

HUDSON, NH BOARD OF SELECTMEN
Minutes of the September 27, 2016 Meeting

1. CALL TO ORDER - by Chairman Luszey the meeting of September 27, 2016 at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.

2. PLEDGE OF ALLEGIANCE - led by Garrett Frohman.

3. ATTENDANCE

Board of Selectmen: Ted Luszey, Roger Coutu, Pat Nichols (arrived at 7:22 p.m.), Marilyn McGrath; Angela Routsis

Staff/Others: Steve Malizia, Town Administrator; Police Chief Jason Lavoie; Lisa Nute, IT Director; Fire Chief Rob Buxton; Doug Robinson

4. PUBLIC INPUT

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

5. RECOGNITIONS, NOMINATIONS AND APPOINTMENTS - None

6. CONSENT ITEMS

Chairman Luszey asked does any Board member wish to remove any item for separate consideration at this time.

Motion by Selectman Coutu, seconded by Selectman McGrath, to approve consent items A, B, C, D, E and F as noted or appropriate, carried 4-0.

A. Assessing Items

1) Current Use Lien Release - Map 135, Lot 3 - 46 Robinson Road, w/recommendation to approve

B. Water/Sewer Items - None

C. Licenses & Permits

- 1) Request to Solicit Funds - Friends of Alvirne Ice Hockey
- 2) Raffle Permit - Knights of Columbus, Hudson Council 5162
- 3) Raffle Permit - Friends of Benson Park, Inc.

D. Donations

1) Lion's Club - \$5,000 for updating kitchen appliances at Central Fire Station

E. Acceptance of Minutes

1) Minutes of the August 23, 2016 meeting

F. Calendar

09/28 7:00 Planning Brd - Buxton CD Meeting Room
~~10/04 7:00 Board of Selectmen - BOS Meeting Room~~
10/05 7:00 Budget Cte - Buxton CD Meeting Room
10/06 6:30 Recreation Cte - BOS Meeting Room
10/06 7:00 Benson Park Cte - HCTV Ctr.
10/10 7:00 Cable Utility Cte - HCTV Ctr.
10/11 7:00 Board of Selectmen - BOS Meeting Room
10/12 7:00 Planning Brd - Buxton CD Meeting Room
~~10/13 7:00 Board of Selectmen - Budget Review - BOS Meeting Room~~
10/17 7:00 Conservation Cte - BOS Meeting Room
10/18 7:00 Municipal Utility Cte - Buxton CD Meeting Room
10/18 7:00 Board of Selectmen - Budget Review - BOS Meeting Room
10/19 7:30 Senior Affairs Cte - Buxton CD Meeting Room
10/20 7:00 Benson Park Cte - HCTV Meeting Room
10/20 7:00 Board of Selectmen - Budget Review - BOS Meeting Room
10/24 7:00 Sustainability Cte - Buxton CD Meeting Room
10/25 7:00 Board of Selectmen - BOS Meeting Room

10/26 7:00 Planning Brd - Buxton CD Meeting Room
10/26 7:00 Benson Landscape Cte - BOS Meeting Room
10/27 7:00 Board of Selectmen - Budget Review - BOS Meeting Room
10/27 7:30 Zoning Brd of Adjustment - Buxton CD Meeting Room

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on September 14, 2016:

- 1) *Motion by Selectman McGrath, seconded by Selectman Nichols, to allow the Police Chief to buy out 120 hours of vacation time, carried 5-0.*
- 2) *Motion to adjourn at 9:47 p.m. by Selectman McGrath, seconded by Selectman Nichols, carried 5-0.*

B. Funding Upcoming IT Project

Chairman Luszey recognized IT Director Lisa Nute.

Good evening. Thank you Mr. Chairman. Lisa Nute stated the Board asked me to come back after the last workshop to discuss in more detail the actual cost that I'm projecting for capital projects that are coming up within the next three to four fiscal years. In your packet you have a table - a matrix - where I showed the project, fiscal year that it would be impacted, and the estimated project cost. I was missing a couple because we've been analyzing actual data to ensure that when we replace our core equipment - that is we are not paying for overkill. We are not underestimating what we'll need for capacity, etc., so we're using live data to gather those facts. What I passed out tonight is a similar matrix with that cost included and I broke it up just a little differently so that I could show you how I proposed that we pay for these capital projects that are coming up.

Ms. Nute indicated on the top of the matrix that I just passed out, it says proposed funding for capital projects through FY2020. The project costs the first table here is budgeted technology projects. This Board has requested that we come in level funded this year and I propose to do that and these projects would be included. I'd like to put in enough to expand our bandwidth when necessary so that I have it in there and available and I don't need to come back before this Board to do such a thing. It's not going to be that costly anyway but it will be a recurring cost from that point forward. We are continuing to monitor our activity and determine how often we're capping and then when that magic day comes, I'll go ahead and expand.

Chairman Luszey had a quick question on the bandwidth. The bandwidth you're talking about is going out onto the internet. Given that we are on our own internal close - what is the requirement for the bandwidth to go out? Lisa Nute said we also have to include our virtual private network. So you've got currently Robinson Road until I can get fiber optic out there. We've got our neighborhood offices, our school resources officers, our court office. Those are our virtual private networks so when they come in to get to our servers, they are also using the network. Anybody who is streaming - Board of Selectmen meetings or anything else are using up our bandwidth. Any time we need to download let's say software upgrade from a virtual private network or just to download software or for Microsoft updates, etc., that's all using bandwidth. So we are monitoring on a regular basis how that's fluctuating throughout the day and looking at our peak times and who's capping what.

Lisa Nute indicated the middle table is where we run shy of funding. These are the projects that I would propose we pay through IT capital reserve funding. We talked about finishing that loop. The first one listed is Burns Hill fire though. I really don't want to talk about that until we know what's going on with the next warrant article, etc. If we were to attach a building that let's say was built on Lowell Road, it would be pretty cheap to go ahead and include that because as you know I have alarms and fiber optic just sitting out there past Nottingham West School. That would be a minimal cost. The fiber optic loop from Robinson Road fire to Alvirne is another story. There are currently no alarms at all going from Robinson Road all the way down to west. I broke this up into two because we could tackle this in two phases if this Board went ahead and decided to continue fulfilling this goal. Fire alarm install could be done at the end of this fiscal year using capital reserve funding or next. There would be money available by the end of this fiscal year to do so. The second piece of that is the actual fiber lashing it to that alarm and then doing the splices because there's a certain limit of mileage that you go before the connection starts to degrade. So there would be some splicing to do in there as well. The fiber person is basically going through that run four times to put steel on the poles, to run or upgrade the fire alarm, to then run the fiber lash it and splice. There's quite a bit of labor and intensive job there.

Ms. Nute said the last project we talked about is replacing our Munismart software. That is a core piece of software used by every department for budgeting, payroll, accounts payable and receivable, building permits, water and sewer utility billing, tax billing. It's pretty much used by every department as I said for one thing or another. If you look at the last table there...

Ms. Nute as you are aware by now, Selectman Coutu was sure that I share your concern about the loop. If for no other reason than to have the safeguard of redundancy with the loop in service. Going back to Burns Hill, you stated and

correctly so that it would be premature at this time without knowing how the voters are going to decide on the new fire station on Lowell Road what we're going to do. The loop to Alvirne is a significant loop. If for example we have money in - and please correct me if I'm mistaken - we have monies in capital reserve right now for the loop do we not? Lisa Nute said not to complete that fully. Selectman Coutu noted the question was do we have monies in capital reserve. Can you estimate approximately how much we have? Ms. Nute said if you look at that last table, it spells it out. So the current balance right now in there is \$122,450. We estimated I'm going to need \$72,000 to run that fiber optic to Robinson Road. That is scheduled to be done this spring. That was the earliest I could get the fiber person out there. That would bring us down to \$50,000 available by June 30th. Selectman Coutu asked so Robinson is going to be 70. So that's pretty good because we've been paying 70 right along so there's been no significant increase. The balance would be \$50,000. The 122 would contain the monies that were appropriated this year correct? Ms. Nute said that was correct. Selectman Coutu said let's assume the fire station is approved by the voters. We're going to be connecting to Lowell Road the fiber optic is already there so we're going to go from a pole, to a pole, to the building. Ms. Nute indicated I'm going to go from the intersection of Pelham and Lowell down to wherever the new station is. So it's minimal. Fiber is sitting there. I don't remember the alarms. I might have to upgrade a little section of alarm but I don't think I do. Selectman Coutu asked a minimum of \$10,000 - \$15,000 in that range.

Selectman Coutu asked what do you estimate the cost - where is the fire alarm install. Is that for another building or would that be as proposed for the new fire station? Lisa Nute said no. Where I have alarm listed in that table you mean. That is the project to go finish the loop from Robinson Road fire down to West Road. There is no alarm and from West Road to Alvirne it needs to be upgraded. Selectman Coutu asked it will cost \$46,000. Ms. Nute said yes just for the alarm piece. Selectman Coutu noted we still need fiber optic to the high school. Ms. Nute agreed because I can't lash to it unless that alarm is upgraded or in place then I could lash the fiber to it and have access to the emergency section of the pole. Selectman Coutu reiterated the loop from Robinson to Alvirne is going to cost more than \$70,000 you're estimating? Ms. Nute said yes because it's a lot longer and there are no current alarms there in place. There's no steel in the poles. There's a little extra labor and alarm where there is none. Selectman Coutu asked where is the box we're going to connect to for the high school. We don't need another alarm box or anything no? Ms. Nute said there is currently an alarm going from West Road to Alvirne. It just needs to be upgraded so that we can lash to it. Selectman Coutu said okay so that will take care of that. Good. I'm good. Thank you Mr. Chairman.

Lisa Nute stated that last table just shows a little more detail about what Mr. Coutu was just inquiring about. It shows the amount of capital reserve remaining after I do Robinson Road. If we wanted to, we could at least tackle that alarm piece through capital reserve. On July 1, \$81,000 becomes available again. So that's why now the balance is 81. If you let that sit through FY17 into FY18 and you accumulate 81 again, that would bring us to \$162,000 balance - enough to do the rest of that loop. If you let that sit again, it goes back down to 81 again because we just drained it. Then let that accumulate another year. It looks like we're going to have enough to tackle the Munismart which I suspect will be ready to do in FY20 or FY21. Selectman Coutu said it's going to cost that much to convert out of Munismart to whatever. Ms. Nute said no but that's what will be available. I don't have a definitive answer right now and that's quite a ways out. We are just starting to look into that now. It could be only \$30,000 but if we have to get multiple packages because we don't have something like a Munismart where everything is included - utility billing, and taxes, and Inspectional Services, and building permits, and the financial package. I could have to do this with multiple packages or higher a programmer and get this to all work together. That's really up in the air.

Selectman Coutu asked Mr. Malizia the \$81,000 which goes into capital reserve we are the spending agents. Is that dedicated for the loop or is that dedicated strictly for IT purposes? Steve Malizia commented it doesn't say loop. It says IT purposes. Selectman Coutu said we would best served if we were to continue accumulating that 81 for a future growth or expansion. I'm thinking if we ever went with a municipal complex that changes a lot of things. We want to make sure that's kept in the loop. Mr. Malizia said you'll always have an IT need and you'll always have a need to either upgrade, or extend, or replace something. Selectman Coutu stated that's why I say pencil and paper is a lot cheaper. Thank you. Good presentation. I'm finally start to get all this stuff.

Selectman McGrath noted I'm on the opposite end of the spectrum. I'm lost with the spreadsheet that you've prepared. These don't look like the spreadsheets that I normally look at. What are we looking at for spending that we need to put in the upcoming budget for next year? You've listed four different projects. Lisa Nute said in the budget I do plan on staying level funded. The reason I'm going to be able to do that is because what I've been doing for the last few years is rolling over the project money so I don't take on all the projects at once. I'm trying to keep the taxpayer in mind and gradually do these and plan ahead so that each year we've got a major project that we need to tackle. So it was the phone system here in this building which also handles fire. Then that money got rolled over and this year we're doing the police phone. Selectman McGrath asked addition money that wasn't spent for the phones. Ms. Nute said no. Within one fiscal year there was a budgeted amount for phone. Then we stayed level funded by just rolling that same money over the next year and tackled the next phone project. So now all the phones are updated. That is the money now that we're currently using for the police that will roll over into this project here to take care of updating our core equipment here at Town Hall. This is the equipment that basically you've got to have to - ever time the users query anything, this is our data going in and out getting them to them quickly and efficiently is basically in very simple terms. The equipment that I'm specking out is compatible with everything we're doing today. So if I go ahead and replace the Town Hall piece of equipment, I have another core very similar at the Police Department and they are working together so that dispatch never has to go down. That is our redundancy and that's our disaster recovery. What happens is if I

need to update a server or whatever, we simply move the fire dispatchers over to the police side of the network. They don't lose a beat. They don't even realize we did it. We maintain things. We do things. We move them back. Move the police are now updated. They're redundant. I propose to do this year the Town Hall one then next year that same money gets rolled over and we take care of the police one. With that kind of budgeting, every year we're able to keep that stable. The same with our replacements. We have PC replacements or anything else. We take just a chunk of them so that within five years they all get done but we're only doing one chunk every year so that same money just keeps getting rolled over and it stays stable.

Selectman McGrath asked to go onto the capital reserve. You're talking that was about core equipment you were just talking about which is the \$50,000. The fiber optics - you've got it labeled as Burns Hill Road, is at 8k and you're saying that if dependent on what the voters do in March with the fire station that 8k will be utilized for the new fire station. Did you just tell Selectman Coutu that that cost could actually be 10 - 15k as opposed to 8k? Lisa Nute said just under \$15,000 is what we're trying to say. Depending on what the voters do and where that goes if there is no new Burns Hill fire, we will remain having the same issues that we have right now. Selectman McGrath understood you still have to do the fiber optic whether it's Burns Hill Road, or whether it's a Lowell Road, or some other location - fire station you're still going to have to do that. I'm just trying to get a handle on the money.

Selectman McGrath said the fire alarm install, the loop from Robinson Road to Alvirne is the 46k plus another 155k to complete that loop. Ms. Nute said that was correct. I broke it up into two. Selectman McGrath indicated you have to do both. It's actually \$211,000. That would be done in fiscal years '18 and '19. Ms. Nute stated that would be my proposal. Selectman McGrath commented I got it. For me, it's a little backwards but that's okay. I'm there. Thank you.

8. NEW BUSINESS

A. Acceptance of an Eagle Scout Project by Garrett Frohman - painting Town Common structures

Chairman Luszey recognized Boy Scout Garrett Frohman.

Garrett Frohman at 11 Applewood Drive in Hudson, NH. I represent Boy Scout Troop 252 over at St. Kathryn's Church. I'm here to present tonight my Eagle Project which was finished last month that has been going on for the last year. In order to achieve the highest rank in Boy Scouts which is Eagle, a Scout must do some sort of leadership project that benefits the community. I beautified Library Park across the street by repainting the gazebo, irrigation house or the Snoopy house, and the bench where the manger sits. Early last summer we started pressure washing and scraping all of those foundations. We primed them and painted them. One of the balusters in the gazebo was rotten out so we took that out and replaced it with a new one. Over the last year, I supervised the work which totaled 181.25 hours. That was put in by 23 different people. For fundraising, we did a car wash at the 711 over the summer which raised \$400. We have \$10.85 leftover which will be donated to the Benson's park. That can probably buy a flower pot with a couple of flowers in it but \$10 is \$10.

Mr. Frohman stated Mr. Coutu and Mr. Kevin Burns the Road Agent played a huge part in this project. Mr. Coutu especially was a good ambassador of the Town of Hudson. He helped put me in the right direction I'd say for the project and made it a lot easier. Mr. Burns also provided a lot of the support that I needed during the project. I had a lot of questions very detailed oriented questions to make sure that the park was beautified to the Town's satisfaction. Due to safety concerns, the cupola on top of the gazebo is going to be painted by the town. It wasn't safe enough to put either an adult or a scout up there without damaging ourselves or the gazebo. The Town of Hudson is going to paint that and I dropped off the paint to them this summer. Some of the outcomes include the gazebo, the irrigation house, and the manager bench were all repainted and I learned a great deal about leadership and project management. Procrastination is definitely the key word there. There were definitely things that could have been done in a day that were done in a lot longer period of time. Are there any questions?

On behalf of the town, Chairman Luszey thought you did a great job and I do want to thank you. That was quite an undertaking but I know I cannot do your project justice so I'll let the ambassador Mr. Coutu say a few words.

Selectman Coutu said truth be told, Garrett started this project in first grade. The by word here is procrastination but let me say this. What you see is what you get. You get an outstanding young man who represents our community. He's a great ambassador for us. He like a lot of Eagle Scouts before him have committed themselves to doing a project for the Town of Hudson. An unselfish deed but with a lasting reward. The reward is the honor of having achieved the roll of Eagle Scout. Garrett you and I have had a great relationship throughout this project. Mom and Dad are awesome people. You were out there in the pouring rain hose in hand washing cars. Mom and Dad sat in the background and let you guys do what you do best which is the Scouts have taught you well how to become a leader, how to commit to a project that you planned on doing, and managing the team and getting the job done. I can remember and I hope you remember - I'm sure if we go back, we had a lot of great memories but when you first approached me with the project it was much larger in scale than what we ended up with. I think you were going to paint half this town. You had so many - the cannon was going to be part of the project. Fortunately for you a school bus got in the way. In the middle of his project, a school bus ended up on Library Park. Garrett gets a hold of me - I don't know what I'm going to do. There's a school bus over there. How am I going to finish this? I said don't worry there's always next year Garrett. Garrett was

- you know we used the term "procrastination". I expected that he would throw it into his presentation because I keep telling him you're a procrastinator. You need to get this done. I think Dad's been telling him the same thing. When I think about the project, he approached it, he was a lot younger, he approached it with a great deal of sincerity and a desire to want to get it done right. He was very particular about safety. He was very particular about making sure that he adhered to all of the rules that Kevin Burns set down. I can remember back the first meeting we met in the parking lot. We walked over there. At that time that's when I was just getting back into my groove because I had done two years of extensive therapy to be able to walk and I didn't know if I was going to be able to walk from here to there.

Selectman Coutu told Garrett, "I am so proud of you buddy". You've done an outstanding job. This community - I know I speak on behalf of the community when I tell you we extend to you our heartfelt thanks. Garrett Frohman thanked Selectman Coutu. It's been an honor to benefit the community as well.

Motion by Selectman Coutu, seconded by Selectman Routsis, to accept Garrett Frohman's Eagle Scout project valued at \$389.15 with a balance of \$10.85 donated to the Benson Park donation account which included painting the gazebo, settee, and other various areas within the Town Common with the Board's thanks and appreciation, carried 5-0.

B. Acceptance of a Highway Safety Project Grant - Hudson DWI Patrols in the amount of \$12,379.06

Chairman Luszey recognized Police Chief Jason Lavoie.

Good evening and Chief Lavoie asked if I could take one minute to stray a little bit off the agenda item. I'll be brief. Just wanted to take a minute to thank the Chairman of the Board. We had one of our employees - without getting into detail - is overseas. Family members had a pretty concerning issue at the residence and we were trying to figure out what we were going to do. As we were sitting there brainstorming, we said I bet if we call Chairman Luszey that he'll have some ideas. Within two hours, we had the problem resolved. We had a solution drawn up and we had someone at the residence to take care of the problem that was there that was causing alarm. We certainly appreciate that so thank you. Chairman Luszey indicated it's what we do. It's what Veteran's do.

Chief Lavoie indicated we're here before the Board. We're here every year on this. We budget this in our budget obviously for different grants. This one here that we are on is for the DWI Patrols I believe is the first one. That allows us an opportunity to take more focus, give more attention to certain problems in the community during evening hours, night time hours, etc. so that we can have patrol officers that are just focused on that.

Motion by Selectman McGrath, seconded by Selectman Nichols, to authorize the Police Department to accept the "Hudson DWI Patrols" project award through the New Hampshire Highway Safety Agency in the amount of \$12,379.06, carried 5-0.

C. Acceptance of a Highway Safety Project Grant - Hudson STEP Patrols in the amount of \$16,835.06

Chairman Luszey recognized Police Chief Jason Lavoie.

Chief Lavoie stated the second one here is also for a rather large sum that we were able to receive pending upon the Board's motion tonight. Again these monies that are being awarded to us if you will, there's no additional cost to the taxpayer. This is money that goes out to the government and the government gives back for different programs. We are just bringing tax dollars back to our community to use for patrols. This one here, the STEP Grant, allows us to conduct different motor vehicle enforcement laws throughout the town at various hours and times, etc.

Chairman Luszey asked if there were any questions by the Board. Seeing none.

Motion by Selectman McGrath, seconded by Selectman Nichols, to authorize the Police Department to accept the "Hudson STEP Patrols" project award through New Hampshire Highway Safety Agency in the amount of \$16,835.06, carried 5-0.

D. Fire Department Reorganization - converting Firefighter positions to Lieutenants

Chairman Luszey recognized Fire Chief Rob Buxton. Bring us through your presentation.

Good evening Mr. Chairman and members of the Board. Chief Buxton stated tonight we're requesting your consideration for reorganization of the Fire Department Emergency Services Division. Just a little bit of history. If you recall in 2013 we reorganized the Fire Department to delete an administrative position to fund two additional firefighters which allowed us to open the Robinson Road station on a 24 hour basis to reduce response time, to improve emergency services delivery through an efficient delivery model. Since that time, we've seen a steady increase of call volume. Each of the facilities are handling over 1,000 runs per year. We are contracted with the Town of Litchfield and provide them ambulance and dispatch services. They are responsible for 300 emergency EMS calls per year to the town. We also receive revenue for that in an amount of approximately \$28,000 per year. Our call volume since 2013 which was 2,465 runs has increased to in 2015 to 3,778. We're estimating that if we stay on the current track that we will be at

approximately 4,000 emergency calls this year. The obvious question that you would ask is what's driving the increase in call volume in town? We see a 30 percent increase in breathing difficulties, chest pains, and general illness in our emergency medical services. That accounts for 30 percent of our call volume. We also continue to service approximately 1,058 incidents on the fire side of the house. That's approximately 30 to 35 structural fires a year. The rest of them being service related incidents or emergency responses for alarm activations which are installed within commercial properties. Those are accidental responses could be turned into a structural fire. A plethora of events could be taking place.

Chief Buxton said I looked at the demographic of the town and looked at where our service demand has been increasing. In 2014 we added 50 new residential structures within town - new homes. Seventy-eight percent of those constructed were in 55 and 62 plus developments. The following year in '15 we built 82 new residential properties. That was 75 percent was in 55 and 62 plus communities. This year we have built 51 units and that continues to be at a 42 percent rate right now. Those developments that would be of note would be the 100 units that have been added off of Belknap Road at the Oakridge Condominium complex. That's a 55 plus development. Sparkling River continues to be developed. We had Oblate that reached build out. So those are the areas that we've seen the greatest impact.

Selectman McGrath noted about 180 new homes.

Chief Buxton noted the other thing that has happened is we've seen a steady turnover in our employee base. In 2013, fifteen percent of the organization had less than three years within the Fire Department ranks. Okay. Fifteen percent. In 2016, that number has increased to 39 percent of the organization for approximately 11 firefighters than have less than 3 years of employment with the Town. That leads us down the path of less experienced employees, greater training requirements, more supervision that is needed on a day in and day out basis. So we continue to look at that and say how do we handle that? Increase call volume, training requirements, and supervision and how do we reach that number?

Selectman McGrath asked about the 11 firefighter that have less than 3 years for the Town of Hudson but in totality what do they have for experience? Is it just the 3 years? Chief Buxton said 3 years. College educations.

Chief Buxton said when we look at it and we say we're delivering 250 hours within the first 9 months of employment to the employees for their probationary training, we also offer 120 hours per year of training to our employee base in totality. That's fire EMS. We look at those requirements and how we're delivering that and basically Deputy Tice is the prime deliverer of that program right now as the Deputy of Support Services. He's out there delivering that. What we have before you this evening is a request to transition 4 firefighters to Lieutenants. Basically that transition would allow us to increase supervisory responsibilities, to provide a more consistent and direct delivery of training, increase safety of our operational personnel, increase and develop an employee succession plan and better distribute our responsibilities within the organization. The cost of this transition is approximately \$64,000. I've worked with the Finance Department and reviewed this project with the Finance Director. We believe that through some math that we calculated because we had some senior employees with 30 plus years of experience that were budgeted within our budget would absorb approximately \$35,000 of that \$64,000 cost. The rest of the monies we would make up either through the operational budget or over time savings throughout the year. That is I'm asking for less than a one percent increase in our overall salary and benefits line for this transition.

Selectman McGrath asked the less than one percent increase is that just for the upcoming budget process or will that carry forward. I can understand where you're getting the money now to offset any additional costs but in future years how is that going to escalate cost wise to the town? Chief Buxton said these employees would certainly end up in the step system no different than a new employee that we hire. There was a five-step process that would be escalated over time. Contracts that are voted on by the public each year would deal with the cost of living adjustments and if steps are granted in the contracts. Selectman McGrath asked is this going to require us to hire additional firefighter that would be subordinate to these Lieutenants and support. Chief Buxton said yes. In this proposal right here, I'm not asking for any additional headcounts. This is the transition of four current employees to supervisory responsibilities and would staff each of the buildings with a supervisor and firefighters to afford us the opportunity to have that hands on supervision that we're lacking at this point in time.

Selectman McGrath said I get that part of it but going forward such as next year are we going to be looking at adding additional firefighters to backfill for the ones that have been promoted to Lieutenant. Chief Buxton said later in the agenda this evening we're going to talk about grants. One of the grant proposals that I bring forward is in regards to safer programming. That is whether we do this program or not, we feel that we need to start putting a plan together to increase our staffing to adjust to the ever changing environment that we're dealing with. Our volume of call volume has gone from 2,465 to 4,000 runs this year in 3 years. That's a pretty steep increase for us. When you talk about having 9 firefighters on duty 24 hours a day, that service demand that we're putting on these folks is a heavy workload. My concern is that with the increase in the EMS side of the house, we routinely will have all 3 of our ambulances out on the road and not have a fire unit available to handle the 1,000 plus fire incidents that we respond to every year. We believe that we need to put a long-term plan together to work with you folks and the town to increase the staffing requirements.

Selectman McGrath asked - maybe I'm getting a little bit ahead of myself here. If we're seeing an increase in calls for

the emergency services as opposed to a firefighter going out to put out any kind of a fire whether its commercial or residential, would we be looking to hire additional firefighters or would we be looking to hire paramedic type employees that can address those emergency calls for medical assistance? Based on your presentation, that's really the increase is more in medical services as opposed to firefighters. Chief Buxton said all of our personnel that are assigned to the Emergency Services Division are cross trained. What that means is that they are trained as both firefighters and EMS providers. So you basically don't have a split down the labor force to say these folks are assigned to the EMS Division and these folks are assigned to the Fire Division. When we hire a new employee coming through the door, they need to be able to service both disciplines.

Chairman Luszey asked other questions. Selectman Coutu said I do. I've given everybody else an opportunity. Apparently everybody understands this a lot better than I do. It leaves a lot of questions. So you want to promote four firefighters to Lieutenant. You're going to propose in the next packet that we hire two additional firefighters if a grant is approved which we'll probably have to eat up at the end of the two year grant but we'll get into that when we get to that.

Chairman Luszey said the viewers are hearing us. Hold those type of comments. I don't want to...Selectman Coutu said I'm going to speak my mind Mr. Chairman. Don't try to stifle me. Chairman Luszey stated you may speak your mind but don't...Selectman Coutu commented I'm going to vote against it. I'm done. Every time I go to talk lately, you try to stifle me. I'm sick and tired of it. Chairman Luszey said no we were talking about item C and you started going into item d. Selectman Coutu noted the next item affects item c. Chairman Luszey noted it's a separate item. Selectman Coutu said I'm voting against it. Thank you very much for helping me make up my mind so quickly. I'm done.

Before you slam the door shut, Selectman McGrath asked I had the same concerns I think that you did. I read this packet. I told Chief Buxton I saw him yesterday and I told him that I couldn't figure out where this was going. To me reading this - and I read things carefully as I'm sure you do. My comment to the Chief was that it was as clear as mud. I couldn't get there. Based on my questions, you can understand why I couldn't get there. One of the things that he said to me yesterday which I think cleared up at least in some regard was about the chimney fire that you had to attend to the other day. I think if you explained that to Selectman Coutu that might help to at least to understand the reasoning behind requesting the four additional Lieutenants.

Chief Buxton explained the incident that Selectman McGrath is talking about is the chimney fire that we had on Sunday morning on Richmond Road. That day we had three firefighters assigned to the Burns Hill Station. Two of the firefighters that were assigned to that unit that day actually had less than three years of service. They had one member that had over 8 years of service. When we look at the responsibility card that we're placing on that more senior individual, we're asking them to get to an incident, size up an incident, take responsibility for two members of their crew that are less experienced, and we're asking them basically to work out outside of their job description. From a safety perspective, we believe that we're at that point call volume wise that waiting for the supervisor to come out of the Central Station and respond down to the Burns Hill area for the incident management team really is a safety issue. We finally have identified a funding program to basically push this section of our staffing model forward. So we believe that this is put a better product on the road, increase employee safety, it creates training and those types of things.

Selectman McGrath commented and increase safety for the residents that you're going to assist. Selectman Coutu that helped me to at least - Selectman Coutu commented you got snowed. Selectman McGrath said maybe I did. It wouldn't be the first time and probably won't be the last time. That's part of my learning process here. I can understand the reasoning behind his request.

Selectman Coutu asked to speak. Try not to stifle me. In the past I have asked the Fire Chief - I'm not going to even ask him any questions. I'm just going to make some comments. In the past I had asked the Fire Chief when we went to 24 hour staffing whether or not there would be sufficient support staff to manage each crew at each fire station for each shift. I was assured that that was going to happen. I've been reassured that it's been ongoing. Now all of a sudden we need four new Lieutenants. We have according to his - if I read this carefully - he can cover the additional cost of \$66,000 in this year's budget which brings the question where did that \$66,000 come from? Is that an inflation of the budget? Is it salary line? There's no explanation. I am not going to ask the votes of Hudson to foot a \$3 million new fire station, promote four people at an additional cost of \$66,000 this year and additional increases over and above that every year. The \$66,000 is not broken down. It doesn't tell me if it covers the retirement which continuously goes up every year and then there's always the two additional firefighters that he's going to make a request for in the next presentation. I don't like being told in one breath that we have enough supervision to handle station for all calls. There's always either a Lieutenant or a senior person on the property to handle those kinds of calls.

Selectman Coutu indicated I'm not a fire or ambulance chaser and I don't plan on being one but I've been to fires. There was one in my neighborhood. It was quite immense. It was a house fire and it just took off. It was well managed. When we need assistance, we bring assistance from the outside depending on how much of the staff is tied up in town. If we had two of the stations are busy on an ambulance call and the third station gets called to a fire call and it's in the Industrial Park and there's fire and smoke showing, I'm sure they're going to call a second alarm in Nashua, Pelham or whatever is going to come in. A senior member amongst that group will take charge. We have a Fire Chief. We have two Deputy Fire Chiefs. I was assured that the fire inspector who does inspections most of the time when there's a fire

call or a need would leave this building and also go out there. To me it's not a question of staffing. I appreciate the men and women that we have in our service and I appreciate the work and the danger of the work that they do. I see this merely as just an opportunity to promote four people for whatever reason. I can't accept that having four additional people in the hierarchy is going to make any difference in situations like Richmond Road on a chimney fire or any type of fire even if it was a major fire because there's sufficient staff. One of the Chiefs or Deputy Chiefs or Captains could have gone out there from my estimation and based on what I've heard about these stations being staffed with adequate supervision. Again I'm thinking the out years like you were thinking. I think that we're going to straddle the taxpayers with an additional \$66,000 this year and an additional \$66,000 plus in the out years for absolutely no reason and there's nothing at this point that will convince me that this is the right thing to do.

Selectman McGrath asked to make a point and then perhaps you can provide me with some more information. The \$66,000 as I understand it is based on a reduction in salaries that we've seen over the last year or so because of the retirement of some senior level firefighters that were in the supervisory ranks. That's my understanding of where the \$66,000 comes from so that we still because - this is my rational. I'm just going to keep on going here. The \$66,000 that we've saved thus far will continue to be carried over because we won't have those senior level people still employed. They've left the employ of the town. We may not look at it as a reduction every year but we won't be carrying a higher cost for senior level employees that are no longer here. Does that make sense? Selectman Coutu said it made sense but I'm saying is it would be a savings of \$66,000 for the voters or almost \$.03 on the tax rate that we're not going to realize.

Selectman McGrath said I'm going to keep on going. I struggled with this. Like I said I read this over the weekend. I couldn't make heads or tails of it. We've got an increase in the number of residential properties in town. Based on my addition while you were going through the numbers, there's about 180 new homes. There's going to be more in the loop coming forward. That's going to increase the number of emergency calls especially where they're 55 and older. You're looking at an older population as opposed to young people that don't maybe have as many emergency calls. So I can rationalize I think and I can justify the additional staffing that we may need to address the higher number of calls that we can anticipate for the 180 homes...I'm going to stop there because I'm starting to lose my thought process here. It's convoluted and it's hard to understand.

Chairman Luszey told the Chief one question I have is what is the net difference between what you've lost and what you're asking here based on the number of retirees and folks moving out that were Lieutenants and Captains to what you're trying to rebalance with. Chief Buxton noted \$30,000 additional. Chairman Luszey said not money wise - positions wise. How many Lieutenants you lose. How many you're adding - Captains. Chief Buxton said basically we're looking at setting up a succession plan within the organization so we become self-sustaining and you'll have 26 firefighters, 8 Lieutenants, 4 Captains, 2 Deputies, and the Chief. The Emergency Services group would be staffed by the Captains and Lieutenants on a 24 hour basis. So you'd have 2 Lieutenants and a Captain assigned to each group along with the firefighters that backfill the stations on the back side and move forward from there.

Chairman Luszey asked does that change from when Chief Murray put the 24/7 structure in place. Chief Buxton said I put the 24/7 structure in place for the Robinson Road Station so that still leaves us at 9. I provided you two organizational charts. One that shows September of 2016; one that shows January 2017. If the change was going to be made, it basically you continue to have 36 full time employees assigned to the Emergency Services Division 24/7 full time staff. So the head count has not changed just the make up of the head count changes.

Selectman Coutu said 33 percent ladies and gentlemen of the staff will be hierarchy in the Fire Department - 33 percent based on this proposal. I want to read something that's in his presentation. "How much will this program change cost and how do we envision funding this change in Fiscal Year 2017? The cost of the transition for our four firefighters to Lieutenants will cost \$64,419. We would recommend absorbing this cost in our Fiscal 2017 budget. This would be partially be possible due to the retirements of long-term employees and we would manage our overtime and salary lines to pull together the needed funds for this program." Does that tell me that if we don't do this they're not going to manage the overtime and salary lines? Even the language bears questioning. "And we would manage our overtime and salary lines to pull together the needed funds for this program." So evidently the absorption of the gain as a result of losing long-term employees isn't sufficient to cover the cost. They have to further manage the overtime account in order to make it. Again it bears the question if we didn't do this does that mean that the overtime account wouldn't be managed? Pardon the pun but I'm on fire.

Chief Buxton said the budget is managed every day. We sit down every week and we look at the budget. We run a burn report every Monday morning. The budget is managed every week and to Selectman Coutu's point, whether we're staffing with one more Lieutenant or one less Lieutenant, we're going to continue to manage the budget. It's my job day in and day out to one of my most key functions as your Fire Chief is to manage that money that is allotted to me in my budget each year and bring that in as close to zero as possible. So we continue to do that every day.

Selectman McGrath had another question. The additional 180 homes that we're adding or partially have added can we estimate based on that number calculate out what the potential increase in emergency calls will be? Chief Buxton said no. I can tell you...Selectman McGrath said you can't look at like a 55 and older homes that we have now - developments now that are in place and the number of calls are to those residents and then just try to calculate out or forecast out

what the potential is for these. Chief Buxton indicated I can tell you that every resident of town will have interaction statistically three times with the Fire Department in their life. What that three times is I'm not quite sure. Selectman McGrath hoped that I never have to call. Chief Buxton said I can tell you in the change in demographic of this community regarding the 55 and 62 plus, the enrollment of the change in the healthcare system, we are seeing sicker people. You go to the hospital and you go in for a procedure, you're released earlier. The service demands on your firefighters, your paramedics, your EMTs is increased. The skills that they are required to provide are higher and that shows simply in the revenue line. If you look at the revenue that we've continued to bring in, you're bringing in almost \$775,000 last year in ambulance revenue. That's not inclusive of the \$28,000 we brought in for Litchfield. We continue to see that increase because the service demand increases. We're seeing sicker people.

Selectman McGrath noted that just leads to another question. With an increase in number of calls for emergency services, do we have the equipment necessary to address the increase in number? Chief Buxton said we have three fully staffed ambulances currently. Depending on how the call volume runs that day, and that's one of the risk management approaches that we take is we staff all three of those to make sure that they're available. Selectman McGrath asked and if they're not available say that there's some sort of a catastrophic event where all three ambulances are called out and then we start to get more calls in whether they're due to that catastrophe or something else, what do we do then? Chief Buxton indicated we have mutual aid agreements through the Souhegan Mutual Aide Association, the Board of Area Mutual Aide Association. Last year we requested 149 times we requested mutual aid coverage within town for an emergency call. Selectman McGrath asked if that included Nashua. Chief Buxton said Nashua, Pelham, Londonderry, Windham, Dracut, Tyngsboro.

Chairman Luszey asked if there were further questions from the Board.

Motion by Selectman McGrath, seconded by Selectman Routsis, to authorize the Fire Chief to convert four Firefighter positions to Lieutenant at the cost of \$64,419, carried 4-1. Selectman Coutu in opposition.

Selectman Coutu said I knew I'd get buried in this. Chairman Luszey noted you can speak. Selectman Coutu said the vote is taken. I'll speak to the voters directly and I'll speak to the Budget Committee about having it taken out of the budget. I would have like to have heard the four explain why they're in favor of it. Ms. McGrath I understand. The others didn't say a word.

- E. Fire Department - Request to apply for the Assistance to Firefighters Grant for the replacement of self-contained breathing apparatus and SCBA fill station

Chairman Luszey recognized Fire Chief Rob Buxton.

Chief Buxton explained we're requesting the ability to apply for the 2016 Assistance to Firefighters Grant. If you recall last year, we received a \$37,000 Assistance to Firefighters Grant from the federal government. This is the same program. We are looking to upgrade our respiratory protection this year. Our current breathing apparatus is approximately 15 years old with a fill station that is 25 years old. In that 15 years, there's been three NFPA cycle change to increase the standards so an upgrade is not available at this point cost effectively. We're looking to purchase 36 self-contained breathing apparatus, 36 spare cylinders, 53 face pieces, and 1 SCVA fill station. The cost of this program is \$376,528. Our 10 percent match will be \$37,652.

Selectman McGrath asked what is the fill station. Is that for oxygen canisters? Chief Buxton said basically that compresses the air to put back into the cylinders so we can refill them and service the units.

Selectman Coutu asked where is the \$37,652 going to come from. According to this, it says it's going to come out of your operational budget. So that's another \$37,000 you plan to have extra or is that going to be a line item request? Chief Buxton said no we have it built into the 5730 emergency services budget. We have equipment costs for SCBA maintenance, hose maintenance, replacement of equipment, and those types of things within the budget already. So we would earmark that for the grants for this coming year. So we would come in flat with our equipment costs.

Selectman Coutu asked this grant application is strictly for items 1, 2, 3 and 4 under D and nothing else. Chief Buxton explained you're looking at Assistance to Firefighters Grant program 1 bolded and then a, b, c, d, and e. Steve Malizia noted he's talking about d and that's it. Chief Buxton said every breathing apparatus has a value of \$5,500 to \$5,900.

Selectman Routsis asked what's your standard shelf life on these things and have we accepted it. Chief Buxton said the NFPA recommends that you replace your respiratory protection within two NFPA cycles. We're just tilting into the third cycle which puts us at the highest funding availability through the grant program. So every year they come out with priorities and they say that these pieces of equipment are highest priority for funding. This year it has been respiratory protection as with last year we saw a change and they funded more hose last year. That's why we were capable of getting the hose grant. We're looking at our needs, matching them to the priorities to give us the best funding available from the grant program.

Selectman Coutu asked is there any value to what we would have other than scrap value. Chief Buxton said we will absolutely trade those in. That is a good question actually. We will actually trade those in and they will sell them outside of the United States. Selectman Coutu guessed it was better than nothing. Some of these third world countries it would be valuable to them. Chief Buxton said when you're upgrading from nothing to something that is 15 years old, you'll take it. Selectman Coutu agreed.

Chairman Luszey asked if there further questions? Comments? Seeing none.

Motion by Selectman Coutu, seconded by Selectman Routsis, to authorize the Fire Chief to apply for the Assistance to Firefighters Grant for the purpose of obtaining funding for the replacement of self-contained breathing apparatus and SCBA fill station, carried 5-0.

- F. Fire Department - Request to apply for a Staffing for Adequate Fire and Emergency Response Grant to obtain funding for two additional Firefighter /A-EMTs

Chairman Luszey recognized Fire Chief Rob Buxton.

Chief Buxton explained we're also asking consideration this year to afford us the opportunity to apply for an Assistance of Firefighters Grant that is called a SAFER Grant. This would afford us the opportunity to bring two additional firefighters into the Fire Department ranks, work them during the day, collect data, and afford us the opportunity to collect data to go to the towns people to fund these positions full time. We receive funding for their protective clothing, their uniforms, taxes, healthcare costs, retirement, also see their cost with their salaries. There is no payback on this grant. So what that means is we receive two years of funding with no match and no requirement to maintain their employment at the end of the two years. If we go and we're successful in getting this grant, you accept the grant. There is no requirement at the end of the grant to continue the employment until you've received that authorization from the town's folks.

Selectman McGrath said the firefighters that you hire would understand that and be agreeable to that. Chief Buxton said we would make that as part of the conditional offer. The Town of Merrimack has done that with a couple of long-term military leaves. They know that they brought somebody in for a year. So that is common place in some other departments.

Selectman Nichols asked would you also be looking like as firefighter EMTs or just firefighters. Chief Buxton said no. They come in cross trained to be able to service both EMS and fire.

Selectman Routsis wanted to verify its 100 percent government funded. It won't cost the town the taxpayers anybody anything until the two years up and then it's the town's choice whether they keep them or not. Chief Buxton said correct. With both of these grants prior to acceptance, I need to come back before you, run a public hearing. You're going to have a flavor of whether or not this is something that we should go forward with or not. This is the opportunity to apply. It's strictly to apply. Selectman Routsis said this doesn't hold us to anything. It's just you applying for it to see if they say yes.

Selectman McGrath noted then the voters have the ultimate say. Chief Buxton agreed.

Selectman Coutu explained I will not be supporting this. This money is taxpayer money. It's not charged directly to the taxpayer of the Town of Hudson but as Selectman Maddox was apt to say, this money is not mana that falls from the sky. It's taxpayer money though its federal dollars and I appreciate the fact that we have an opportunity to apply for federal monies. There is a conflicting statement in here and until there is no contract before us. It behooves as a Board not to vote for this until we see a copy of the contract. Not just tell the Chief go out and let's apply for the money and see if we get it, then we'll look at the contract. You voted to - because I certainly didn't - promote four people for Lieutenants because we don't have enough hierarchy to run our department although now we're at 33 percent but we got plenty of time to write these grants and train these two people for only two years. However if you read what is before you, and I always read the information, on the second page under Item G. "The grant application will be written for \$180,000." That's \$90,000 per employee. That doesn't mean they're going to get in salary. I'm sure there's training and what not involved in that and their uniforms. There's no local match for the first two years of the program. "In the third year, it is when the town would be responsible for budgeting these positions." You read further on, it has another statement that totally contradicts that. "What this program does not include, it would not fund any employment separation if the town chose not to fund these positions at the end of the second year." Now either we are or we're not. I've dealt with the federal government many, many times and I've written several grants. One for the Town of Woodstock Police Department. We're being hooked in here. Hook, line and sinker. We're going to own these two positions because there typically is a mandate that you pick up the salaries at the end of that time. This is how we get batted in. I'm not saying you. The federal government bates us in. I don't trust them. I don't think that we should hire two people and build up their hopes and two years from now tell them sorry we no longer have a need for you.

Selectman Coutu asked how long does it take to train a good firefighter EMT position. Chief Buxton said we bring them in and provide them 250 hours - 9 months. Selectman Coutu said the first year they're going to be in training and

available. Chief Buxton said they still work shift. Selectman Coutu knows they're available but they're not properly trained. Chief Buxton noted they're working through their probationary training. You're correct. Selectman Coutu said we're going to get them for one year. I understand that though it's taxpayer money, it doesn't come directly - well it does in a sense - but a year later after they're trained you're going to say sorry guys the voters in the Town of Hudson don't want you. Just because other towns do it doesn't mean that Hudson should do it or should get in the habit of doing it. We have not since I have been on the Board of Selectmen, I cannot recall a single request from any department head to do this. You may have done it in previous years. I know back in the '60s and '70s this was very popular to do and maybe even in the '80s.

Steve Malizia said in '90s and '00 is when I was here, they gave cops more grants. Selectman Coutu said we're being bated in by the federal government. We're going to end up owning these two positions. Is \$90,000 typical cost for a first year firefighter EMT? Chief Buxton said yes. That's step one of the Firefighters contract covers their retirement, their health insurance, their uniforms, their physicals, protective clothing, and all associated costs. Selectman Coutu commented \$90,000 each. Thank you. I will not be voting for it.

Selectman McGrath asked can we have our town attorney take a look at the contract to determine whether or not we would have to pick them up at the end of the two years as Selectman Coutu is suggesting because if that's the case, then I'd do agree with Selectman Coutu. Chief Buxton noted there is no requirement on the town's behalf to continue them into the third year. When the original SAFER Grant was written, it was actually a three-year program that actually brought the value into your budget over three years and then there was a requirement for you to absorb them for three years. Nobody applied for the grants because there was a three-year window at the end that you had to guarantee that you were absorbing them. If they were Veterans, you actually had to guarantee that you were absorbing them longer. They rewrote the rules to the program and have gone to a two-year window that's 100 percent funded with no phase in and no requirement to absorb them in the end.

Selectman McGrath asked is this similar to the program that the State of New Hampshire has with the college or with the employment division of the State government and it allows for companies to hire people in the field that they need them. They hire them at a lower salary. I'm not entirely sure of the whole thing. My brother told me about it and that was a while ago. I don't retain all of that. The State I believe helps to pay or does pay their salary and it gives the person that they're bringing into the company an opportunity to learn that job. They're there for six months or a year and then there's no obligation at the end of the time period to keep them on. If they don't fit, the employer doesn't have to keep them on and is it similar to that? Chief Buxton was unfamiliar with that program. I can tell you that we have been approached previously from a Veteran's group in regards to integrating the Veterans into the workforce to add additional headcount which isn't as we've discussed easy. Here because of getting to the ballot and the voting and all that. Basically they afford you a sum amount of money. My experience or comparison that I was going to give you was exactly what Mr. Malizia mentioned earlier. In the '90s you used the cops more grants to fund patrol positions as you started phasing in more patrol types. I'm unsure if there was a length of service after the grant was up but that would be the program. It was probably most similar to this one.

Selectman Nichols indicated I read it through pretty much but I'm still - it says, "The proposal this evening is simply for permission to apply for the grants. Prior to accepting each of the grants if awarded, the Board of Selectmen would have the opportunity to hold a public hearing and decide whether we wanted to accept the funds." I don't see what would be wrong with that. Can somebody explain that to me if it's different? That's what it sounds like. We have the opportunity to say no we are not going to accept that grant for two firefighters or whatever. We do have that opportunity according to this, right? Chief Buxton said we just did that with the hose grant. We brought that before you, held a public hearing, and made the decision to authorize me to accept the grants. We would do that for both of these grant programs. Selectman Nichols said that's what I thought. No matter what happens, we still have the opportunity to say no we don't want it.

Selectman Coutu said I'll answer it. We're so short staffed in administration we just promoted four people to have all these administrative but we got plenty of time to write grants. I was heading it off. If there's no support for it now, why bother some of this top heavy administration all this time to write grants we can just do away with it and get right to the training that they need and all the supervision they need. I'm just going to vote no and if there's three people going to vote no, we'll save them a lot of time writing grants for at least this grant. That's it.

Chairman Luszey said fair enough. However, I'll speak on it. It's actually to one of your comments about one of our other selectmen that's no longer with us about accepting federal money. It is my money. It is your money. If we don't accept it, somebody else will. It is money that we paid out of our pocket through federal dollars that we are bringing back to the community. So I don't feel bad accepting federal monies to better our community. I'm not quite where you're at with the realignment. I think the realignment is necessary and I will be supporting this. Further comments?

Selectman McGrath had one more comment and I too was going to comment about accepting federal dollars. That money has already been collected and put in a fund somewhere. Whether or not we accept it or we don't, the money has already been spent. It's already been collected and I can assure you that our wonderful federal government is not going to return that money to the Town of Hudson just because we don't accept a grant. Often times the grant process has so many things attached to it that you're better off not accepting it. I guess one of those projects would be Zach's

field because of all of the requirements of the federal government for actually providing that funding. This isn't the case. As long as you can assure me and the rest of this Board that at the end of two years if that's the end if the votes don't for it, then we're not going to have to go any further with funding it. So you're certain of that? Chief Buxton said I'm certain of that.

Selectman Coutu said however there will be a request to the voters in two years to keep those two positions on at a cost of in excess of \$90,000. If its \$90,000 up front, you have the escalation of salaries and all of that. The voters will make their decision at that point. We have plenty of staff now. We need two more. We had not enough administration so we need to promote. Now we don't have enough staff, now we've got to bring two on. It's not going to end. You know what, I told you this this afternoon Chairman Luszey and I'm more convinced now that we could save this town a considerable amount of money if we do what you recommended we look at several years ago which is to privatize the ambulance service. We wouldn't have the cost of ambulance. We wouldn't need to have all of this staff. We would receive a check every month for the services that are being provided. In effect we would save millions of dollars by eliminating the emergency medical service and do what they're supposed to do which is fire.

Chairman Luszey commented if we did it back then, that might have been a true statement but things have changed drastically. We've gone down that road. I don't see us coming back. As a matter of fact, we've talked at length about the future. If Hudson continues to grow, I believe there will be a need for additional substations elsewhere in the town that may house additional apparatus in order to serve the population with the required response time. Unless we want to change the entire approach to first responding in the town, I think this is the right path to take. That's all I have to say.

Selectman McGrath stated I'll just add one more thing. If in two years if I'm still here then, I've only got one year left. Halleluiah for some people maybe myself included but if in two years they come back to fund these two positions and we don't agree with it and I don't agree with it, I'm not shy about saying that I'm not going to support something a/k/a the fire station on Lowell Road. Just because we're going to accept a grant today to bring in two additional people for a two-year period certainly doesn't cause me to think that I'm going to be forced just by my support tonight that I'll be forced in two year to continue to support that.

Selectman Routsis wanted to reiterate and only because Selectman McGrath mentioned we're accepting it tonight. The only thing that we're actually doing tonight is giving the Chief the okay to apply for it. So that means after he applies for it, we could be denied. It could be approved but then it still has to come back to us to approve again. If in that time we've had our attorney look over something or something doesn't seem right, we still have the opportunity to say no. All we're doing is saying we can apply for something. There is no guarantee. How's that.

Motion by Selectman McGrath, seconded by Selectman Nichols, to authorize the Fire Chief to apply for a Staffing for Adequate Fire and Emergency Response Grant for the purpose to obtaining funding for two additional Firefighter/A-EMTs, carried 4-1. Selectman Coutu in opposition.

G. Price Reduction - Town Owned Property - 6 Bear Path Lane

Chairman Luszey recognized Town Administrator Steve Malizia.

As you are all aware, Steve Malizia noted we a tax deeded property at 6 Bear Path Lane. This consists of a 3 bedroom home which we've had on the market since last December. We've had a couple of offers. One fell through because there was some issue with the title. The bank wouldn't insure it. We've had two low ball offers recently which they were truly that low ball offer. They did not want to negotiate. Our realtor is recommending a price drop of \$20,000 to put us at \$249,900 for an asking price which puts us in a search mode under \$250,000 hopefully to energize this a little bit so when folks are putting in their search criteria because a lot of folks look at real estate on line, they would type in something that said give me houses under 250. We'd be right there. We only yield approximately \$76,000 because again the proceeds for this property above our cost go into the courts to be adjudicated to either a loan company or a former owner. I believe it's in our best interest to drop the price by this \$20,000 to see if we can get any offers on this property. Again we've had low ball offers but those are bottom feeders looking to take advantage of the town in my opinion.

Selectman Coutu asked have you discovered what the problem was with the titles so that we don't encounter this in the future. Steve Malizia indicated the notification process was part of the problem. The former owner refused to accept any certified mail so we did an alternate delivery which is addressed service required. The lending companies don't really know the New Hampshire laws as well and they were balking at that as a service so we actually had the sheriff physically hand this gentleman the former owner his notice and certified to that. That should satisfy any title company that the proper notice was actually served. We sent it to the mortgage companies. They signed for it certified but this particular former owner just refused to sign for his mail. We did an alternate delivery but title companies are very picky. They don't want anybody coming back to put a claim on the title insurance. They wanted to see more assurance. We had our attorney arrange with the sheriff to physically go - we know where the guy is - knock on his door and hand him the notice and the sheriff certified it. So we believe based on what we have for information that that satisfies the notice requirement.

Selectman Coutu thought dropping it to the 250 level ill bring in additional...Mr. Malizia said it should at least get some attention. If you're looking for one of those maybe condos, hey you can own a single family home for approximately the same price point. Hopefully it energizes us and gets some offers. Again at the number we had, we got an offer of I think 172 or something. We're not giving it away.

Motion by Selectman Nichols, seconded by Selectman Routsis, to reduce the listing price for 6 Bear Path Lane from \$269,900 to \$249,900 as recommended by Lisa DiBernardo of DiBernardo Real Estate, carried 5-0.

9. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Nichols- I had gone to the Library meeting the other night. It was interesting. They are thinking of opening in January on Sunday for at least three months - I think January 9th to March 9th or something. People enjoyed it and they're going to start advertising it now. We welcomed the new girl that's come into the new position. She's very, very nice. Wicked nice girl. Things seemed to go pretty well. The Friends of the Library are going to donate a 3D printer to the library. I don't know how that works yet. I can't wait for it to be in so I can see. I have no idea. Not a clue as to how a 3D printer works. I haven't seen one.

Chairman Luszey asked are they donating the supplies. Selectman Nichols said probably. I think the whole bit. Selectman Coutu noted the initial package only. Chairman Luszey thought ink was expensive. Selectman Nichols didn't know. I have to find that out. I have no clue. Selectman Coutu noted it's not expensive. It's \$35 per cartridge. I believe two come with it. This is a small one. Didn't they say they made a little car or something? Selectman Nichols said they did a dish, bowl or something. Selectman Coutu guessed the two packets that they're going to get are going to last quite some time. They can make quite a few things out of the material that's used. It's some sort of a synthesized polymer plastic.

Chairman Luszey said let the record show that Selectman Nichols showed up at 7:22 p.m.

Selectman Coutu - I have nothing. Oh do you have a message of a prominent citizen passing away today? Were you given the message? Chairman Luszey said actually that's why my phone was buzzing. Yes I was going to mention that.

Chairman Luszey explained what Selectman Coutu was alluding to is Webb Palmer passed away today. We'll look for details as to when his wake and funeral will be. He's going to be sorely missed. He was an inspiration for the vocational school. Selectman Coutu said he was well respected.

Selectman Routsis - I just wanted to mention for the senior center I went to their meeting last week. They're considering possibly opening on Fridays because they have so many people coming in and so much demand for it. They are also looking into purchasing some corn hole boards. Pickle ball has either just moved indoors or is going to be moving indoors - beginning of October at the Community Center.

Selectman Nichols wanted to mention that the Friends of Benson Park are having a spaghetti dinner October 22. That's usually very, very good. Get your tickets early people. That's all I have.

Selectman McGrath - I just have one thing. I received an e-mail this evening and I think maybe we all did. I'm not quite certain based on what I read. From Andreas Dominguez concerning an invitation that was supposed to have been mailed to all of us concerning an Eagle Scout ceremony for their child. I responded and said that I hadn't seen it but if they provide me with the information then I would respond. It's October 1st based on the e-mail that they sent but there were no details about when or where. If I get that information, I will forward the e-mail to everyone. I did say in my response to them that I would bring it up tonight so that everyone was aware that they had sent an invitation but I hadn't received it and I didn't know if anyone else had. That's all I have. Thank you.

Selectman Luszey - The only thing I have and Selectman Coutu you can bring it back to the Highway Department. They've been down through the south end of town moving brush back off the side of the road. I've got some nice comments from folks thanking them for taking care of some hazardous intersections that they can now see around. Great job by them.

10. NONPUBLIC SESSION

Motion by Selectman Nichols, seconded by Selectman McGrath, to enter Nonpublic Session pursuant to RSA 91-A:3 II (b) The hiring of any person as a public employee; (c) Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting. This exemption shall extend to any application for assistance or tax abatement or waiver of a fee, fine, or other levy, if based on inability to pay or poverty of the applicant; and (e) Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed against the public body or any subdivision thereof, or against any

member thereof because of his or her membership in such public body, until the claim or litigation has been fully adjudicated or otherwise settled. Any application filed for tax abatement, pursuant to law, with any body or board shall not constitute a threatened or filed litigation against any public body for the purposes of this subparagraph, carried 5-0 by roll call.

Chairman Luszey entered into Nonpublic Session at 8:42 p.m., thus ending the televised portion of the meeting. Any votes taken upon entering open session will be listed on the Board's next agenda. The public is asked to leave the room.

Chairman Luszey entered open session at 9:15 p.m.

Motion by Selectman McGrath, seconded by Selectman Routsis, to accept Chief Lavoie's recommendation and to authorize hiring Steven Pinard as a Substitute School Crossing Guard with a starting salary of \$13.50 per hour effective October 9, 2016, carried 5-0.

Motion by Selectman Coutu, seconded by Selectman Nichols, to authorize the Town Administrator to write a letter to the State Liquor Commission recommending the denial of Anne's Florals and Gifts application for a Retail Table Wine Liquor License, carried 3-2. Selectman McGrath and Selectman Routsis in opposition.

11. ADJOURNMENT

Motion to adjourn at 9:17 p.m. by Selectman McGrath, seconded by Selectman Nichols, carried 5-0.

Recorded by HCTV and transcribed by Donna Graham, Recorder.

Ted Luszey, Chairman

Marilyn E. McGrath, Vice-Chairman

Roger E. Coutu, Selectman

Pat Nichols, Selectman

Angela Saucier, Selectman