said just before you get there on the usage on page 1 you talk about 90,799 library visitors. That's not unique visitors. That's just a click of someone going in and out. Kara Roy indicated there's a counter when you go through the door. Chairman Luszey said if you were to normalize that what is it really? Take out the employees and what is really? How many unique people through? Charlie Matthews said we couldn't tell you. We have a dozen or so staff members that come into the building on a daily basis. We have children that come in in their mom's arms. We have kids that come in two abreast. I don't have a lot of faith in the people counter believe it or not. It's not...Chairman Luszey said this number would suggest that every citizen in the town of Hudson visits the library three times a year. Mr. Matthews said that's not true. Chairman Luszey thought it would be interesting to know what the true normalized data is so that we get a true cost per patron. Among the staff, Charlie Matthews said we've talked about perhaps buying a better people counter that will do a three dimensional look at the people coming in and out of the building just to get a better idea. Again we've never discussed factoring out staff because staff does go back and forth.

Before we got the people counter, Robin Rodgers stated someone physically sat there for 3 days and counted the people that came in and out of the library. That number is better than what we had before. Chairman Luszey said it tells you how many people come in and out. Robin Rodgers said if you figure about 10 percent for staff.

Kara Roy indicated we've moved some money around to hopefully reflect how we actually spend the money. They're actually aren't initially a lot of large increases except for two that I'll discuss right now and then we'll go on to something else. One is the property and liability insurance that we're picking up from the town - our portion of that that was never included in our budget.

Kathy Carpentier interrupted saying our insurance company for years I've been asking them to give me a way of calculating the insurance bill - the property and liability bill by fund. So I'm not just picking on the library. I also did it to the water and sewer. We took their assets and threw it into the calculation sheet. The Town Administrator and I thought it would be best if we did charge out the water, sewer and the library.

So they do have \$11,200 charged to them for the first time. It's not an increase in our insurance bill. It's just proportioned to the library.

Kara Roy noted the second thing I want to point out and I think it was a timing thing. When we got the budget worksheets, there was a full time person missing off of that. Somebody had left our employ and they were dropped off. We hired somebody to replace them that was not added on. That kind of accounts for the increase in the paying of the salary and benefits piece of it. However speaking of paying allowances, we have been working on an issue that we have discussed amongst the Board of Trustees now since I've been on the board last October. That's normalizing or making our staff salaries competitive with like communities in our area. We want to do that over a period of time. It would be probably economically feasible to do it all at once. There was a little confusion about how we did that because we initially thought it was a warrant article. Apparently when it's not a union you can't do a multi-year binding warrant article. I'll refer to Kathy and make sure that I have that correct.

Kathy Carpentier said that's correct. Today I reached out to the town lawyer to ask him if a multi-year for non-represented non-union people was a valid warrant article. They said it's really not invalid but it's not binding and they suggested that they just ask for a one year or they just roll it in the budget. It's up to the Trustees how they want to handle that tonight. We compared our current salaries with those of Derry, Pelham, Londonderry, Bedford...Selectman Coutu asked are we talking about the budget or are we talking about a warrant article. We jumped from one to another. Ms. Roy said we're talking about the budget right now. I'm going to ask for somebody to put a motion forward. Selectman Coutu asked what line item are we talking about in the budget. Selectman McGrath indicated salaries.

Ms. Carpentier indicated the library originally gave me a warrant article after we got a legal opinion today. I believe what Kara is trying to do at this point is ask the Board to add money to the budget and then remove the warrant article. Ms. Roy agreed. We compared our salaries with the employees of Derry, Pelham, Londonderry, Bedford, Milford, Merrimack, and Windham. We were second to last I believe. Charlie Matthews said we were depending on what positions you were looking at. We were last in some cases even to Pelham. Ms. Roy said we have some outstanding employees that really work hard to provide an invaluable...Chairman Luszey said it's no different than many other positions within the town and the School District.

Robin Rodgers explained we have lost 2 key employees over simply money the past year.

Chairman Luszey noted we've lost a number of school teachers because of that.

Kara Roy thought that we should want to attract the best and the brightest. With that being said, we'd like to normalize the salaries so they're more in line with like communities in the area. I guess what we're going to ask is that the budget be increased in three line items under the salary and benefits. Its 101 increased to \$395,022 which is an increase of \$13,425.

Selectman Coutu asked what is your department head request on line 101. Selectman Routsis indicated to increase it by \$13,425.

Kara Roy said 108 which is payroll taxes would be increased to \$48,385. That's an increase of \$1,027. Line item 112 which is pensions, increase to \$45,295. That's an increase of \$1,528. Selectman Coutu asked for the total amount of your requested increase. Ms. Carpentier said \$15,980 for 8 members of the full time staff. Ms. Roy agreed. There is one full time person there that wouldn't be included.

Selectman Morin asked where will this increase put you within all those other towns. Kara Roy said this one will actually raise this up maybe a couple of places. Chairman Luszey said in the middle based on the five towns. Robin Rodgers said we shot for the middle. Charlie Matthew said at the low end. Selectman Coutu asked do we have any data. Mr. Matthews said we do have data. I don't have copies but I can make copies. Selectman Coutu indicated I'd like to see the data so I can research it myself.

Chairman Luszey asked what does this breakdown in terms of percentage. Ms. Roy indicated it's about a 4 percent overall increase. Not everybody would get 4 percent. It depends on where they are and where they would need to go. Some people will get more than 4 percent. Some people will get less than 4 percent to make them in the middle. Ms. Rodgers said based on their position. Assistant Librarian should make X

and they're making Q. If we take money from that 4 percent and make this employee come up to where he should be in the middle necessarily employee 2 will have the same increase because maybe they're already up higher.

Chairman Luszey said got that. Given this Board's position that we historically don't do more than 2 - 2 ½ percent and we request the School Board to do the same, why wouldn't we request you to hold to that same policy and ask the voters to approve it? Robin Rodger said that was the reason we came up with the warrant article to begin with because it's a special increase. It's not a regular increase. We normally come in every other year and ask for a 2 percent increase which has been fine and the voters have approved. This is different. It's not a regular 2 percent like everybody else in the town gets. This is trying to raise them into a different step on the ladder if you will. What this is leading up to is a step program that run in the library and say if you're in position A you get paid this much money and this is step 1, step 2, step 3. We can't go there until we get everybody on the same playing field. This is an effort to make them all adjusted correctly so that we can implement this step program.

Selectman Morin said the step program is new. You're trying to fall in line with the other - I'm going to have to say - the contract that we have because those are step raises. Ms. Rodgers said we don't qualify for union and we don't have enough employees so they have nobody but us. Selectman Morin said our contracts have step raises over the year and that's what you're trying to do so you're on line with the rest of the town. Kara Roy indicated right now there's no standardization for raises, longevity. Chairman Luszey noted standardization is the warrant article and asking the voters to either approve or not approve. Ms. Rodgers said based on what the attorney said...Chairman Luszey said I know what the attorney said but because you're asking for 3 years and you can't do that but the standard - the union personnel have to go to the voters and say do you approve this. They get to say yes or no. If you're going to do a 4 percent increase, I think that should be stated in a warrant article and presented to the voters. Robin Rodgers agreed. That's where we came here this morning. We were coming in with a warrant article and then after conversations, we changed and flipped it around. We wholeheartedly wanted a warrant article. We want the voter to know what we're doing and say yes that we want to give them an increase.

Selectman Routsis asked is it just a matter of changing the warrant article so it's just for this year to reflect the \$15,980, and then the following year, and then the following year. Kathy Carpentier noted all of this happened today. Selectman Routsis stated that's what I'm saying so just still have a warrant article but only do it for this year's increase. Kara Roy said next year we would do another one from the town.

Selectman Morin asked how many years doing a one-year plan do you think it's going to take to bring everybody. It's going to be a total of three at 4 percent every year? Ms. Roy indicated yes. Robin Rodgers understood it's a huge request but in order to maintain and keep the staff that we have, we have to do something. Like I said, they don't have a union. They don't have anybody to stand up for them except us. So that's why we're asking for this.

Just for clarification, Selectman McGrath asked are you proposing that you're going to do a warrant article for the 4 percent increase for this budget or are you suggesting that we add it to the line items and just add it to the budget. Robin Rodgers said that's the question. Selectman McGrath indicated this is jumping all over the place.

Chairman Luszey said I would not vote on a motion to add a 4 percent increase to the line item because that's not the norm for us for years. Kara Roy agreed with that.

Selectman McGrath agreed with going with a warrant article. The voters ought to have a say. We have all negotiated contracts and haven't exceeded the 2 percent. I think that that's the right thing to do. Mr. Rodgers stated that's fine with us. Like you said, this all happened today. We were coming with a warrant but that doesn't work out. We have to change it. Does that sound good?

Chairman Luszey believed we have consensus of the Board to modify the warrant for one year.

Kathy Carpentier steered to page 10, 5060. Is there anything that the Board wants to discuss with the Trustees?

Selectman Coutu asked to have somebody to pull out for me the total costs of the building across the street visa vie what you receive in remuneration from the School Department. Do you have that identified separately what it's costing to keep the Hills open visa vie the income you generate? Robin Rodgers thought last year we decided that it was around \$10,000 and the School Department pays 65 percent. Selectman Coutu asked do you generate any other income. Ms. Rodgers said no. Selectman Coutu asked there's nobody leasing it for you. Ms. Rodgers said very rarely and it's just a \$50 fee to pay for the janitor. Other than that, Kara Roy indicated its town organizations, meetings. Selectman Coutu said the net cost in your budget is about \$3,500 in that range so we don't shutter it and keep it open. I'm good with that. Thank you. Kathy Carpentier noted and a piece of the insurance I now charge to you would be for the Hills House. Ms. Roy said that's included in that 112.

Selectman Coutu noticed your budget went up \$26,000 but you take off that 112, your budget is up \$15,315. I'm trying to find it. It looks like it's in salaries. Ms. Roy said right and it was that one person that dropped off. Selectman Coutu noted there's your salary part time also went up \$6,000. Your part time salaries went up \$6,000 and your full time salaries went up \$7,000. Kara Roy indicated the \$7,000 was to account for overtime. Selectman Coutu asked you don't have a separate line item for overtime. Kathy Carpentier said they do but you can see the three year actuals: \$6,000, \$5,000, \$7,000. I believe it was the Budget Committee last year who zeroed it out on you. What you're looking at is budget of '18 has zero but they still are doing overtime. Kara Roy said the part time was a 2 percent increase for the part time folks.

Selectman Coutu asked I know that you receive due to the generosity of our community you have the Friends of the Library who raise funds for you through book sales and they gift you money for special needs. Isn't there someone else that gives you money? Robin Rodgers noted we have the Zelonis fund but that's specific. It can't be spent on anything...Selectman Coutu said the other thing is all of the monies that you receive I never see it in the income line. It's hard to go through your budget. The monies that you receive for fines, fees, and whatever you charge for its services that are rendered in there - copying and all that. Do you have a specific line item within the budget that I can identify with that? Kara Roy said I'll admit I was a little confused so you'll have to excuse my learning curve on this. I did not provide that information. I did but not in the correct place for Kathy. Last year our fines, income generating equipment, and other revenue was \$10,800. That was our actual. To speak to the Friends of the Library, my experience is they give gifts in kind so they will purchase a projector or something for us. They don't necessarily give us cash. Ms. Rodgers indicated they pay for movie passes and things like that. Summer reading program prizes and things like that or if the children's room needs a specific thing, the Friends will buy that. It's not something that is in our budget. We have no control over their money at all.

Selectman Coutu noted through the generosity of the community you do receive extras that allow you to purchase things for the kids. Kara Roy said we do hold a donation account so for instance we have for I don't know how many years DCU has given us money now. Robin Rodgers indicated they give us money that we use for programs. We have concerts the past two years they've sponsored a concert once a month. Ms. Roy noted that doesn't come into the town money. That's a separate Trustee account that we hold. Selectman Coutu said it's like a revolving fund for them. I'm good with that. I found the fines in other revenue - \$12,000 on page 18 of your budget 327 is the line item.

Chairman Luszey said the revenue is offsetting expenses \$30,000. Kara Roy noted that was last year. I'm just going to be up front with you. I have no idea where that number came from. Our actual 2017 fines income generating equipment and other revenue which includes out of town patrons, they pay a fee to have a library card at Rodgers what's \$10,800. That \$30,000 was provided last year for FY18 but I'm not sure where that number came from.

Kathy Carpentier stated there's been a little bit of learning curve and a training curve with Kara, Terry and myself. Last year I was told to budget a revenue of \$30,960 and that's what I did. So I withheld \$30,000 from them. They didn't in return collect that much money so they ended up coming up short at the end of the year. Now if you look just at the bottom of her page here right before it says summary, the 2007 fines, income generating equipment, and other revenues is \$10,800. That \$30,960 is an inflated number and it's really only \$10,800 that should offset what the taxpayers raised for them. I need to put that into the revenue now that we've met today and cleared that up. That number is not there. Last year it was 30. This year it should be \$10,800.

Chairman Luszey asked including that \$10,800 is the \$6,500 from the SAU. Kara Roy said no. That's separate. Robin Rodgers noted that pays for utilities and such goes right through there. Ms. Roy said that's a reimbursement so we pay out...Chairman Luszey indicated that's a revenue. Ms. Rodgers said we pay the bill and then they give us the money. Ms. Carpentier said it's a revenue. Selectman Coutu said that's how we're accounting for it. It's a revenue. Ms. Roy said we can certainly adjust that number if we need to include that. Kathy Carpentier said it is because year's past, the library was not gross appropriating. So they would just say my bill was \$5,000 when it should have been \$10,000. So now we're working through that. I guess there wasn't a good financial plan when it was handed over. Tribal knowledge was what they were working on so now it's kind of hard to piece it together. Robin Rodgers said the budget was in Arleen's head and that's where it stayed. Try to get it out, go ahead. Ms. Carpentier said we are working together and we're struggling a little bit but we're working together.

Chairman Luszey had one question that's actually probably unique to me. It's my understanding you have a 3-D printer now. The filament is quite expensive. Where do I find that? Charlie Matthews said it's not that expensive. We have the cornstarch filament. It's not that expensive at all. Chairman Luszey asked where do you account for your filament usage. Mr. Matthews said I know when we go the 3-D printer which was last winter when we got it, the Friends paid for that and they also bought I think about 20 to 25 spools of filament. So we had quite a bit of stockpile. I couldn't tell you but I think it's like \$25 or \$35 a roll. It's not that expensive. Robin Rodgers said if you called the library and talked to Linda, Linda Pillar would tell you. Chairman Luszey said I go over to the labs in Nashua and it's a little more than that. Mr. Matthews asked do they use the same kind of filament. Chairman Luszey said it depends. I guess you can get some real cheap stuff I don't know. Mr. Matthews said TLA is what we use. It's non-toxic. No fumes because we're in a library. Chairman Luszey stated I was looking through and I don't see anything. Ms. Rodgers said we haven't bought any that's why. The initial purchase hasn't been renewed yet. Chairman Luszey asked do you charge for the use of that. Ms. Rodgers said the charge you pay for the filament. It's the same as making a copy. You pay for the copy machine. You pay for the copy of the 3-D print. Charlie Matthews indicated some people are using it. We had a gentleman who came in today to pick up his prints. He had printed some game pieces. We had a gentleman that printed a piece for a keyboard that he was trying to retrofit an old keyboard he was trying to retrofit to a computer. We have an adult 3-D printing program coming up in the next couple of weeks. It's on our October calendar toward the end of the month. So any adult that wants to learn about 3-D printing, you just need to bring a laptop and we provide the filament and there's no charge. Just to kind of introduce people to the technology.

Robin Rodgers stated so we'll come back with the warrant article and change that around and work with Kathy about it. Kathy Carpentier said if you're just changing it around, I don't...Chairman Luszey didn't think they needed to come back. They're just changing the word to a one-year. Selectman Coutu said as long as it's approved by our attorney, we're fine with it.

Kathy Carpentier stated Warrant Article Q is what we're referring to and we'll just move it around so it's not just so choppy but because it's one year. It's for the \$15,980 that Kara mentioned. Warrant Article R I don't believe they spoke about yet.

Robin Rodgers indicated Warrant Article R is to - last year we established a fund. We put \$1 in it for future improvements and substantial repairs. Last year we found that we needed two trees cut down real quick and \$1,500 just had to come from somewhere. One of the generators on the roof broke. So another \$1,500 and those kinds of things keep happening. The building is 9 years old now which isn't old but things are starting to break. We wanted to establish this fund that could fix those things without having to come here and ask for special money. Now what we want to do is fund this fund. \$30,000 is the number we came up with but it doesn't have to be that number.

Kathy Carpentier explained the warrant article was established last March with \$1 and it's for the purpose of improving, renovating the building, exterior signage, grounds, driveway, parking areas and replacing or repairing capital equipment at the George H. and Ella M. Rodgers Memorial Library. Chairman Luszey asked does your intent to submit this warrant article every year for this value. Kara Roy believed if I understand that whole law right that would be what we would have to do. Chairman Luszey said that is what you would have to do but my question is is that your intent. Ms. Roy said yes that would be the intent. Chairman Luszey said you believe you need to put away \$30,000 a year starting next year for capital improvements on a ten year old building versus say \$10,000. Ms. Rodgers stated like I said, \$30,000 is just a number that we came up with. It's not the number. It could be \$20,000. It could be 10. It could be

whatever. To come up with a number, we talked with Kathy and that's the number we came up with. Kathy Carpentier said just to get started. Maybe next year they come back and do 10.

BOS/Town Buildings (5110, 5120, 5125, 5135 & Warrant Articles M & N)

Chairman Luszey recognized Town Administrator Steve Malizia.

Section 5110 which is where your current Selectmen's budget, this building. Also NHMA dues, Chambers of Commerce dues.

Selectman Coutu stated I was looking at other Board of Selectmen in other towns in comparable size. They make a lot more money than we do. I think we should just raise it. Steve Malizia thought you probably have to do a warrant article if you'd like to.

Selectman McGrath thought you're going to be alone in making that recommendation. Obviously you haven't been listening to former Selectman Maddox. It's \$8.86 a day.

Selectman Coutu noted our admin. total went up \$13,000. Steve Malizia said raises, salaries, benefits. Selectman Coutu said now without getting into specifics I'm going to try to ask this in such a way that we don't get into specifics. We had said that there was one position that we would like to discuss this budget season. Are we going to do that later in nonpublic because it involves a person or is it outlined in this budget - already in this budget. Steve Malizia believed the Board made a motion and gave more compensation to an individual in this budget that's already in this year.

Chairman Luszey said because we need to use names, we should have this discussion in nonpublic because I know what you're saying but I also...Selectman Coutu said I want to see that it's there. I looked at it the other day and I can't tell if there is a difference. Chairman Luszey stated I also know part of that conversation if I recall because of the way the wording of the warrant article and the way we place stuff within last year's budget kind of took me back because I didn't believe we should have distributed the pot of money the way it was. We said we would address that in this year's budget also. If we were going to do raises, it would be...Selectman Coutu thought we were doing 2 percent this year period with the exception of one potential adjustment. Chairman Luszey noted that's where the conversation broke down it was across the board and I know myself said it shouldn't be across the board because not everybody is performing at the same level. We should be able to distribute and that was where the conversation broke down.

Selectman Routsis thought the reason we distributed it evenly as opposed to doing it how you did is because there weren't evaluations for us to base it off of which is what we were going to do moving forward.

Selectman Morin said that was exactly why we did it that way.

As you can see, Chairman Luszey said we are sitting here talking about an 18 month event and you need to make those decisions now without all of that.

To take care of that, Selectman Morin said we've already got training lined up. The Town Administrator has already got forms so we've met what we told we were going to put forward. As long as that continues and it works, I'm good with going with what need to do. That's the only reason why did that was until that program came on line and it is. We're moving forward and then we're just about there the way I understand it.

Chairman Luszey indicated I'm not there. I believe this Board should have a pot of money to be able to distribute to employees that earned it. Selectman Coutu said you want to go to a merit basis. Chairman Luszey said yes versus a peanut butter basis. Selectman Coutu said I hear you. It gets spread thin. It gets spread thick. I understand.

Selectman Morin didn't think there was any argument about that. I think it was just to get the reviews on line so we had something to base those raises off.

Chairman Luszey said if there's no argument against that, then this budget here should reflect a 2 percent increase in the gross salary number.

Selectman Morin asked did we get reviews in June as they were supposed to be done. I believe the Town Administrator was working on those. If those are complete, we can review those and move forward. Chairman Luszey said this is already done. Selectman Morin said it's not because we haven't approved anything yet at this point correct. Chairman Luszey said it will be done before you get the reviews. Selectman Morin understood they were done. Am I right? You did reviews this year? Steve Malizia said I did some reviews this year. I didn't finish all of them.

Selectman Coutu said to remember the timeline here. It was after the contract that we put this condition in.

Selectman Morin said it's a policy. There's a difference between a contract and our town policy. That's irrelevant you know what I mean. Selectman Coutu said we had it forced to be enacted as part of the review process ourselves. Selectman Morin stated it's still a policy versus a contract.

Chairman Luszey wasn't sure where we are with this.

Selectman Coutu said we're just talking about one line item adjustment. I'm not interested in the rest of the field. I asked whether or not there's a 2 percent increase across the board reflected in this budget for non-union personnel. Kathy Carpentier said yes. Selectman Coutu asked was there an adjustment made for the one individual of which I speak. Is it reflected in this budget? Ms. Carpentier didn't personally know who you're speaking of but if it is the individual that you recognized last year effective July 1s, yes it is in there. Selectman Coutu asked it was already adjusted last July. Steve Malizia said this Board voted three months ago to make an adjustment. That adjustment was made and that adjustment is in here and now there's a 2 percent on top of that. Ms. Carpentier said right before July 1<sup>st</sup> raises were taken into effect. This Board met and I wasn't part of it and the one person was changed in addition to the 2 percent on July 1<sup>st</sup>. That is reflective in here. It's not an additional, it was already taken care of the July we just past which is Fiscal '18. I think you're good. Selectman Coutu said I'm good if we're talking about the same person - Santa Claus? Ms. Carpentier said Mrs. Claus.

Selectman Morin asked did you just say there was a 3 percent for non-union. Kathy Carpentier said if I did I was wrong. It is 2 percent across the board. Mr. Malizia said it ties out to all the labor contracts. That's why it probably looks higher from a dollar figure because you're seeing the reflective number from last year to this year.

#### 5120 Town Hall Operations, page 5

Steve Malizia noted it's down slightly. Up because of the labor but the actual operating part is down slightly. That's a collective bargaining agreement that covers that.

Selectman Coutu wanted to ask a question because I didn't notice this in the past. On the vacation coverage for the custodian, do we have use custodians that we have...Steve Malizia said typically other staff will step up and do it so they get at time and half but we don't go outside. Typically other staff is cross trained just to keep the basics done - the restrooms, the hallways, the paper, and all of that. Typically a week coverage for a week.

Selectman Coutu asked the custodians salary is reflected in two sections, right? Mr. Malizia said it's actually in 3. There's a very small piece in fire administration and the other two pieces are in here and in the Community Center.

#### Hudson Community Center, page 8

Selectman Coutu asked is this where there should be a change or is there a warrant article on the floor. Steve Malizia indicated that's an out of the budget request so it's up to this Board how you'd like to do it. At the very back of this section, I believe you have a sheet in there that contemplates putting a new floor in.



Selectman Routsis asked about other interior repairs. Mr. Malizia indicated those will be done through the regular operations. Basically the walls. The bathrooms are done. We did those this year. Basically the upper part of the walls need to be done. We'll do that this year. The roof was done a couple of years ago. It was painted last year. The new sign is up if you haven't seen it. It looks decent. Got the stars.

Steve Malizia noted this floor if you look at it, it's basically close to be a rubberized type of floor. So what you would have is the tiles that are there now would come out, it will get cleaned and prepped, and then there's some sort of and I'm not sure of the whole process but it's basically a rubberized type of floor that gets poured, and then that gets maintained every few years. You come in and clean it off. Basically it's like more of a gym-type of floor or heavy duty for that purpose.

Selectman Coutu asked does it have to be stripped and sealed periodically. Mr. Malizia said periodically it has to be sealed. I believe they talk about sealing it periodically. It's approximately \$67,000 so I put a couple of extra dollars just in case something goes wrong. It's not in color but you can at least take a look at these. I'll use the term "gym floor". That's probably the best way I can describe it. It's for your continuous surface. There wouldn't be any seams. You pour it and you level it all out. For lack of a better word, it's like an elasticized. It goes down and it's pretty durable.

Selectman Morin asked about the life expectancy. Steve Malizia stated the life expectancy on this thing I think they give us with maintenance I think it is pretty durable for I think somewhere between 15 and 20 years. I'm not sure where I saw it. Again outside the budget. I didn't put it in the budget. I didn't put a warrant article. What's the Board's pleasure? I think basically it would cover - don't assume we'd stick it in the kitchen. We wouldn't need to put it in the restrooms because those have tile. We wouldn't need it in the garage. Basically it would be the surface that you see when you look in.

Selectman Coutu noted this doesn't do it any justice because it's not in color. I have seen these rubber floors and they are absolutely gorgeous. The thing is is that at the Community Center right now that floor is a hazard. Mr. Malizia said it has tiles so tiles are subject to moving.

Selectman Routsis asked when we do the interior wall painting are we replacing any of the fixtures that are dented, damaged, or broken. Mr. Malizia thought we're just going to take them down and put LED lighting along that strip there. Those get beat up when kids throw basketballs. I wouldn't replace them frankly. It's not worth it. They were for ambiance and we don't really need ambiance quite honestly. Selectman Coutu said the Community Center needs a lot of ambiance. Back when it was brand new and it was redone, Mr. Malizia said oh look at that.

Chairman Luszey asked how does this dovetail into the conversation of moving Rec. out of the building up there and taking over this as the new rec. center. Steve Malizia said it's already a rec. center. Chairman Luszey noted we have two rec. centers and we've talked about consolidating it. If we're going to be spending \$70,000 on a floor and some miscellaneous dollars on fixtures and stuff like that, why aren't we talking a total package? Mr. Malizia said because we've done things piecemeal and basically done everything else. Chairman Luszey asked do I infer from that answer that the rec. administration will be moving from...Mr. Malizia said I didn't make that. I'm not inferring that. Selectman Coutu said the Oakwood building. Chairman Luszey asked where are we with that conversation. Selectman Coutu said we haven't made a decision.

Selectman Routsis said we haven't made a decision but there is a quote that Dave had done. I believe you got it. Steve Malizia said I know you got it. Selectman Routsis thought she responded to him saying I didn't request it. He sent me a quote for having some repairs done. It wasn't something I had requested so I assumed my fault for not following up that it was meant for Steve. For what he's looking to have done, I need to sit down with him and say let's have a serious look at what you actually need to have done. It's like a \$7,000 to \$10,000 fix up - changing floors, painting walls, putting holes in walls, doing electrical for what they need to make sure everything works, sealing and replacing the windows at the Community Center in the front offices to make them workable for them. I will sit down with Dave and have a discussion as to what is realistic to get an actual number.

Selectman Coutu asked does that have something to do with closing Oakwood. Selectman Routsis didn't think we should close Oakwood. Chairman Luszey said to repurpose it. We also have in here a proposal to buy trailers to put stuff into storage at a cost. We have space but we're not utilizing it effectively. Now is

the time to have that conversation so we're putting the monies in the budgets to make that happen. Selectman Coutu said we also have to remember we're going to be closing a fire station. That's another municipal building. We have to make up our mind what we're going to do with that. If we're going to use it for serious storage, we should start thinking about weatherizing somewhere something to get all of our records out of Nashua so that we are the custodians of our own records and not paying exorbitant fees to Nashua to store our records. That should come into the mix.

Selectman Morin stated \$7,000 to \$10,000 I understand stuff needs to be fixed. Isn't that a pretty simple process - taking the Board and make a vote. You're going to move down there and we'll get things fixed. If the building is there now and we've got to move some furniture and a couple of other things. He basically operates out of there now. What's holding it up? I get things need to be fixed. I understand that. For that amount of money, we could find it somewhere and get it done.

Selectman Routsis thought what's holding it up is any time we talk about it we stop talking about it. We just don't make a decision. That's the end result. We as a Board have not...Selectman Coutu said he has to come in with a plan. Selectman Morin said he's already using the building. He's got offices there. I've been there when they've been there doing things. They moved their furniture from Oakwood down there and set up their office, make some arrangements to get some repairs done on what they need, and we're done with it.

Selectman Coutu thought it's going to impact his wish list if we close Oakwood. Selectman Morin asked what's his wish list. Selectman Coutu said that's what we need to address. Selectman Routsis said I will let you know what the quote is for in 2 seconds once it opens. Purchase 2 Harvey double hung replacement windows and one fixed panel to make up the front window unit, purchase 2 Harvey double hung replacement windows for the side windows, installing the windows, purchase an interior customer service sliding glass window for one office, cut an opening in a block wall, build a frame for the window unit, purchase carpet and install it in the two offices, relocate wire conduit needed to add the sliding window unit, and paint the ceiling, wall and trim. That actually totaled \$7,447.

Selectman Morin said none of that stops him from moving. That can all be done while they're there.

Back to the budget and the floor. Selectman McGrath asked is that weather proof in the winter time or when we have elections in March if there's inclement weather. Is there any potential for...? Steve Malizia was not aware that you have to take your shoes off. Selectman McGrath said my thought is because I know for myself I try to be careful walking anywhere in the winter time slipping on a floor and whether or not there's any kind of - because we're going to have voters coming in. As we do now, Mr. Malizia said we have all the mats so when they come in - it's predominantly designed for athletic type activities. Folks running around on those I'm sure it's got some sort of grip to it because they're not slip sliding around like a bowling alley or something for example. Except for those that are running around on those floors for sports events, Selectman McGrath said those floors for sports events usually have sneakers on. It's a lot of money.

Steve Malizia said this would have to go out to bid. Obviously the spec. could be adjusted but we needed to have something to talk about because we've talked about the floor and replacing it with the click in tiles doesn't seem to be a good solution long term. Selectman McGrath said it looks like a nice floor but it's a lot of money and that was the thought that popped into my head is whether or not it's safe. Mr. Malizia said it's a pretty good size surface. There wouldn't be seams. There wouldn't be what you have now like tiles which stuff gets in them. They buckle. The move. This is one continuous floor.

Selectman McGrath asked where on the budget would you need to add that on the building maintenance. Mr. Malizia said it would be in building maintenance if you were to put it in the budget or if you wanted to do a warrant article, it would be a separate warrant article. It's up to this Board.

Kathy Carpentier said you could also think about the funding from the capital reserve fund if you wanted to is that correct. Steve Malizia asked how much is in the capital reserve fund. Ms. Carpentier said \$218,000 if you haven't spoken for it recently that I don't know of. You did an \$8,000 last year for the doors or something.

Selectman Routsis asked it said it excludes moisture mitigation. Do we know what that means? Steve Malizia assumed it means moisture coming up front the foundation. Again this is one vendor one sample

just to get an estimate. This doesn't necessarily mean we're going to turn around and go to this vendor for this. This is the type of product. You're not going to put a wood floor in. You're not going to put another tile floor in. You're not going to put in terrazzo. We put in this type of surface because of the nature of what you're using it for.

Kathy Carpentier thought if you think it's a hazard, I heard somebody say that, it shouldn't be a warrant article because then you're giving the voters a chance to...Chairman Luszey said right. It should be a maintenance item.

Selectman Routsis said the more I read the more questions I have. This is just me no knowing lack of knowledge. It says it doesn't include the floor prep. Mr. Malizia said that's why I added extra money. Selectman Routsis asked do you think that's enough to cover the floor and prep. Mr. Malizia said we're going to go for a competitive bid, I would presume that that would be in ballpark of what we need. What this number was was a number and I put extra money on because I'm assuming there's going to be floor problems. Some sort of prep work and again we're going for competitive bid. I could do better than this.

Selectman Coutu asked what do we want to do. Do we want to take this out of capital reserve because for me it's a safety issue and we should just get it done? Now before the next elections so that the floor is done.

Chairman Luszey said I would agree to that if there's a motion made that the Rec. Department is moved down there and any changes that need to be made to the walls that would impact this floor are done so that when we put in a new floor in it's done and we're not...

Selectman Morin noted I was actually going to do that after we're done. Selectman McGrath wanted to get that finished up. I understand where she was going and I was going to do that.

Selectman Coutu said I'm all for that.

Selectman Morin asked do we want to add the \$7,000 onto this so everything gets done that he's looking for. Chairman Luszey said yes. It would be a total package. Kathy Carpentier said it's not for the budget anymore. Chairman Luszey said it would happen now. Selectman Morin said just to do it and get it done.

*Motion by Selectman Morin, seconded by Selectman Coutu, to go out to bid for \$78,000 to retrofit the Hudson Community Center with the floor and necessary changes needed to relocate Oakwood.*

Selectman Morin asked do you want to add the \$7,000 to this \$78,000 then is what I'm asking. Selectman Routsis said no that 78 includes that. Selectman Coutu said \$70,000 for the floor and \$8,000 for the retrofit. Selectman Morin said all right. I thought we were talking two different things. That's why I was asking.

*Motion by Selectman Morin, seconded by Selectman Coutu, to withdraw \$78,000 from the Capital Reserve Fund Building Maintenance.*

*Motion by Selectman Morin, seconded by Selectman Coutu, to go out to bid for the floor and the retrofit of the Hudson Community Center not to exceed \$78,000 with funds to come from the Major Repair Capital Reserve Fund, carried 5-0.*

Chairman Luszey explained what that means now is that when you put the timeline on it already and that is prior to March is when you would like to see this done. Selectman Coutu noted it's an inside job. We should be able to do it. Chairman Luszey said what that now means we have a building that will be available for repurposing. I think we should have a plan from the Administrator on how we're going to utilize that to alleviate people problems in this building and storage. Right behind that is coming a vacant fire department. I think the monies that you're asking to buy trailers I think would be better suited to condition the environment and those buildings for storage. What I didn't see here is the conditioning for the environment side there to keep rodents and moisture, mildew, and stuff like that out of your records.

Kathy Carpentier said I was just getting from same to same because there's rodents, and mildew, and everything else where they're at now. I wasn't improving I was just relocating the records. Now that the Oakwood plays a different that wasn't coming up. Chairman Luszey said that money can be better used to

improve that so that your records maintain some level of integrity. I'd had to say sorry I can't read that because there's a rat hole there. Ms. Carpentier indicated most of the documents are scanned anyways.

Senior Center Facility, page 11

Kathy Carpentier indicated it's down \$1,100.

Town Poor (5151), page 13

Steve Malizia stated again just reducing this slightly because of experience but again you are required by law to provide assistance as the first line of defense. We cut it slightly but we still have an obligation. Even if we were to go over that number, we still have an obligation.

Kathy Carpentier noted we still haven't spent the \$8,000 donation that a Selectman gave us many, many moons ago.

Legal (5200)

Steve Malizia explained two things in legal. Obviously we're going to be coming off a - we had two-year contract. We renewed for this year with our attorney at the same number. I'm anticipating we'll probably have a modest increase next year but I'm only anticipating that. The bigger item is collective bargaining. We'll have five units to negotiate next year. Selectman Routsis responded that's a lot. Mr. Malizia said that's right. We kind of deferred things because of all of the healthcare stuff that's swirling around. We don't know. We didn't know and we probably still don't know where we're going to end up. You'll have five units next year so we have to put money in for collective bargaining.

Selectman Coutu was beginning to think it would be advantageous for us to have an attorney on staff. Mr. Malizia said many years ago they did but the problem when you have attorneys on staff is they find things to do and we don't need to find things for them to do. We use a lot less hours of legal outside because we can control it. Again I hate to say this but it's difficult for one person to be a subject matter expert in everything.

Selectman McGrath said after that experience, I wouldn't never recommend doing that. Selectman Coutu said why because you had a bad experience. Every town has bad experiences. Mr. Malizia said not without going out to bid or asking if you want to renew with them. Selectman McGrath said it costs the town more money in...Selectman Coutu stated that was the administration back then. They screwed up. Selectman McGrath agreed.

Selectman Coutu asked what's the problem. Let's move on. I understand we have to put in money for collective bargaining. Contracts cost money. Suits. Mr. Malizia said no we're done pretty good on the suit side. If you look at it, we've managed that pretty well. That's gone pretty well.

Finance (5310, 5320)

Kathy Carpentier indicated my operating expenses are the same. It's primarily just the audit and the copier upstairs and insurance and benefits. I do have an intern in here also which we carried for many years. Last year was the first year we used him - an Alvirne High School person and it worked out well. Mr. Malizia indicated from the Finance Academy program. Ms. Carpentier said it was a him and it worked out well for him and us.

Finance Account, page 4

Kathy Carpentier said this is for my staff their salaries and benefits and just some minor operating expenses to the tune of \$10,700 which is level funded.

Selectman Coutu asked why did you have \$1,440 in overtime for Fiscal '19. What are you anticipating? Ms. Carpentier said I don't anticipate short term disabilities but when they happen, you need to backfill for the positions and that's what we do. If you notice, the first year there I had \$2,000, and then I had \$1,000, and then I had \$774.

Insurance (5910)

Kathy Carpentier explained this is for unemployment, workers' comp., property liability. These are the actual costs that we know of. So we put in the actual costs so one is going up and one is going down. Overall we're down \$8,000. Again I do credit our Safety Committee, and our Wellness Committee, and that type of thing for trying to work with our insurance vendors to keep our costs under control

Community Grants (5920), page 3

Kathy Carpentier stated we put in level funded however if you look on page 5, the second to last column, you will see that is what was requested. It's twice as much as last year's budget. It would be up to this Board if you wanted to pick and choose. As I said, the budget is level funded or you can decide to increase or decrease. Steve Malizia indicated one of them put in a large request. Selectman Routsis noted that is huge. Mr. Malizia said that's what they asked for.

Selectman Coutu indicated if they get greedy, we'll just cut them off. It's taxpayers' money after all.

Selectman McGrath stated I've got that highlighted. I'm wondering if because of the substantial increase is it because of the opioid issue that all communities...Steve Malizia said they provided backup that indicates that they're experiencing quite a lot of folks using their service whether that's justified or not justified, whether that's opioid related or not opioid related. They basically have said if you had to go out and replace the services this is what it would cost. We've been funding them at the tune of \$9,000 for the last 4, 5, 6, 7 years. They can request whatever they like. We give them what we feel comfortable giving them.

Selectman Morin said I talked to the Director and that's one of the big things. They're finding that a lot of grandparents who don't have a lot of funds because they're retired and things like that are starting to take care of the kids related to the drug problem. That's where they're seeing a lot of their increase.

Selectman Coutu said I would keep it the same.

Chairman Luszey stated if we're using more services there and we wanted to keep everything equal, we could actually up that by \$5,000 because that's what we're down on the community poor line and overall would be the same.

Selectman Coutu questioned is that Greater Nashua Mental Health Center. Chairman Luszey said yes. They went from \$9,000 to \$80,000. Steve Malizia indicated we've given them \$9,000. They're asking for \$80,000. Selectman Coutu said no. I'd say that's a greedy request. I would give them zero. This upsets me.

Kathy Carpentier noted there are a couple of people who have asked that we haven't given to in the recent past. If you look down at Lamprey in '16 we gave them \$8,000, '17 - zero, '18 zero and they're asking for 8 again. If you just said level funded, that organization wouldn't get anything and the same with United Way down below. Selectman Coutu said we cut them for a reason. I'm happy with what we've budgeted at 2018 to carryover to 2019. There's millions of dollars being poured into this State for opioid care, and mental health assistance, and facilities. My daughter-in-law is a manager in one of them right now. This money isn't just falling out of trees. This is federal monies coming into this State. Then these agencies are jumping all over it saying we need it because we're dealing with this issue. The federal government has millions of dollars that are pouring into every single State New Hampshire included to address the opioid crisis. I understand it exists but it's not on the backs of the Hudson residents. If we're going to do apples to apples, let's ask all the other towns how much they give all these agencies. You're going to find some of them don't give anything. If they feel it's a charitable thing, let the individual decide whether or not - that's been a long-standing argument in this town is whether we should even be doing this. We're taking taxpayer's money and making donations with it. Don't upset the apple cart and get me angry about this. I move to cut it all out.

Selectman McGrath agreed that I think it's excessive what they've requested. However we had for lack of the right terms, a presentation here a couple of years ago and it was about the opioid epidemic that's facing the country, this State in particular that's been highlighted as one of the top States with a massive problem

with this type of addiction, and that falls to not just the medical community but it's families that are trying to deal with this. A couple of the women that were at that forum talked about their children. They did everything that they possibly could to save their lives. They had to seek out as much assistance as they could because they consumed all of their savings, all of the available funding that they had for maybe other family emergencies that they were going to be facing. Yes this is an excessive amount that they're requesting but I think that we need to - I would propose that we look into it a little bit more. I wouldn't agree to the amount that they're asking for but I certainly think that we can make some adjustments in other line items maybe and add to that and take away a little bit from some of the others. I'm reminded of this saying, "therefore but the grace of God, go I". It can happen to anybody and can happen to any family. If they need the assistance then they need the assistance.

Selectman Coutu stated cancer is an epidemic too. We don't fund cancer research. Where do we draw the line?

Selectman McGrath said you can make a motion Selectman Coutu to zero it out. I won't vote for it but if you feel that strongly, then I would suggest you do that. Selectman Coutu stated I'm not asking them to zero it out. I'm asking to stay with what we've been giving every year. We made adjustments. We've lived with them for a couple of years. Just keep it the way it is. We're being very generous. We're giving \$90,000 worth of taxpayer money as a contribution to non-profit agencies which they have no control over because we're putting the number out there and now these agencies are coming back this year asking combined \$191,000. One agency is asking that we increase their appropriation by \$71,000. I just can't see doing this.

Selectman Morin asked do we know how many Hudson residents are involved in that by any chance. Steve Malizia explained in the information that they provided which is upstairs in a backup book, there is information. Selectman Morin said if you're talking the opioid, they have the safe stations going on over there and things like that. I think that's a little too much myself. I do know that quite a few Hudson residents have used safe stations. It's not through this program but that's why I'm asking what is our percentage of people that go over there.

Mr. Malizia said because of the voluminous nature, we don't put it in your book. There's a lot of information there. Typically agencies through the years ask for all kinds of bequests, requests and whatever. Typically this Board has level funded with a few exceptions in the last couple of years. You have increased the food pantry. You gave money to operation troop support. You gave money to the Salvation Army. So you've had some new agencies come in but you've tried to work within a framework of a certain dollar figure. The agencies you're supporting provide a social service network - the Soup Kitchen and various other agencies that Hudson residents utilize or some Hudson residents utilize. It's a basic social network, safety network in the area. Typically what you're looking at the first three columns you're looking at what we've given them. In the past, people have asked for more money. This Board has not granted that money. They've basically been you can see \$90,000, \$88,000. You can see the actual appropriation that we've made. When we put this budget together, we put it in as level funded and if you as a Board want to change anything that's your prerogative. If you want to take something out, that's your prerogative. I think a couple years ago we added a couple of agencies. That's your prerogative. Again from a budget perspective right now, it's still \$90,000. That's what is in the budget. Because somebody asks for something doesn't mean you have to give it them. If somebody didn't know to ask, doesn't mean you can't give it to them which is what you've done. I'm not trying to confuse anybody. There are many agencies out there. This is what the Board in the past has supported.

Selectman Morin asked did you happen with the information you received just got an idea why it jumped that great. Steve Malizia said they're claiming more trips, more people using their mental health services. That's what they're claiming. Again I have no way of auditing that. I don't have a counter over there. I don't know what they're doing. When I say that I don't mean to be facetious. It's just that's what they're claiming to us. Then again that's the agency that they've set up to do that sort of thing. It's not dependent on us paying for it.

Selectman Coutu noted United Way has increased their funding for that agency. Mr. Malizia said United Way was a new request this year which we never had before. If we level fund, we wouldn't give them any money.

Selectman Morin said looking down the list, the other agencies that are related to the safe station we already give so we're already dealing with that in other ways. Mr. Malizia said you've been given a reasonable grant to all these community organizations. I can point to the Soup Kitchen. I could point at the Front Door. We use those resources. We, Kathy Wilson in Welfare, uses those resources. That's where we place people - Anne Marie House, the Family Promise down there. These aren't agencies that we just give money to. We actually utilize them - the food pantry over here. We were able to work with these folks. There is a benefit to the community where we're not paying to put somebody in a motel. We're getting them into a program, into a shelter, into whatever through some of these agencies. I realize its taxpayer money but we may be bearing that taxpayer money through the welfare line if we didn't do some of it here.

Selectman McGrath commented just to be clear. I'm not suggesting that we give them what they're requesting. I need to make that clear. I think that we need to consider that because of the drug epidemic - look in the paper. Every week you can see that there's at least one or two deaths in the paper that you can attribute in all likelihood to that problem. I think that it's understandable that they would be requesting more funding. That's all.

Chairman Luszey thought the point that Selectman Coutu is making too is there is literally millions of dollars flowing into this State right now at the federal level that are getting down to these that their needs are being met and even then some. I think that's the point. Selectman Coutu said I think it would shock a lot of people to start looking at the salaries of some of these administrators in some of these programs even at the local level. A little exorbitant.

Selectman McGrath said I started using charity navigator to look at some of the charities. There's one in particular and I'm not going to mention it because a lot of people would be upset but I've donated to them. I used to donate money through my salary every week. I selected certain charities that I wanted my money to go to. One of them after I started donating I was just completely inundated almost on a weekly basis with a request of course with a package that came with address labels, and all of this other nonsense that I'd rather that they take whatever money I'm donating, whatever I'm able to give, I want them to use it for the purpose that I'm giving it to them. I don't want them creating all this fluff. I didn't ever want a t-shirt. I didn't want any blankets. You're giving your money for a reason and it's not that.

Steve Malizia asked so keep it level funded. Consensus of the Board said yes.

Patriotic Purposes (5930)

Steve Malizia indicated we contribute to Old Home Days fireworks. We also contribute for when there's a Memorial Day parade. If none of those occur or if something changes, we don't contribute.

Other Expenses (5940)

Steve Malizia said pretty much where we accumulate things that don't have a department home for example the Board's contingency account. We used to fund a capital reserve fund for earned time. I'll let Kathy talk about the balance of that but basically we have 39 percent. In lieu of doing putting funding into the capital reserve fund, we're looking to raise and appropriate money to maybe pay some of those when people leave the employment of the town or when they get to their max accrual and we have to pay them down. As opposed to putting it in a reserve fund, just use that bucket of money to pay it.

Selectman Coutu asked contingency. Mr. Malizia indicated it's in the contingency but we've taken the number we used to put in the reserve fund. We moved it up to the contingency money because we can't fund the reserve fund through the budget any more. That's one of those cases where we repurpose the money.

Kathy Carpentier noted if you look on page 9 Selectman Coutu, you can just see we've broken it out. You have actually \$75,000 in real contingency and we have \$60,000 earmarked. Mr. Malizia said putting it there so that we can cover multiple buyouts without having to go to that contingency and keeping the budget the same. Ms. Carpentier said the department heads have been covering but there will be times when they won't be able to cover the large buyouts and stuff. It's no increase to this budget.

Hydrant Rental (5960)

Steve Malizia explained that's the charge from the water utility to the town to cover the hydrant system. It's been flat.

Warrant articles. Steve Malizia said there were two articles. Because of the valuation change and because it's been ten years, there's two separate proposed warrant articles to raise the income level for the disabled and for the elderly exemption here in the warrant article section here. They don't raise money but they would raise the income levels. M is the municipal transportation fund. As you recall, we talked about putting together a warrant article for this additional \$5 charge in every registration. We talked about it at the last Board meeting.

Selectman Coutu said I know but I'm not really supportive of it. It's a hidden tax. Mr. Malizia said it is an additional cost to the residents when they register their car.

Chairman Luszey asked to say something because I wasn't here when you reviewed the M one. Steve Malizia said the Board asked to prepare something for your consideration. Chairman Luszey indicated this only taxes vehicle owners. Mr. Malizia said it's a fee. Chairman Luszey stated when I read this, everyone benefits. If you're going to do something like this, we should be putting some type of capital improvement valuation on the tax bill that all property owners not just vehicle owners. Steve Malizia said the legislature enacted this legislation to allow a town or a city to charge a surcharge on the registration of automobiles to go into a dedicated capital reserve fund for transportation or road improvements. That's the law. I can't do it for anything else. I can only do it for this. When this Board had this item on an agenda, I think the last agenda or the one right before that you probably weren't here, the Board said please prepare a warrant article so we can at least consider it. If you don't want to forward it, you don't forward it. It's up to this Board. The law enables this type of charge up to \$5 on your automobile registration to go into a capital reserve fund with transportation upgrades.

Selectman Coutu asked for us it would generate how much. Steve Malizia said \$167,000. Selectman Coutu said we could give that money to Kevin Burns and do \$167,000 more of paving to help him catch up on that 20 year plan that he wants to get to. I see it as a hidden tax but I am also in favor of letting the voters decide whether or not they want to pay another \$5 to register their vehicles. If they say yes, then okay.

Selectman McGrath said it wouldn't be a hidden tax. Selectman Coutu stated if the voters say yes, then it's not a hidden tax. They agreed to it. Did you say there were warrant articles are they in here? Mr. Malizia said the disabled and elderly. There are. Selectman Coutu asked if we were discussing them tonight. Mr. Malizia said we can if you'd like. We don't have to. We can do it on the Assessing evening because they have to do with exemptions for elderly and for the disabled.

Kathy Carpentier said that's what we chose. The Assistant Assessor was going to talk about the exemption ones. You didn't talk about the United Soccer ratification of the agreement between the soccer and the Board of Selectmen.

Selectman Coutu asked that's not a big deal is it. Steve Malizia said we agreed to it because the field that we started on they released it predicated on us putting forward a warrant article to renew their use of Freedom Field I which is what that is. It's pretty simple. Selectman Coutu thought the voters will see kindly that they are rewarded for letting us use the land so we could get a field built. Nonetheless, Mr. Malizia said it has to go to the warrant because it's a multiple year agreement. That's why you have it. No funds no money but it's in the book.

Chairman Luszey asked what happens if they don't ratify it. Steve Malizia indicated we'll go year by year. You can do a year. You just can't do multiple years.

Kathy Carpentier indicated that concludes the agenda items for this evening. The next meeting is next Thursday night which is October 26<sup>th</sup> - Assessing, Police, and Recreation, the default budget, the revenue budget, and making your final warrant recommendations unless you choose to have a wrap up night.



Selectman McGrath advised the Board that I will be late for next Thursday's meeting because I'm going to attend the Zoning Board for one case and then I'll be here. I don't anticipate that the case will take very long. I think that I need to be there for that one case. I don't anticipate that it's going to take very long.

Chairman Luszey asked do you want to move it a half hour to 7:30 just to give her a chance and even possibly you a chance. I know what yours is so that may not work. Selectman McGrath said I review the budget anyway before I get here. If I have anything that really jumps out at me that I want to talk about, I'll let you know. I anticipate sitting in my seat, having the case brought before the Board, and they're going to dispense of it rather quickly. I don't know that but that's my expectation. I don't think it's going to take long. It's only across the hall.

Chairman Luszey told Selectman Coutu to do the same thing. If you review what you've got and if you have any concerns, get them to me or Donna and we'll make sure they're on the table if you're not here. Yours will be all night.

5. ADJOURNMENT

Motion to adjourn at 9:34 p.m.by Selectman McGrath, seconded by Selectman Routsis, 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