

HUDSON, NH BOARD OF SELECTMEN
Minutes of the October 26, 2015 Meeting

1. CALL TO ORDER - by Chairman Maddox the meeting of October 26, 2015 at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE - led by Selectman Coutu.
3. ATTENDANCE

Board of Selectmen: Rick Maddox, Roger Coutu, Pat Nichols, Marilyn McGrath

Absent: Ted Luszey

Staff/Others: Steve Malizia, Town Administrator; Donna Graham, Executive Assistant; Kathy Carpentier, Finance Director; Mike O'Keefe; Jim Michaud, Assistant Assessor; Police Chief Jason Lavoie; Recreation Director Dave Yates; Captain Bill Avery; Sherrie Kimball; Eric McDowell; Lori Bowen; Chrissy Peterson

4. BUDGET PRESENTATIONS

Cable (5045)

Chairman Maddox recognized Chairman Mike O'Keefe. Just reminding everybody at home that they can look at this on line if they wish. What we're doing is we go through all of the departments before we make decisions as to where we're going to go. You'll hear us ask for "Ws" which is basically we will return to this. So far we've asked for zero percent increase in the budgets unless they were additional monies voted on by voters for salaries, equipment, or whatever. Anything above that, the department head would come to us and see where we want to go. At this point cable.

Mike O'Keefe said well this year we're entering into uncharted waters. This is our first year where we'll be funded from the revolving fund that was approved by the voters at last year's election. So we're no longer in the operating budget. We're operating from this revolving fund. However we pretty much use our same procedure the Committee uses every year to formulate a budget for the fiscal year 2017. One of the first things we do is project the revenue we expect to receive from Comcast and we do that based on the most recent payments the town has received. Using that number, we're coming up with a total estimated revenue from Comcast of \$370,000. The way the revolving fund works, 80 percent of that will go into the revolving fund and 20 percent will go into the town's general fund I guess. So that comes out to \$296,000 in revolving fund and \$74,000 to the general fund.

Like I said, Mr. O'Keefe still processed our budget numbers the way we do every year. We did actually have first year of actual numbers from being at the new building. I think we probably have a pretty good handle on roughly on electricity and things like that that are going to be the same from year to year. Those numbers kind of reflect what we spent last year. The rest a lot of the line items are level funded. One of the major decreases, we dropped down the small equipment budget by 25 percent. The net result of all these numbers comes out to \$278,756. It's still less than the money we're anticipating coming in from Comcast and of course the way the revolving fund works any excess would roll over to the following year.

Mike O'Keefe said I just want to also point out just so if you recognize it, we did carry over like we've done in the past year a line item for capital reserve fund. In the past years, we used to use that if there was excess monies in our budget. Rather than have them lapse, we would recommend that they be put in the capital reserve but we kept that line item in there and allocated \$15,000. That's the fund that was created recently to deal with building issues. We thought that still made sense to contribute some funds to that but of course it's up to the Board if they want to do that.

Selectman Coutu stopped Mr. O'Keefe there. For clarification, that's line item 450 that \$15,000. I had some confusion so I had asked Mr. O'Keefe to clarify it. That \$15,000 is going into the buildings capital reserve fund so it's not specific to just that building. It's going into our overall capital reserve fund. Kathy Carpentier said yes. We have a capital reserve fund called "major repairs for town buildings". That building would be a building and we wouldn't keep track of whose funding it. It would just be for any building in town.

Mike O'Keefe said that's basically my presentation. Obviously open to questions.

Selectman Coutu recapped so what you're saying Mr. O'Keefe is that you've anticipated a revenue line of \$370,000. So the difference between 370 and 315 is what's going to go into the capital reserve - the 20 percent. Kathy Carpentier indicated that goes into our revenues. The town recognizes \$74,000 in revenues. Selectman Coutu want to point that out. So \$74,000 is anticipated out of 315. Mike O'Keefe noted 370 is the total we anticipate receiving from Comcast. Twenty percent of that is \$74,000 that would go to the town. Eighty percent of that is 296 which would go in the revolving fund. Again these are just estimates. It obviously depends on what we actually see from Comcast. It's been pretty good. We've been pretty good at estimating. Selectman Coutu said

the \$74,000 is going to the town plus an additional \$15,000 we've kept into the capital reserve building maintenance for a total of \$89,000 will be coming back to the town in one form or another. Thank you Mr. Chairman.

Selectman McGrath had a couple of questions. On the electricity, your actuals for fiscal year '15 were almost \$9,000 and your budget for last year was \$7,500. You went over on the electricity. Don't we anticipate electric rates to go up? I thought I heard that on the news today that overall electricity rates are supposed to be rising. You may not have enough budgeted. Mike O'Keefe said you may be right. My actuals showed \$8,876 for fiscal year '15. I put in a number of \$9,000 as an estimate. You're right. If it goes up, it could exceed that. I'm fairly certain there are funds elsewhere that would cover it. I don't imagine it's going to go up. Overall Selectman McGrath said your budget went down substantially by about \$36,000. Just looking at that line item, it jumped out at me. The same for natural gas. Your actuals were 445 for fiscal year '15, budget of 800 last year, and then 2,000 this year. Do you anticipate it to go up or is that just trying to..Mr. O'Keefe thought just trying to be safe. In effect, that may end up covering the electricity however I hope it stays similar. Yeah you're right. It's a little higher than it probably needs to be.

Selectman McGrath noted the last one is line item 229 building maintenance. In the last budget it was line 224 and the actuals were \$3,284 and you're budgeting \$6,000. So just about double that. Mike O'Keefe said this line item actually takes a little bit of explanation. In FY16 the budget we're in now the Board chose to hire a part-time custodian to cover the full building - the senior center and the access center. During the budget deliberations of last year, \$6,000 was transferred from the cable budget to the Highway Department budget which was basically to cover our portion of the services we'll receive from the custodian. It doesn't really show up in our budget last year because it was moved. Now that we're in this revolving fund, it seemed like we should still be paying that \$6,000 which is why I then put it back in as a specific line item and assumed that the money would be transferred from this to the town to pay the portion of his salary that we're responsible for. That's why like in FY16 it was zero. Like I said, it was transferred behind the scenes and in this year it's \$6,000. I assume the Board would want to follow the same thing they did this year. Selectman McGrath said just remember this is my first time through. I'm all set. Thank you.

Chairman Maddox asked Mr. O'Keefe to go through the small equipment. We're talking \$200,000 between last year and this year. Is it a misnomer? I can't believe that you spent \$200,000 on small equipment. Is it just the wrong line item or something? If you're replacing \$30,000 for a piece of equipment, I don't know if I'd call that small equipment right here. Mike O'Keefe said small equipment is the purchase of new equipment or replacement equipment. If it's repair, it will be repair. There have been some big projects since the access center opened. We had that lighting system purchase. We had the purchase of the equipment to do the meetings at the conference room over there.

Chairman Maddox said you just said for \$95,000 this year. Mr. O'Keefe noted that's what I have it there just as a placeholder. It's hard to say what's going to happen. We anticipate possibly replacing these two meeting rooms in this facility with updated equipment. The equipment that was installed at the access center is much higher caliber. It's high definition. We've already had some failures on these cameras here. Our studio cameras are original equipment that were put in for day one - the studio cameras at the access center and that's something we're looking at potentially replacing in this coming year. I don't know if we'll actually spend that much and if we don't, it just rolls over anyway.

Selectman Coutu thought he phased it right. It's somewhat of a placeholder Mr. Chairman. It is difficult. It's \$95,000. It could be \$120. It could be 50. It could be 40. It's very difficult to ascertain what the need is going to be out of that line item. How many cameras do we loan out that we have available for loaning? Mr. O'Keefe said it's probably about 6 cameras. Selectman Coutu noted we have 6 cameras that if - I'll use you as an example. Let's say your wife said to you I'm having everybody down from Canada and I want to do a little family reunion and I'd like you to video tape it and we're going to speak in French and in English and I want you to put it on air. Not that Eloise would do that. You could go to the access center. They'll show you quickly how to use the equipment. You take it home. You're doing it on the way back or whatever you drop it and it breaks. We don't get insurance for you. We have to replace the camera. What do those cameras go for? Mr. O'Keefe said the ones that we loan out are \$3,000 - \$4,000. Selectman Coutu noted that's small equipment. I don't think we've ever had one come back damaged have we but we anticipate it could happen. It might be 1; it might be 2; it might be none. The figure is used as a placeholder and he explained last year for example he had budgeted \$3,000 for janitorial service. The cost was actually \$6,000. That maybe the line item you might have taken the additional 3 out of to supplement the 3 that was in the budget. It's a placeholder.

Chairman Maddox hoped that we would maybe add a line that says large equipment and then he could put...again its small equipment at \$95,000. I see where you're going with broken cameras and small stuff but I would think that they would want to budget if they were going to replace the control room for this meeting room. That would be something that they would budget. This sounds like they're just saying well we got \$95,000 and we might spend it and we might not. We don't ask any other department head to kind of come in and say well I'm going to pave a couple of miles of road, or maybe not, or whatever. They come in with some sort of idea of equipment

they're going to buy. Again I would think that we would do a better job in the future to have a large equipment if you were going to spend anything more than say \$25,000 per piece of equipment just so that this line item just looks - I was reading this at home and looked at small equipment, I'd be looking at what are you buying. Mr. O'Keefe agreed. That's sort have been the catch all account that every piece of equipment we purchase basically falls into that category. I'm not averse to breaking it up into a separate account in the future.

Selectman Coutu asked can't we just call it "equipment".

Chairman Maddox thought you'd want to have the small equipment and the things you're talking about that somebody broke one or small equipment. If we're going to be budgeting to replace the control room and that's going to be \$40,000, I would think you'd want to show that and replace that 10 years ago or whatever. I think it's just going to get lost in the small equipment line. I guess KC and Mike can work those details out. Again where this is coming - we're starting a new territory. This is a revolving fund. It is not in the budget. It is kind of this separate entity that sits off to the side. Again we just need to hopefully like anything which would be in the large equipment. I would think we would want to put your GASB42 or whatever - the asset management type of thing.

Selectman Coutu said if we ever get there. Steve Malizia said 34. Selectman Coutu asked can we do that in this budget cycle create a large equipment. Kathy Carpentier said yes. There is a small equipment, large equipment - \$5,000 is what we use for capital. I guess we could use that as a threshold and break it out. Do you mean right now or '17? Selectman Coutu said not right now in '17. Kathy Carpentier asked do we need to come back to the budget for that. Selectman Coutu didn't think so. Just pull some money out of that line item.

Selectman McGrath had a quick question. Do you know how many subscribers there are to Comcast? Mike O'Keefe said they don't provide that information. I had been told, and I'm not sure where the number came from, at one point it was around 6,000 households but don't hold me to that number. That's probably a rough estimate. Selectman McGrath said someone had asked me that question and I couldn't answer it. Selectman Coutu thought you are right. I think it is around 6,000 and growing. Its households and businesses.

Chairman Maddox asked do you get the franchise fee on business. Mike O'Keefe assumed if they're operating in Hudson we do. I don't think it's only residences. Steve Malizia said if they have a cable television set up, it's just like any other cable television set up. We don't get revenue on other things. Certainly we don't get revenue on that subscription, we do.

Selectman Coutu indicated I paid the same taxes at my store as I pay at home for my business. We might want to ask Bryan that. I'm sure he has the number.

Chairman Maddox said but it changes probably regularly. There's promotions for somebody else. It probably fluctuates 500 over the year probably. Any other questions? I guess the Chair is going to say how are we going to allocate monies? You're just going to put it into the unfunded for the 20 percent. Mr. Malizia said it goes into the budget as a revenue. Kathy Carpentier said I created the same revenue line that we've always used. It would be 74,000 where before it was like 368,000 or something. Now it just says 74,000. So we're recognizing revenue in the same place we've always recognized it. It's in this book up at the revenue sheet when we go over that.

Chairman Maddox said, again, it's going to be a number that could fluctuate. So we're going to have \$74,000 that goes into revenue. Ms. Carpentier said that \$74,000 is the first time we've realized a revenue source because before our revenues and our appropriations equaled the same number. So this is \$74,000 revenue that we technically never had before which is an additional savings of \$.03 on the tax rate. Chairman Maddox thought that we need to put it into something that is technology driven. You're taking monies from the subscribers. I would hope that we would put it into not pothole repair, although we could. I would hope that we try to keep it into the technology realm whether it be the ring of light or whatever else we want to do technology wise that at least we could say that it is tied into the upgrades of infrastructure for electronics or technology. Just putting it into revenue, again, I'm...

Kathy Carpentier thought it to be sort of like an administrative fee like water and sewer both pay a small revenue to the general fund similar to this. This is 20 percent. It's to offset everything that the town does for the franchise fee - for the Cable Committee. Selectman Coutu asked are you looking for a pay raise. Ms. Carpentier said no. They use our facility. They use my services and his staff's services. The same with I think its \$66,000 from water and \$44,000 from sewer. It's in the realm of an administrative fee. By all means if you want to put another appropriation some place but we've recognized it in this budget as it's before you as just a revenue coming in going into the...Selectman Coutu said I like your idea. I would put it right into IT and finish off this loop once and for all.

Chairman Maddox said we have a capital reserve fund. Do we not for technology? Even if we put 75 percent of this income - and I think we should carry some money for overhead, and we cut the checks, and all of that stuff but you're referencing \$74,000. Those other ones are a \$1 million operations. Water and sewer is what \$8 million or something between the two of them? Ms. Carpentier said not that much. The only thing is you'd have to do sum

specific. You couldn't say 75 percent of his revenue. You'd have to give a number because we need to have a number. Chairman Maddox said to pick a lower number this year and we'll see how it goes.

Selectman Coutu asked could we do that arbitrarily or does that have to go to a warrant. Let's say for example I were to make a motion to put \$60,000 of the money into IT - into their capital reserve fund. Steve Malizia noted you'd have to make an appropriation somewhere in this budget to do that. Ms. Carpentier said you couldn't arbitrarily do it no. That's an expense. Selectman Coutu said we could put it in the budget and say we're going to transfer it. It just becomes part of the budget. It doesn't need a warrant article. Mr. Malizia indicated that's the discussion we're having with DRA right now. Do capital reserve funds need warrant articles? We have some difference of opinion about that. DRA says we need to put those all in separate warrant articles. Just be aware of that caveat. We take an opposite position.

Selectman Coutu asked when is the battle going to be resolved. Steve Malizia said it depends on what we want to do because we may have to go to court because the DRA is probably not giving it up. We're just trying to find out if they're giving it up for this year, the year we're trying to budget. Kathy Carpentier said no matter what our position is we're already doing some into the IT Capital Reserve Fund. Selectman Coutu noted we need a lot more in that fund. We keep putting this looping project off or we do it and we forsake other things that are required. We always put these things on the back burner and its part of our infrastructure.

Chairman Maddox stated that's where I was going. I think that rather than just saying it goes into the general fund for whatever. We earmark it. I would feel a lot more comfortable knowing it's going into technology which is kind of what it's coming out of.

Motion by Selectman Coutu, seconded by Selectman McGrath, to increase Capital Reserve Fund 533-450 from \$16,000 to \$76,000, an increase of \$60,000.

Selectman Coutu thought that putting it towards infrastructure is a big plus for our town. This is revenue we didn't have in the past because the bulk of the capital reserve went into the building. That's where we kept surplus and we threw it into there. It makes sense to the building is done. We're putting money in from this account aside from all of that \$74,000. We got \$15,000 going into building maintenance and that's general building maintenance. It could go to any building in town. So using \$60,000 into capital reserve this year - we could change that next year. We could do it somewhere else like if we were short of money for whatever.

Chairman Maddox said I would just like to keep it in the technology realm. Again if people are paying their franchise fees, at least we can look them in the eye and...Selectman Coutu said it solves a little bit of a problem that we've been having year to year with IT. I personally feel they're underfunded. Things just keep growing and growing.

Vote: Motion carried 4-0.

Chairman Maddox thought this is going to be a work in progress as we go through the revolving fund. It's the first one we're really chasing here. Will this be added to our monthly report or at least quarter where they are in their budget? Kathy Carpentier said yes. We created a new fund -fund 45 so it definitely can have visibility but stand alone visibility.

Kathy Carpentier asked to ask one question. Mike mentioned the \$6,000 that I was aware of after the fact. Selectman McGrath brought it up. We budgeted the full 20 hours for the maintenance guy in Kevin's budget and now he's raised \$6,000. Are we assuming he's giving that to us? That's what I was hoping you guys would be looking at to decide. Is that your intention? Chairman Maddox indicated the maintenance guy does both halves right the upper and lower. Selectman Coutu said you've been transferring the money so it goes to Highway? Ms. Carpentier said to revenue. It has to go through revenue. Selectman Coutu said we have an appropriation in Highway for that. Ms. Carpentier agreed. You have a full appropriation and now the Cable Committee is funding half of it.

Selectman Coutu reiterated what you're saying is out of that maintenance budget the full \$6,000 you want a motion to raise and appropriate \$6,000 on line 229. Kathy Carpentier said no it's already there. Are you recognizing it as a revenue where the general fund would be accepting \$6,000 from cable for this part-time person. Selectman Coutu thought that would be the only way we could do it based on what you just said about the \$60,000. Ms. Carpentier said it is but I didn't recognize it because it was done after the fact. It's a revenue. I'm increasing that. Selectman Coutu asked as long as we say we recognize it if there was a consensus you're fine with it and we don't need a motion. Ms. Carpentier said correct. I'm good doing that.

Chairman Maddox asked if everybody was good with that. Selectman Nichols said yes.

Assessing (5410)

Chairman Maddox recognized Assistant Assessor Jim Michaud. Good evening.

Good evening. Jim Michaud said I have no formal presentation per say. One can see in the budget that exclusive of the 100s which is the labor and benefits, the Assessing budget is flat at a zero percent increase. The salaries and benefits account for that 1.2 percent versus the prior fiscal year. The Assessing budget looks like it represents one percent of the town budget. Outside of that, I'm here to answer any questions the Board may have.

Selectman Coutu told Jim I know that we corresponded relative to your budget. The only thing that jumped out at me and I want to ask you about is automobiles. Remember last year you were kind of late in the process. Are you going to do anything this year or next year? Jim Michaud said that's a great question. It came up a little bit during department review. After department review, I did reach out to the Police Department and was involved with Steve Malizia the Town Administrator. We're looking at one Police Department vehicle that we could swap out this year in this current fiscal year that we're sitting in. It's approximately 8,000 or so differential between the value of their vehicle, the value of one of Assessing's vehicles and we were hoping to accomplish that within this current fiscal year.

Selectman Coutu asked do you think you're going to have enough money to do that. Jim Michaud indicated I asked Steve to look at the budget to look at other budgets. Steve Malizia said we'll find some of the money either in my budget or his budget depending. Jim Michaud commented I've got two of them that are in tough shape. They're not high mileage per say. They're high year. As far as the second vehicle, we were hoping in the next go around this time next year as police swap out another vehicle we'd be able to try to get another vehicle that way. I'm not sure how much money was left in the Assessing budget as of June 30th of this year. I don't think it was \$8,000 but we're trying to see if we can do it within this budget.

Steve Malizia indicated we've started the process early to answer your question. I've already been talking to the PD so they are well aware of the need and that's what we've been working with. Last time I think we got into the party late. They're both '03. I believe we'll be able to accomplish it within the scope of what he has for his budget. Selectman Coutu said that was the only thing that jumped out.

Chairman Maddox said why don't we take the 402 line on page 3 and put \$5,000 into this in this budget. Rather than going hunting for it, let's at least put 5 in now and then you'd only have to hunt down the difference. Again we have been pretty good so far. I think this is a case of this makes sense.

Motion by Selectman Coutu, seconded by Selectman Nichols, to increase 5410-402 Assessing automobiles from zero to \$5,000, carried 4-0.

Police (5610-5673 & Warrant Article I)

Chairman Maddox recognized Chief Jason Lavoie and Captain Bill Avery. Good evening.

Chief Lavoie said good evening Mr. Chairman how are you.

Selectman Coutu told Chief Lavoie I perused the budget and all I'm going to ask is we made some changes in the past week relative to positions - an additional Lieutenant. Has that been reflected in this budget? Chief Lavoie said no. The budget was submitted to the Board prior to but those updates in conversations with the Finance Director I would defer to her to fine tune this. I believe that she has told me that for the review I believe or before it goes off to the Budget Committee, those numbers will be adjusted.

Kathy Carpentier said we just got the insurance rates. Unfortunately they're going up 10.4 percent. I'm going to be rolling those numbers in because nothing is in the budget before you and at that point because of timing, the budget was already submitted. I told the Chief I would add in his promotions.

Selectman Coutu asked what did we budget 8 percent. Ms. Carpentier noted we do not budget for anything. We wait to get the rates and we put them in that. Selectman Coutu said we had anticipated 8 percent. Ms. Carpentier went to a seminar from Health Trust a couple weeks back and it was their estimate that it was going to be 8.15 percent. The Town of Hudson could come in at any number. It happened to come in at 10.4 percent. Selectman Coutu asked if that included the schools. Ms. Carpentier said no. Selectman Coutu asked if they were in Health Trust. Ms. Carpentier said no they're in school care.

Chairman Maddox commented that's going to certainly put a dent in our \$200,000. Chief bad timing.

Getting back to the main cause and I wasn't going to bring it up until the end and I don't know why I did, Kathy Carpentier told the Chief that I would take care of it before I updated the numbers for the health insurance.

Selectman Coutu said I couldn't find it in here. I knew it hadn't been - you just made the decision last week. Kathy Carpentier said you had the books. The decision was made to do the promotions so they are not reflective in here. Had it been in there, Selectman Coutu noted I would have been a little upset.

Chairman Maddox said Captain DiNapoli is in here as a Captain so they've obviously got it to that point. Steve Malizia thought you did that September 27th and we had time to get that one in. We don't have the Lieutenant in there nor do we have the Sergeant. Chairman Maddox said there's a couple of thousand dollars difference between. He's an employee already just his title changed whatever amount that is. It's not \$7,000. Steve Malizia said it's a few thousand probably between all of them. Then again somebody could leave next week and that could totally throw this off too. Chairman Maddox said we have what four new police officers that are at step 1 as opposed to people last year that could have been at step 5. They're taking the insurance that will be less money. So all that has been computed in KC. Kathy Carpentier said whenever the books were done right before I gave you the books and we'll do another chalk line in the next couple of days and finish off the budget.

Chief Lavoie indicated once again like I say every year this budget should look pretty much the same. The Board's directive over roughly the last 13 years has been pretty much come in at zero percent which we've been able to manage. I do appreciate the Board's help over the years in helping us with certain areas to improve the overall operations of the department. I'd also like to thank those that help me with the preparation of this budget which would be the two Captains to my right - Captain Bill Avery and Captain Kevin DiNapoli, and our Administrative Assistant Sherri Kimball. It's been a good learning process taking over for Dorothy and she's certainly picking it up. This year's budget we came in with a total of roughly - I think we were over by like \$72 and zero percent. So we did well. I'm open to take any questions that the Board might have.

Police Administration, page 1. Chairman Maddox asked if there were any questions. This is one where you'd have increases in salaries. Steve Malizia said that's correct which were voted on.

Police Facility, page 6, Department 5615. Chairman Maddox noted it's actually down a couple of thousand. Any questions by Board members?

Selectman McGrath had a question about line item 224 building maintenance. That went up from \$17,000 to \$22,000. Can you just explain why? Chief Lavoie said if you take a look at the history of the police facility, over the last few years we've been around \$30,000 and FY13, FY14 was \$62,000. We had some emergency things that needed to be taken care of. Last year we did \$27,300. The building is now 20 years old. More and more things are starting to go so we need to maintain that upkeep so that that building can last a lot longer. Chairman Maddox noted we had talked last year about doing some paving work next year as part of town-wide. I don't think we need to put it in the budget but we do need...Selectman Coutu said the parking lot is a problem. Chairman Maddox thought we need to look at that and whether we put it in here now or just take it as part of town-wide paving but yeah there needs to be some areas of repair and expansion probably.

Selectman Coutu didn't realize how bad it was until we left the going away party for Captain Tousignant. We were all there and the Chairman pointed it out to me. I said I never really look I just come in and park. I went to the far end and didn't realize it was that bad. The Chairman and I had talked about perhaps we might have Kevin take a look at it and might have enough tar leftover to rip it up and then just put a coat on the whole thing, reline it, and get it a lot better than it is. If we have another bad winter, you're going to have some potholes in there. Chief Lavoie stated you probably saw before one time we submitted some pictures and showed how bad it is. Selectman Coutu said we'll see about getting Kevin to do it. Selectman Nichols is the liaison for the Highway Department.

Selectman McGrath agreed. When I took the tour, you pointed that out to me. The other thing I wanted to ask while we're kind of on that subject you also pointed out that we needed an antenna. The antenna needs to be higher because of the tree line that's grown. Where would that be in this budget? Is that in here? Chief Lavoie noted we've been fortunate. Last year we were able to increase a capital reserve fund at roughly \$200,000 a year. The way that reserve fund was articulated or spelled out will help myself and the Fire Chief so it's more town-wide. We'll be able to improve our dispatch consoles because those there are outdated. In fact we actually have a meeting that got bumped up. Its tomorrow afternoon regarding the consoles but that same account will also allow us to build off on the antenna issues that we're having. That's all part of that so there is something set aside. Selectman McGrath said they're going to do the antenna next to the fire station over here. Chief Lavoie said Chief Buxton and the people we work with over at Cybercom we actually had a couple phone conversations and I met with Cybercom as well today to talk about putting a temporary antenna on the Fire Chief's tower. That will be on the lower side of it but it will be higher than what we're at now. We are in discussions to at least get an antenna moved and working with the fiber optic part of that.

Chairman Maddox asked KC where does that fund get funded from. Kathy Carpentier indicated it was funded last year from a separate special warrant article for \$200,000. It is not being funded every year for \$200,000. Chairman Maddox noted that's why I'm saying. Chief Lavoie thought that was a couple year cycle thing that was going to be taking place. Chairman Maddox commented that's why I'm asking the question. Ms. Carpentier said

there's \$210,000 in there currently and \$10,000 is in the budget to be added to it. Chairman Maddox reiterated there's not \$200,000 going in every year Chief. Chief Lavoie said the Fire Chief and I will have to get together. Chairman Maddox said that's one of the things we need to take a look at how we're going to expend monies above and beyond this budget. Now insurance certainly just took a big bite out of that but I think, again, I don't want to have you thinking that there's \$200,000 going into a fund that's not. Again I think that that's something that we need to circle and put a "W" next to that as where we're going to go. Chief Lavoie said that's my mistake. I thought that was going to repeat for a few years. Ms. Carpentier noted it's in the 5940 in the other budget at the back of the book - non-departmentals. That's where you have your contingencies. You have funding for the earned time. You also have funding for communications, equipment, and infrastructure.

Police Communications, page 10, 5620. Chairman Maddox said this one has gone down as well. Is that just a function of the 101 line? Chief Lavoie said yes. Kathy Carpentier said the 100s are down 3 percent. His operating has stayed the same.

Patrol, page 13, 5630. Chairman Maddox noted its \$5.3 million. So when you have in here the 122 line, insurance benefits what is that? Ms. Carpentier said that represents insurance for the people approximately the end of September beginning of October timeframe. Steve Malizia stated health, dental, short term, long term, and life insurance. That is what we call all the insurance benefits. Chairman Maddox asked is that number going to go up 10 percent. Ms. Carpentier said yes some fraction of 10 percent. Mr. Malizia noted dental is not going up so it won't be a pure 10 percent. Chairman Maddox noted you carried 476. Mr. Malizia said it was predicated on what people elected at the time that his book was put together. Things change.

Selectman McGrath commented I went over each line item and it looks like any increase to the bottom line is salaries and benefits. Everything else is level funded.

Chairman Maddox asked this does not have a 102 line. Mr. Malizia didn't believe there were any part-time officers. Chairman Maddox noted we just put in for...Steve Malizia said they do details. They're paid as a detail officer.

Police Investigations, page 18, 5640. Chairman Maddox said its level funded.

Animal Control, page 20, 5650. Chairman Maddox noted we're at a small increase but that again is probably salaries. Questions? This is the number of quiet animal control.

Selectman Coutu commented from year to year I'm always commenting about revenue. We're doing pretty good this year in revenue and animal control. I noticed that the revenue side when I looked at the recap, they're doing very well. Is the part timer on board now? Chief Lavoie believes he'll be starting November 1st or this upcoming Sunday.

Information Systems, page 23, 5660.

Police Support Services, page 26, 5671.

Selectman Coutu asked about line 237 the supporting services training is that reimbursement to the Academy. Chief Lavoie said a little bit. Some of that is the Academy is now charging for more of the classes. Before they used to pretty much pay for a lot of the training that we received. Now what we're finding is we've had to foot the bill for it recently because of cuts made up in Concord apparently. So yes that's to cover that. We have to pay for more of the courses. It's going to cost us more money to train people. Selectman Coutu said it's not just new officer training like going to the Academy. It's also special classes that they give on interrogations, narcotics. So they've increased the cost. I knew they did on the one-time 10 week program, to twelve week program, now it's up to 16 weeks in house. So the cost must have escalated accordingly. Captain Avery said the Academy is free. It's after. All the in service training is what's costing them.

Chairman Maddox said we're putting that on the list of stuff that is getting passed down to us. Again we hear that they're not passing anything down to us but this is a cost that wasn't there before. We are tracking that somewhere Steve? Steve Malizia thought we knew everything got passed down. I wasn't aware of that.

Selectman Coutu though the point that the Chairman is trying to make is that if our costs are escalating as a result of a cutback in staff. They're passing it down to us. We're going to pay for that cut. Steve Malizia wasn't aware they're cutting staff. I think they're just passing down their costs. Chief Lavoie agreed. They're passing down the cost to conduct training. So when they bring an outside instructor to teach a class. If the Academy teaches the class, if they have someone that's trained to do it then the Academy will continue to pay for that subject matter. Often times though those are typically your report writing, DWI detection stuff. This here is when you get into more detail like Selectman Coutu was sharing with interviewing and interrogations. We bring in some specialists that do that or evidence collection. Those are the things that we will be paying for.

Chairman Maddox thought that at some point it would be nice to have that number when someone says no we're not. Indirectly they are. Not that it makes any difference but again it's nice to be able to have the numbers there to say we've increased X amount of dollars because of these things that just seem to cut percentages of reimbursement or whatever it may be. You didn't have a DWI grant this year. Was that just because you just didn't have the time? Captain Avery said we did random patrols. We had a conversation. The others we're not doing. We're continuing that pattern the DWI patrols.

Selectman McGrath questioned the reimbursement just so I'm clear on it because I'm not too clear on it right at the moment. This \$40,000 that's being budgeted is for reimbursement to the Academy for any special instructors that they bring in. That's part of it and then the 16 week training that's required of new officers brought it they don't charge us for that? Is that correct? Chief Lavoie said at this moment in time they're not charging for that. Selectman McGrath asked just explain to me what the \$40,000 represents. Chief Lavoie said we can take \$5,000 off that 40. \$5,000 is part of our membership if you will for the special operations unit for the regionalized team. There's been times where this is a vital service that's provided to the town. I think that's pretty short money to have that specialization. The remaining \$35,000 is utilized for different training courses. Now those training courses could be anything from interview and interrogations. It could be evidence collection, accident reconstruction, things with drug investigations. As we change people and they move from one Division to another Division, they need some specialized training. We train all the staff for some form of training. It could be records personnel, to dispatch dealing with critical incidents over the phone. Records people it could be analyzing the data. When we put together our crime mapping statistics and trying to evaluate the stuff that's coming in from out in the street, that's what that money is for is to pay for that kind of training.

Police Crossing Guards, page 28, 5672.

Selectman Coutu knows when people leave the position is there ever - I don't think so - but there's never a shortage of applicants for crossing guards right? Chief Lavoie said we always have a couple that we can pull from and interview yes. Selectman Coutu asked if the program was working. Chief Lavoie said yes. We just started another one who's in training now. Today was actually his first day I believe. Selectman Coutu asked to pursue that line of questioning. I think I might have mentioned it to you in the past and I might have mentioned it to Captain Avery. I would assume now Kevin this is probably going to be in your Division Crossing Guards. One of the complaints that I've heard from crossing guards is that they have situations that are problematic for them. People put up a sign, the kids are crossing, the car just blows by, and he yells at them and they throw the finger. Didn't mean to do that but they throw the bird at the crossing guard and they say that they report plates and what not. They don't think things are getting done. Chief Lavoie didn't know where that is coming from our crossing guards. When they do call us, there is follow up. Often times they'll come into the Captains and I've seen and I've been in the office where the Captains and right away it's getting looked into and directions are being done. There is stuff that when we do receive the information things are being handled. There have been times where we've had an SRO or we'll have a Supervisor go out and monitor the crossing guard to make sure. There have been times where we think things could have been done a little bit safer with how they presented themselves into the street. There are some locations that are just tough situations where we've made adjustments accordingly to try and provide safer areas or improve the safety of what the crossing guard has to do for that area. Captain DiNapoli said we also do some directive patrols specific to what the complaints are. Now that we're on television and the public should be aware, Selectman Coutu said if a crossing guard reports a vehicle the Police Department does take action. Like any other report, Captain DiNapoli said they're going to be held accountable.

Police Prosecutor, page 31, 5673.

Kathy Carpentier believed that's the end of his department so I don't believe he has any outside the budget requests. Just one warrant article, Warrant Article I. Steve Malizia indicated that's the officer that when you did the promotion recently from Lieutenant to Sergeant, this is the one you directed the Chief to do a warrant article for to backfill.

Chairman Maddox asked Chief Lavoie to give us the Reader's Digest version. I think, again, that for the people that are watching at home and for those Budget Committee members that are absolutely committed to the process, could you give us an overview of what this Warrant Article entails. Chief Lavoie said the department has grown over the years and some of our upper management has been a little on the short side and we've been talking about now for several years the need for a Lieutenant to oversee Detectives because of the work volume. One of the recent workshops that we had back in August, a discussion was again held with the Board. Shortly thereafter within a month or so after that meeting we met and the need to implement that position was discussed and then vetted out by the Board. The Board agreed when we made that position. Normally what would happen is we would then hire a new police officer. What we're doing at this point is where this position wasn't with the department originally, it's kept our head count the same but we've also lost someone from the Patrol Division in regarding to service calls. What we're asking the Board is if we can through a Warrant Article or whatever means continue with the same size staffing levels that we need to have out in the Patrol Division and that's what this Warrant Article will do.

Chairman Maddox asked questions from Board members. I mean we just saw this at the workshop but again we're not doing it just to hear but we're also doing it for the people watching at home.

Selectman McGrath didn't have any questions because I understand what they had requested previously and I'm okay with this.

Chief Lavoie interrupted to continue on for a moment. We've done a couple staffing analysis and we're not just saying we need this because we need to be here. There's a couple of different ways that you can do an analysis. We have a total of 47 sworn officers. If you go by the FBI statistics, their stats in the way they conduct these studies, they say that we should be at 55 sworn officers. We're about 8 bodies less. We look at it more from a standpoint of calls for service as well. We utilize two different methodologies of trying to figure out where we should be with sworn people. The staffing analysis that deals with calls for service, etc., basically in a nutshell the cliff note version is that says we should have 28 patrol officers. We have 24 to handle the call volume. That was before we made the promotion. So now we're down to roughly 23 versus the 28 that the staffing analysis says. We're not asking to be made to what different analytical methods suggest we should be at. We're just asking to maintain where we were.

Selectman Nichols agreed. I see their need for this new officer. I will agree to that. That's a good one.

Chairman Maddox wanted to cut a couple of dollars. In the duty weapons line item 5630-450, you're budgeting \$12,000. We just replaced the weapons and luckily at a great price but there's \$89,000 in that fund. I can't see putting another \$12,000 in there. That would give us two cycles based on the pricing that we got for the ones we just bought. The value of all the weapons was \$27,000 give or take. Chief Lavoie said we got a very good deal and it was pretty much a wash. Chairman Maddox was saying you've got multiple cycles there.

Selectman Coutu asked if we traded them all out. Chief Lavoie said yes. Selectman Coutu noted this appropriation would have been for 6 additional. Steve Malizia said this was funding into the capital reserve to give you \$89,000. Selectman Coutu asked have our rifles been rotated. Chief Lavoie said yes the rifles have been rotated out. Chairman Maddox noted then we have \$89,000 still in.

Selectman Coutu would agree with cutting \$12,402.

Motion by Selectman Coutu, seconded by Selectman McGrath, to cut \$12,402 from line item 5630-450.

Selectman Coutu paraphrased what Chairman Maddox said was that we just traded out all of our hand held weapons as well as our rifles and asking the Chief if this was a painless cut he said yes. It's a painless cut so we should make it.

Vote: Motion carried 4-0.

Chairman Maddox asked about the bullet proof vests. Where are we? Chief Lavoie said we have a purchase order getting ready to be done with. At this time, we are making that all squared away. It's roughly \$30,000 there going to be spent on bullet proof vests. Chairman Maddox noted we have 87 in that fund. If it's not necessary to put another \$12,000 in there, I'm just trying to say does it make sense to reduce that down to \$10,000.

Selectman Coutu asked are we flipping all of the vests. Chief Lavoie said yes. Selectman Coutu said we do need to leave some money in there in the event of...Chairman Maddox said let's cut it by \$10,000 and leave \$2,000 into that line item. Selectman Coutu asked typically what does a vest cost. Chief Lavoie indicated about \$2,000. The reason why I'm saying that they're not all being done is we have a couple people that were just hired last year and they got brand new vests. They're off the cycle of the bulk. Selectman Coutu noted you're going to spend about \$40,000 to replace the remaining. Chief Lavoie said no. We'll be just under \$30,000 for this PO. Selectman Coutu would leave \$4,000 in there.

Chairman Maddox was looking at a dollar figure. The reason I brought it to zero on the other one is if we do have to do the stunt with DRA, I didn't want to have this one on there and defending it with those kind of numbers in there. If you want to reduce that.

Motion by Selectman Coutu, seconded by Selectman McGrath, to reduce 5630 line item 450 bullet proof vests from \$12,000 to \$4,000.

Selectman Coutu said just in the event we have a couple of vests that are damaged we'll have the money there to replace it. Chief Lavoie commented we could certainly do that for a year. We're also going to be in the process coming up where our tasers are getting outdated. I believe the way the capital reserve fund was written was that it's basically the tools on the belt that the officers wear to keep themselves safe. Selectman Coutu noted pepper spray, batons, and handcuffs. Chief Lavoie indicated we've had the tasers a little bit longer than what we should have because we've been gearing up. We did well with the weapons so we could certainly do that for a year.

Selectman Coutu asked is every police officer mandated to carry a taser. Chief Lavoie said not every police officer in the State. We have them for our officers for safety yes. Selectman Coutu asked if they've all been tasered. Captain DiNapoli stated if they're assigned to patrol.

Vote: Motion carried 4-0.

Kathy Carpentier asked to make one clarification. The warrant article is for replacement weapons. I believe Selectman Coutu just went off on handcuffs and a few other things. Those would not be part of a capital reserve fund. Just the taser so anything replacement weapons is what it says. Selectman Coutu commented he said anything on the belt so I was listing what goes on the belt besides a gun and a taser. Ms. Carpentier said the capital reserve fund just says replacement weapons. Selectman Coutu asked how would you replace handcuffs and batons. Chief Lavoie said through our quarter master system.

Steve Malizia asked if they expire. Chief Lavoie didn't recall the last time I had to replace a baton. It's probably been a few years. Fortunately those last. The other things that have all the working parts, etc.

Selectman Coutu asked are we applying for any grants this year. Captain Avery said we applied in September Sir. We have not heard yet back. They've changed the way they do the grants. They're not going to be all encompassed under the Highway Safety. So you would apply for your DWIs, your Red Light Running, your speed, seatbelts, hands free, grants - it's all going to be under one. Selectman Coutu said those are pretty standard year in year out. Hopefully the state didn't cut the funding for any of those and some of that is federal money. Are there any federal grants we can go after for communications? Chief Lavoie indicated the Fire Chief and I have watched and we're not seeing them. I'm not seeing them anywhere. He hasn't seen them. We've talked about that now for a couple of years. We've been keeping our eyes out hoping to find something.

Selectman McGrath had a side comment. I was sitting at the light going north on River Road to Lowell Road at the Dracut Road intersection. I was happy to see a police cruiser ahead of me as someone ran the red light going through the Dracut Road/River Road intersection up to Dracut Road and they quickly pulled a U-turn and went right after them. Chief Lavoie said the right place at the right time. Selectman McGrath said good job to whoever it was.

Recreation (5810-5845 & Warrant Article G)

Chairman Maddox recognize Recreation Director Dave Yates, Senior Affairs Coordinator Lori Bowen, and Office Administrator Chrissy Peterson.

Good evening. Before you tonight Dave Yates noted we have our budget. It remained level funded per your parameter - \$413,092. Our revenue was at an all time high at \$259,000 for the Rec. Department. Deducting the revenue from the budget, it leaves us \$153,881 to the taxpayers. Just a quick note. I was doing some research and back in 1998 the year I took over as Recreation Director the budget that year was \$240,000 and the revenue that year was \$70,000 leaving us with a cost of \$170,000 for the Recreation Department. This year with the \$413,092 minus our revenue of \$259,211, our cost is \$153,881, \$17,000 less than we were 17 years ago. Just a quick note. I thought it was an interesting fact when I was going through all of the old budgets today.

With me tonight, Dave Yates has the Senior Coordinator Lori Bowen if you have any questions and also our Recreation Office Assistant Chrissy Peterson is also here if we need to refer to her.

Selectman Coutu noted Chrissy Peterson is the face of the Recreation Department and she's fantastic.

Recreation Administration, page 2.

Selectman McGrath didn't have any questions. The increase to the bottom line is salaries and benefits. Everything else looked level funded to me.

Rec. Merryfield Park, page 7, 5815. Chairman Maddox noted same as last year.

Supervised Play, page 9, 5821. Chairman Maddox congratulated Mr. Yates. Again it's been a long arduous conversation you and I have had about this. Obviously the marketing and some out of towners. Ladies and gentleman this is a revenue positive program. Again kudos to the people that made this happen. It's a great program. I'm hoping to see that number go up. For somebody to be able to have their child in supervised play for the summer basically in a safe, secure, and field trips, it's a good program.

For the record, Selectman Coutu noted Dave and I met this morning. Obviously I'm their liaison so I'm in communication with them on a frequent basis. One of the things that I highlighted in my conversation with the Recreation Director is this has not been a painful year at all. We've had zero complaints. Having supervised play

can become problematic. I don't know if you remember 2 or 3 years ago we had Thumbs Down about one kid's lunch not being put in the refrigerator or something. It became a major issue. We've had zero complaints this year. When you have adult play, sometimes you have one or two people that are problematic, and get vociferous and angry, and start shouting, and they cause a problem. Fist may or may not fly. We haven't gone to that extent but there are others in other communities that have that problem and sometimes parents are more the problem than the players or friends of the players. This year has been wonderful. It's been outstanding. You've been the face of recreation when you go to the Community Center. You're there for registrations. I'm aware of your talent. I'm aware of what you bring to the program. Dave is always very complimentary. We scoffed up the last person he had working upstairs in our office. I remember back when Selectman Jasper was a member of the Board of Selectmen. One of the things that fired me up about the recreation program and it was reinforced. I was educated by Selectman Jasper and it was reinforced by Selectman Jasper and you also jumped on the bus was that we need to make this painless to the taxpayers.

Selectman Coutu said now as you pointed out we're making money. It's not about making money. The difference helps offset some of the administrative costs that are not reflected outside of the personnel that we hire for recreational play. They've done a fantastic job. We didn't scare anybody away. I've had a lot of people and I mean a lot of people. Sometimes we say a lot of people and its really 1 or 2. A lot of people have come to me that use the program and have said to me that's a bargain. They can't get babysitters in their home for the kind of money that we charge for a whole week. Knowing that they're in a safe environment, recreational activities for them all day long, we're introducing new things every year for them to try to keep their appetite and their curiosity growing. A lot of those kids graduate from the program and become employees of our during the summer. It's beneficial all around. There's a good transition built in. We know who the kids are and watch them as they grow. Dave you've been here long enough that you've seen a lot of these kids off into college and become very successful. One of the best things we offer our community is this program for kids. You cannot protect your kids enough today. We have a safe environment.

Robinson Pond, page 12, 5822.

Selectman Coutu noted under 2130 on the salary is that for the lifeguard or is that just for the maintenance of the area. Dave Yates indicated that's for the weekend gate person. Part of their duties is to clean up also.

Chairman Maddox asked why the big jump from '15 to '16. Steve Malizia thought we were in a default budget in '15 and that's one of the years he had to cut back on.

Selectman Coutu noted we gave the seasonal employee we couldn't afford him because of the default budget.

Chairman Maddox said it was 2300 in '14. I was just wondering we're open more hours. Dave Yates said we've actually cut back hours. Chairman Maddox noted if I'm looking at '14 actuals it was \$1,029 and now you've doubled that to \$2,130. So you're saying you cut hours. Mr. Yates said we now go 9 to 3 Saturdays, Sundays, and holidays throughout the summer. I'm not sure why that's down to be honest with you way back in '14. We've been pretty consistent the hours wise. We go 9 to 3 Saturday, Sunday, and Monday Memorial Day to Labor Day.

Ball Fields, page 15, 5824.

Instructional Tennis, page 18, 5825.

Chairman Maddox said this was a direct pass through right. Steve Malizia said we have a \$5,000 revenue. Chairman Maddox noted we make a few dollars. Ms. Carpentier said if you look at the top of page 19, you'll see that the Rec. Director has always put the revenue at the top.

Lacrosse, page 21, 5826.

Chairman Maddox stated this department is also pretty much funded even.

Rec. Basketball, page 24, 5831.

Chairman Maddox asked are you having the same amount of people. Dave Yates said pretty much. It's always been a concern the last couple of years is the girls numbers are down less than the boys. The boys are maintaining. I came from evaluations and our 8th grade girls and 7th grade division we had to add the 6th graders up to that division so we'd have enough teams for the 7th and 8th grade girls. The girls numbers are real concerning and I think it's been a trend the last few years. I don't think it's just Hudson. I think its girls sports in general. Boys numbers are as high as ever. We have 100 boys over at the Community Center now trying out. The girls we had 40 tonight. That's my only concern but the numbers themselves are leveling because the boys numbers are so high. It's concerning. We advertise. We do whatever we can and I don't know why they start falling off at the older grades. I've talked to other towns and it's the same with them too. We make it work and we'll have 200 girls playing basketball this year opposed to previous years. We'll make it work.

Soccer, page 27, 5834.

Chairman Maddox noted whatever you're doing in this department keep doing it. Selectman Coutu said it's a very popular program.

Senior Operations, page 30, 5835.

Before we go into seniors Mr. Chairman, Selectman Coutu asked the school dances we generate revenue from the school dances and the comedy nights. That money goes into the revolving fund or do they go into just a revenue line? Mr. Yates said you'll see the revenue line when we get to them. Steve Malizia said they go in a general fund revenue to help offset and more than enough money to run those two programs.

Kathy Carpentier noted this is the senior operations. This has nothing to do with the field trips which was in the revolving fund. This department is for the operation and this is tax dollars running this. It is not in the revolving fund.

Selectman Coutu said one of the questions I didn't ask you this morning Lori is that I know in the past couple of years of course we had no money the first year you opened and the generosity of department heads picking away at their budgets were able to supply some funds to make it operational. All we had was your salary in the line. I know that in the discussion that we had last year, there was a question about certain equipment that you needed and I felt that you needed and should get post haste. Has that all been resolved? Printing issues? Lori Bowen said yes.

Selectman Coutu asked do we have a fax. Lori Bowen indicated we do not have a fax at the senior center but as part of the department at the Recreation Department, I just run down to the Recreation Department to send a fax if I need to. I'm also able to do most things through e-mail. I don't necessarily foresee a need for it at this point.

Chairman Maddox thought maybe we should look at having - do you have a printer? Ms. Bowen said yes. Chairman Maddox said maybe we want to get a printer with a scanner that you can scan most things and then e-mail them rather than driving down to the other building.

Selectman Nichols questioned 221 activities equipment the \$3,000. What is that for? Ms. Bowen said photocopy machine.

Chairman Maddox asked if that had a scanner built into it. Ms. Bowen said yes. I don't have the piece of equipment yet that's why I can't answer that question.

Selectman Coutu asked about the programs that go out every 3 months that's self funded with the advertising base for that - 50 page flyer that you prepare. I don't want people to think that there's money in the budget for it. They sell advertising and they print it for us for nothing. How many copies do they give you approximately? Ms. Bowen indicated 1,200. Selectman Coutu asked and we disseminate them throughout town. Ms. Bowen said I have volunteers that distribute them yes. The next one is going out December, January and February. It can also always be found on line through the Town of Hudson website under the Recreation Department.

Chairman Maddox asked to go back to 32. It's not a big number but I think whatever we do with contracts and with the Tax Collector and all those, I think we need to look at this number as well. Steve Malizia said didn't we already look at that part time number. Kathy Carpentier indicated I have loaded in 2 percent to all unaffiliated part time employees. Not meaning that you have to give 2 percent. There's only 8 or 9 of those people. It's not like I gave it to 100 people in the budget. There's 8 or 9 people.

Teen Dances, page 33, 5836.

Selectman Coutu asked does this go into a revolving fund. Steve Malizia said no it goes to the general fund. As the expense hits the general fund, the revenue hits the general fund. Selectman Coutu asked what goes into the revolving fund. I know we have a revolving fund. Dave Yates said senior activities. Selectman Coutu said the Recreation Department has not revolving fund. Mr. Malizia agreed. Selectman Coutu was told many, many years ago I think when I first started the recreation had a revolving fund. It certainly wasn't you that told me. I keep looking for it every year and wonder where it is. Now I'll remember that we don't have one.

On the dances, Selectman Coutu said in light of the father/daughter dance, you are going to go two nights this year. Is that the plan? Dave Yates noted that is the plan. Last year we had 320 tickets sold out in 20 minutes. We didn't sell one ticket until 6 p.m. Not one ticket was sold and the line was down the street to HO Smith and 320 tickets went in 20 minutes. We turned people away. This year either we're going to do a Friday/Saturday night or two Saturday nights. We'll figure that out but everybody loves it. We'll do two and have dance 1 and dance 2 and once one is sold out, then you can only buy tickets to the second one.

Selectman Coutu said I will tell you Mr. Chairman there will be people who go to the first dance who will also go to the second dance. That is the one night of the year that I hear the most about in terms of dances. We had the problems with the phones. We resolved that. We had no control over phones. Kids were just bringing in phones then it started to be one person does something wrong it filters out and everybody gets punished. It's not a punishment it's a great idea. Kids walk into a bathroom with a camera in their hands; you don't know what kind of pictures they could take. For their own safety and as well as the privacy, phones are checked in. If they need an emergency call, it will get made for them. That's Dave and the staff are on top of that. We have plenty of chaperones. You've chaperoned (Steve Malizia). I know that I was so pleased to hear that you were going to do two dances. I'm going to definitely try to volunteer for one or both. I want to see it. We've had people rent limousines to bring their daughter to the father/daughter dance. It's a big event for dads. I remember one of my neighbors doing it and then the corsage and things like that. It's a big deal in our town. If we ever abandon it and to me not being able to have enough tickets for everybody that wants to go especially this past year because it grows in popularity every year. For you to be willing to accommodate for two nights, that means a lot of clean up the next day and resetting the hall. It's going to be worth it to see the smile on their faces. I'm glad you're doing it two nights. Thank you for that. Dave Yates said if you went to that event, you wouldn't even recognize the Community Center. That's the interior decorator over here. With the pink lights going up the walls, banners, it doesn't look anything like the Community Center. It's very nice.

Selectman Coutu indicated the Community Center is the butt of jokes of all the comedians who come in here. Is this what Hudson has? This is the big town. When a comedian is standing there reading from his notes his jokes, we've had a couple like that.

Community Activities, page 35, 5839.

Steve Malizia indicated this is the comedy nights. Selectman Coutu asked has that gone down. We're making money but. Dave Yates said we only did two last year. We did the October/November one and then the January one is completely sold out. That's the weekend before the Superbowl. That's the most popular. We didn't do a spring one last year. It seemed like the year before numbers were down. I'm going to kind of keep an eye on it this year and see. I think we turned in money last year because we didn't do a third one. Selectman Coutu commented you should probably do one the night before the election on candidates there for the comedians to pick on. Selectman McGrath said either that or the night after.

Steve Malizia said you do have some competition. If you notice sometimes around town there will be a lot of fundraisers at the White Birch. So sometimes you get that competition. It's become successful so we've looked at the two because the two he does still do are real popular. They do sell out.

Chairman Maddox thought you ought to take a look at the numbers for details. I believe those have gone up. Now that you've got them in a couple of places, you might want to...Steve Malizia indicated \$46 an hour. Nothing major this year.

Skate Park, page 37.

Kathy Carpentier noted it was a zero budget. You got rid of the skate park. We got rid of the budget.

Chairman Maddox asked do we have a page for pickle ball. Selectman McGrath was going to ask the same thing. Dave Yates indicated I didn't put a line item for pickle ball. We'll put a port-o-potty over there. That will be the park maintenance which we have plenty of money for port-o-potties. It's in great shape. Maybe a couple of years from now if we have to do some maintenance or something. Selectman Coutu asked about the equipment. Mr. Yates said whatever equipment is in there is in there. All the nets, the tables they're all brand new. Selectman Coutu asked are we going to do any pickle ball in the Community Center for the winter. Mr. Yates said yes. We have portable nets. We've already bought the portable nets. The lines are down. We're in good shape. We may have to buy some balls but they're fairly cheap. Selectman Coutu asked if we charge for that. Lori Bowen said we charged \$10 which goes into the revolving fund and it covers access into the sign up genius so that you can go into the sign up genius and access the times and days availability and sign up to play with and partake with other people because you have to have more than a few people to partake and participate with. We've looked into purchasing t-shirts with the \$10 and also just setting aside so that we can purchase new portable nets or anything like that if we need to. Currently we have 35 people that have signed up for pickle ball. Not a huge amount of money but it's sitting in the revolving fund through the senior center. As far as the outdoor courts, we do not collect money for the outdoor courts they're just there. That's primarily just for the indoor courts and then if the lines ever need to be touched up or like I said purchase anything. People bring their own paddles and balls. I believe that we purchased a set of paddles at one point and balls that are located at the Community Center and are stored with the nets but they're not anything anybody uses because just about every single person that comes to pickle ball has their own racket. It's very low maintenance.

Selectman Coutu said it's been successful. It's mostly seniors right. Ms. Bowen said yes. Selectman Coutu

asked what is the registration number right now at the senior center. Ms. Bowen noted 891. Selectman Coutu asked do you remember the session on Tuesday morning coffee at 9 o'clock they used to have at the old rec. building. When I went, and I know that Selectman Massey used to frequent a few, we were lucky to get 4 to 8 people. When Selectman Massey went near the end, it might have been 10 or 12. What did you say we're getting now on Tuesdays? Lori Bowen said 52 people for coffee. Selectman Coutu noted we did away with the donuts we can't afford donuts. People bring homemade goods and I was told how they do it. Some of these seniors live alone and they might bake a banana bread. They're not going to eat a whole banana bread. So they cut a half or a third for themselves, wrap it up and keep it. They bring the other 2/3 to the center and they share it. Any Tuesday morning you're looking for coffee and banana bread or a brownie, the senior center.

Chairman Maddox noted the revolving fund is zero. Will we get a report on this at some point? Kathy Carpentier said you get it every month with your actual versus appropriations from revenues. Chairman Maddox said okay it's in there but it's not broken down. Ms. Carpentier said because it's in its own fund, the Rec. didn't submit a budget. They wouldn't know if they're doing 2, 10, or 100 trips. Chairman Maddox said it would be interesting for us to see what those numbers are. Again with \$106,000 expected, that was the actuals in '15. It would be interesting to see where they are this year. Just something if you could send us along.

Selectman Coutu asked do you want them identified in those 3 lines - 252, 70 and 73. Chairman Maddox said no just 273 field trips. Lori Bowen said that's not the only thing that goes into that fund. Chairman Maddox commented what is it. We don't see actuals any more at least on this. It's on there but it's not broken out. Ms. Carpentier said they did not submit a budget but it is on your actual versus budgets. Every time they cut a PO, it's on your actual versus budget that you get monthly.

Selectman Coutu wanted to go back to what Chairman Maddox brought up relative to the revolving fund. Do we treat it as revenue? Kathy Carpentier said there's both revenue and expenditures. At the end of your report that you get monthly that looks like this and you go over monthly in your regular board meetings, down the bottom you can see how much money they've spent. Then there's a revenue report that you get seeing how much revenue is coming in. So you're seeing it every month. Selectman Coutu asked don't we identify revenue in our budget. Mr. Malizia said not for them because it's in its own revolving fund. We're not raising or appropriating any money from the taxpayers. Selectman Coutu noted the whole cable TV is a revolving fund. They report a full budget. Mr. Malizia said they only did it this year because it's the first year and they were trying to show you that they took money out of their budget and put it in the other budget. I believe that's why they did that. This is the first year of them doing a revolving fund - cable. Selectman Coutu asked so you're saying from now cable doesn't have to come before this Board. Mr. Malizia said if they're not looking for an appropriation, they're not raising and appropriating any money from the taxpayer or from anybody else. They don't need anybody's approval to do that. I'm assuming they did it because this was the first year they did it. They just wanted to give you a courtesy and show you what they did. There's still a budget to raise and appropriate. You're not spending anything from a taxpayer or from anybody else's perspective. They have their own fund. Ms. Carpentier noted cable will not be going in front of the Budget Committee. Mr. Malizia added it does not get raised at the Deliberative Session or at the voting session. It's off that. It's done.

Chairman Maddox asked but as the franchising authority I would think that we would want to see what the budget is for that group. Selectman Coutu said we want to see what the revenue is. Chairman Maddox said budget both revenue and expenses. Mr. Malizia said their budget will be their revenues. Ms. Carpentier said you will have monthly exposure to the cable revolving fund. You've always had the senior activity fund. They really are not part of the budgeting process that you're going through right now because as Steve said you're not raising and appropriating those dollars.

Just for clarification, Selectman Coutu said those two are not part of the reporting process to the State as revenue and expense. Kathy Carpentier said that's correct. They are in my financial reports but not as far as tax rate is concerned. Selectman Coutu understood it's not part of the tax rate. We have a reporting mechanism to the State when we establish our budget for setting the tax rate. They have to approve it at the Department of Revenue. Would those two budgets - this one here the revolving fund and the revolving fund for cable are they included in that report that goes to the State which is the MS2-32 and MS7-37. They are not on there. Mr. Malizia noted they will not be on there because they are revolving funds. Ms. Carpentier said if you open my financial report. Selectman Coutu said yeah the Treasurer has to know too because I understand that concept. Ms. Carpentier said they are not part of the budget process. Mr. Malizia said we are no longer raising and appropriating money through the budget process for those.

Chairman Maddox thought we would want to put something in the Annual Report that shows both of these funds and how they were expended. Again even though it's not taxpayer money, it is still within the purview of the town. We still control those monies. I would think we would want to put something in the Annual Report. Steve Malizia said in the Annual Report there's an audit report basically and the audit report reports on all your different funds. They don't get down to this level or else your Annual Report would be this thick but they will have something in there for those funds as they do for the sewer, the water.

Selectman Coutu asked are the revolving funds there. Steve Malizia presumed that they audit those and I presume that there would be some sort of report onto revenues and expenditures. That's not required. The State is not looking at it from oh you're raising and appropriating. They're not interested. It's not part of that process any more but you still audit your books.

Chairman Maddox was saying in the Annual Report that citizens look at it would be nice to see that we brought in this much money to the cable revolving fund or to the senior revolving fund and this was expended. Kathy Carpentier assumed that when we do that in April that the Rec. Director would be writing part of it in his - you know the verbiage when you write. Mr. Malizia noted there will be something in the audit report. Chairman Maddox said people don't go through that part of the book for the most part. Ms. Carpentier said they do go through he's going to say this many people did basketball, lacrosse. Chairman Maddox was saying a small paragraph saying that the revolving fund has been a success. It was X amount of dollars but also 71 trips or whatever we want to put in there. Again explaining that this money is still controlled by the Town. Ms. Carpentier asked is that where you want it and the verbiage would be. Chairman Maddox was looking to my Board members but again I would like to see some transparency here as to these two revolving funds. You and KC can work out the logistics with the two departments. Ms. Carpentier noted it would be his action item and we'll give him the information.

Selectman Coutu thought that the information that the Recreation Director gave us that history about the cost 17 years ago and the revenue versus the cost of revenue this year, that's something Dave that you should put into your report. Seventeen years ago the Recreation Department cost and raised and this year we expect the cost to be in raising and we've shown that you've turned it around considerably.

Outside the budget request, page 1.

Dave Yates said I have 3 additional budget requests. The first one was to add \$5,000 into the recreation equipment capital reserve fund. This part of the budget 2015 it was approved by the taxpayers and it would be a fund to have money put aside to replace equipment - playground at Benson Park, fencing, any big, big ticket items. We've requested \$5,000 to be put into that. Last year I did also and the Board chose not to put anything into it. I'm here asking for your consideration on the recreation equipment capital reserve fund. Kathy Carpentier noted that currently has \$5,050 in it before this addition.

Chairman Maddox thought that would be a "W" for us as we get to the final number after KC dropped out the 10 percent number.

Field space construction capital reserve.

Dave Yates indicated that was also established the same year back in FY15 requesting to put \$50,000 in that. As you know, fields is a hot item in town. We have a Fields Committee that is researching and looking into giving you more fields. My feeling is that we need to put money in there so that when and if we find fields or want to buy additional land, we do have the money available. That was approved by the taxpayers also in the FY15 budget. Kathy Carpentier noted it has \$1 in it.

Chairman Maddox said here's where I would like to see this Board. We've sold a bunch of property. I don't know the exact number but I see KC scrambling. I'm going to say \$400,000 just as a number. I know that the Board's previous had talked about dividing this up three ways.

Selectman Coutu said I would like to ice that once and for all.

Kathy Carpentier noted \$355,000 was taken in last year of sale of town property. That's more than properties but most of that came from the properties you were selling.

Chairman Maddox said there was expenses that needed to be offset against those. Steve Malizia said that would be net of the commissions. Ms. Carpentier said no this would be gross but the net already hit the appropriations. Chairman Maddox noted we'll have a number. Steve Malizia said 355094. That's what you did last year. It's the gross but we already hit the expenses last year. We're looking at last year's revenue. Ms. Carpentier said you can have up to \$355,000. It went into surplus. If you'd like to create a warrant article that takes some money from surplus to fund these capital reserve funds..Selectman Coutu asked you have to go to a warrant article for these. Mr. Malizia noted you very well may.

Chairman Maddox thought this is where if we do the \$350,000, you're looking at \$117,000 that we could put into this field space because that's one of the areas that we were looking at I believe - Selectman Coutu correct me if I'm wrong. Selectman Coutu was trying to refresh my memory. Building maintenance and IT was the third one? Mr. Malizia said not I don't think it was the third one. Chairman Maddox said it was communication, infrastructure. This is where I thought we were going to put the monies for the Police Chief's mysterious \$200,000. When we talked years ago and we started talking about selling land, we had a purpose. We knew that there's a field issue but again asking the citizens to pony up more money. We know we have an infrastructure need for our

communications and our buildings aren't getting any newer. If we put a third of that \$335,000 and put those into those three funds, and I believe they're all established right. Mr. Malizia said correct. Chairman Maddox said that would either be find out how we have to do it but that's where I would like to see us go.

Selectman Coutu asked would you be averse to doing the following. If we have \$355,000 which we have because that's been placed in the budget - Kathy Carpentier noted \$355,000 went into surplus at the end of Fiscal 15. Selectman Coutu noted there are expenses from that. Steve Malizia said we expensed in 2015 because we sold them and had the expenses in 2015. So the surplus increased by \$355,000 or some number thereabouts.

Selectman Coutu asked would you be averse for example to do the following. I had said that I'd like to see it split 3 ways right down the middle but I've had some second thoughts about that. If we were to put \$100,000 in fields, we'd need to go to a warrant article; \$150,000 in building maintenance because we have a lot of buildings. If a roof goes, that's going to eat up a chunk of money and \$105,000 in the communications infrastructure. I'm just throwing the numbers out so that it's food for thought. We don't have to take action tonight but I've been wanting to put this to bed for some time. It's on my list meeting, after meeting, after meeting.

Chairman Maddox thought the Board in general sees that there is a need here but to go to the citizens I thought we thought of a creative way to come up with monies for these three items. I would though like to net out and I know Steve and in fairness we had expenses that should be removed from that 355 so whether it be commissions or whatever that should stay in the general fund but the net should go to these three purposes. If you want to break it up different, I just thought a third of them with numbers.

Selectman Coutu could facilitate that by saying the net is certainly at least \$300,000. We didn't spend \$55,000 at 4 percent commission to sell those properties. Steve Malizia thought there was one property that we had that was a tax deeded so we recouped legal fees and what not if you recall. We sold 3 of them for about \$90,000. The last one was a tax deeded situation where we sold it on the market. The expenses were greater than just a commission. There were legal expenses. There was the penalty we charged if you recall all of that. There was interest and what not. I want to say that one was closer to \$50,000 or \$60,000 just for that. Three hundred is more than likely going to be the net number.

Kathy Carpentier said I did break out town property commission under the legal budget and it was \$13,000 last year.

Chairman Maddox asked if you could find whatever those other numbers are. Selectman Coutu thought you're close on the \$300,000. Steve Malizia thought that's an improvement but you'd have to do a warrant article because you're going to take it out of surplus because that's where the money went.

Selectman Coutu asked is the warrant article still going to say "to raise and appropriate" but it will say zero impact. Steve Malizia said to come from the unexpended fund balance. Chairman Maddox added slash the sale of town properties. Selectman Coutu asked how do we say that. Let's put it in and let the Department of Revenue tell us because they're the ones who have to approve the warrant article. If they kick it back to us, we'll take out that line. Mr. Malizia said you can definitely talk about the expended fund balance. There clearly will be zero tax impact. Selectman Coutu wanted to know it's not coming out of there. They'll be back on the tax rolls now because we weren't getting any taxes for the property.

Chairman Maddox asked to hold off on the motion if you could pull those numbers together for tomorrow night and then we make a motion to do wrap up so we can be clean and be done with this. You see where we want to go. One third to each of the net revenue.

In all fairness because Selectman McGrath wasn't here, Selectman Coutu was sure she's got the gist of it, we put properties up for sale on the market and there was a consensus on the Board. I think we all agreed at the time that there were three areas that we felt were important to the community. There's a lack of field space in this town where the School Department just doesn't have any room for any outside activities on their fields because they're so occupied. We're scrambling. The lacrosse program has picked up significantly. There was tremendous interest in the lacrosse program. It's become a very, very successful program. The high school is thinking now and have incorporated it. It's not official. It's being run by the parents of but eventually it will be sanctioned by the School Department. So we have little to no field space for the lacrosse program which services 160 kids. They're scrambling for field space. There's always been a legitimate complaint because Dave and I have been around to all the fields and with the exception of soccer at Freedom Field, there isn't much left but there are people willing to sell us land to do it. We have formed a nonprofit organization. Dave and I are consultants along with Ms. Bonnie at the high school and we're consultants to the nonprofit group. They're going to try to raise funds to kind of supplement what we're going to do. We thought that fields was something that we need to focus on.

Selectman Coutu noted the other thing was building maintenance because god forbid if a roof should cave in, we have no money set aside to fix it. We had said that's something that Selectman Nadeau was a strong advocate of the capital reserve funds and building maintenance is something that - every condo association has a building

maintenance program because it has to be repainted. Matter of fact, we have a problem with the roof at the Community Center. I know you're getting to it. Then the communications infrastructure. We've talked incessantly and for years I think now about redoing the communications. It seems like as soon as it's done, within five years the radios have changed, the antenna needs have become greater and we never have any money set aside for it. What this does is it's like an insurance policy for us. I certainly never supported the gumption of going to the voters and say we need to raise and appropriate. In this case, we're talking \$300,000. We're talking 12¢ on the tax rate if we had to do it on our own by going to the voters. They would have said no. Now by selling this excess property that we have sitting there not collecting any taxes, we said maybe we should consider using that money for infrastructure project. Again the voters will have to decide. I think where it has no impact on the tax rate and if we supported it and the Budget Committee were to support it, I think it would pass.

Selectman McGrath questioned building maintenance would be not just for the Recreation Department but any building maintenance. Steve Malizia said town buildings. Selectman Coutu said just like the \$15,000 that's going to come out of the cable will go into that capital reserve fund as well. Kathy Carpentier indicated the title of the capital reserve is "major repairs for town buildings" so anything that falls under that purpose. Selectman McGrath figured that was the answer but what we're looking now for additional budget requests, there is maintenance fees that Mr. Yates is looking for the recreation center roof. So that was my question.

Selectman Coutu was trying to do is alleviate the \$50,000 that's in here because that jumped right up at you and the center roof. The center roof at Oakwood we need to talk about Oakwood one more time. Are we going to keep that building? Is there a better purpose for it? Does recreation really need it? I know that the Recreation Department has suggested that we should keep it. Is it just really surplus right now? We're really maintaining two buildings for recreation - the Community Center and that building.

Chairman Maddox thought at this point it's there. It's very low cost to keep and maintain. If we were to build a facility at Robinson say and that's where we move Mr. Yates' office maybe. Selectman Coutu noted that ain't happening. We have an engineer's study that says it's impossible. Chairman Maddox made up a place but wherever that maybe it would be surplus but at this point I don't think we could give up the usages that they're in that building. I think that at this point we have very little into it and we have a need. I wouldn't be averse to selling it down stream if we purchased another parcel and we could put a building there for whatever. At this point I think we need to put a roof on.

Selectman Coutu agreed. I just want to make sure that it's on the table.

Chairman Maddox said whether we take it out of the monies we have in - don't we have some construction money Steve. Mr. Malizia indicated in that we have \$13,000 and change. Ms. Carpentier noted and then \$15,000 next year. Mr. Malizia said presumably if it goes in and passes. Right now you have \$13,000 and change. That roof just sucked up every dime you had. Chairman Maddox said we have a need. I'm not willing to wait another year. Steve Malizia said instead of putting \$100,000 in put 85 in and put the other 15 over there. Chairman Maddox stated we don't have it yet. We have the 13. I don't want to put this in the budget is what I'm saying for '17.

Selectman Coutu asked does that roof need immediate repair. Dave Yates said we had a lot of damage last year. We filed an insurance claim. The offices were all fixed up inside but the insurance claim didn't do anything to the roof at all. Selectman Coutu said it's a necessity. Chairman Maddox noted it's 1986. We got our monies worth out of that roof. Again I think that we need to take the money out of the capital reserve fund we have with \$13,000. Selectman Coutu commented we need to do it this year. Steve Malizia said if you did that, you could look until the end of the year and see where you're at with your budget. Selectman Coutu said are we going to wait for another storm and have all this damage again. Mr. Malizia said if you wait until the end of the year, you'd have to go through the winter that's correct. Chairman Maddox said we have the \$13,000 right now. Selectman Coutu asked why can't we do it right now. Mr. Malizia wasn't saying you can't. I'm just saying it depletes that fund to zero. As long as everybody understands that.

Chairman Maddox noted we have \$13,000 in the bank and a leaky roof that's going to cost us \$5,000 worth of...Mr. Malizia said there's nothing else in that fund. That's it. There isn't anything else planned to be expended but there will be no option to do anything else if you do that this year. Selectman Coutu noted we have a roof over there. Chairman Maddox said it makes no sense to fix the building and then have it leak again. The insurance company at some point is going to say that was fun but we're not doing it again.

Selectman McGrath asked did we get any quotes for replacement of the roof. Dave Yates said I did. This will have to go out to bid. The quote I have is \$14,730. Selectman McGrath asked that's for an asphalt roof. Selectman Coutu asked if they said anything about ice and water shield. Mr. Yates thought that's all included for 6 feet. Selectman Coutu said people are being sold into that idea of top to bottom. Not a good thing to do because your roof needs to breath. Mr. Malizia said it's just to keep the ice dams out that's what the 6 feet is. Selectman Coutu said roofers are now trying to convince people they need to go all the way to the top and it's a very bad idea. Roofs need to breath. Mr. Yates said obviously this will have to go out to bid. It's over \$10,000.

Motion by Selectman Coutu, seconded by Selectman McGrath, to authorize the Town Administrator to advertise for bids on an asphalt roof for the Oakwood Recreation Building.

Selectman McGrath said I'd like to include in that looking at metal roofs for some of these buildings because the maintenance wouldn't be there. You can get a long life metal roof building. You're not going to have the ice dams. I replaced my roof a couple of years ago with the regular shingles and I had ice dams last year. Damage inside the house. I'm sorry that I didn't look at the metal roofs. It's just a thought. It might not be appropriate. Chairman Maddox noted it's not going to fit in our budget.

Selectman Coutu said I will support looking at it. I will accept that as a friendly amendment. I'm willing to incorporate it in my motion. Two things - one it's very expensive; 2) I have a friend that did it and he had a fire in his house. The Fire Department said it contained the fire. It was very difficult to get at the fire because the roof when it went up, it had no place to go and it just backfired down and destroyed his entire home. I sat there and watched it burn to the ground. My son-in-law who passed away - Joe and I - he was filming it and the Fire Department used that as a training tape for their Fire Department in Woodstock. It happened in Woodstock when I was a police officer. I remember the Shamburger family. They lost their home.

Chairman Maddox didn't think it was going to fit in our budget. Selectman Coutu said let's look and see what they ask for.

Selectman McGrath said I'm certainly not an expert in roofs. It's just that I've seen them being utilized and there's a nice barn down the street from me that they put a metal roof on. I look at that every time I drive by and think of how nice it would look on my barn in Tyngsboro on Frost Road. Steve Malizia was not sure how we would do that because I would assume most of the asphalt roof is in the area specialized in asphalt and metal is totally different. If you're asking them for two separate bids and you're really not going to do it, people aren't going to want to be jerked around. You can get a rough order magnitude but to actually to go out to get a bid for it, you might get jerked around. They're going to sit there and say I'm not doing it.

Chairman Maddox thought you've convinced me. Let's just go out for an asphalt roof. Again the fire station absolutely. I think the Chief is doing that. He's looking at the price to do both to see what the number is. I think it's going to slow down the process if we're trying to get it done.

Vote: Motion carried 4-0.

Kathy Carpentier asked for clarification. So number one his first request for \$5,000 to the equipment capital reserve you "W" it. Then for the next one you put it as part of the \$300,000 that you want to split 1/3, 1/3, 1/3. Do you want three different warrant articles or just one? Chairman Maddox said it would be one. Take that monies and divide it into three. Selectman Coutu noted we're going to take care of the roof, we're going to give them almost \$100,000 on the second one and on the first one whether or not we want to add \$5,000 for recreation equipment. That would be for example if we had to re-fix the pickle ball court. Wouldn't that also include the indoor basketball at the Rec. Center and things like that? We have no money to do any of that right now.

Chairman Maddox said we'll discuss it when we get to the "Ws". I'm just concerned about putting another warrant article. This is a new one. The DRA is probably going to say because we've not had it in the budget before. Selectman Coutu asked \$5,000 the DRA would question that. Ms. Carpentier said no. It's in the same thing. Are they all going to be one big one or are they all going to be separate. We've always had it just in the operating budget. We're trying to figure that out with legal and Department of Revenue. Chairman Maddox noted when we get to the "Ws" we'll hit this one. It's short money but let's see where we are.

Selectman Coutu asked to just put it in the budget and be done with it. How long have we had this capital reserve fund? Mr. Yates indicated FY15 - two years. Selectman Coutu reiterated two years and we've got a \$1 in there. Ms. Carpentier said this one is \$5,000 recreation equipment. The voters did it in March 2014 which would have been Fiscal 2015. Selectman Coutu didn't think we had anything in there. I thought we only had a \$1. Mr. Malizia said that was fields. Selectman Coutu asked can't we squeeze by another year Dave. We already have \$5,000. I didn't know insurance was going up 10 percent. Let's take it off the "W" and we're not going to do it this year. We'll take care of the roof and we're going to commit one-third of whatever the net is to the fields. Fair enough.

Kathy Carpentier noted one last item - Warrant Article G for the Rec. Director.

Dave Yates stated we're asking for the part-time Recreation Department Office Assistant be put full time. This position was established 13 years ago. The cost to the taxpayers would be \$23,982. This Department has grown as you saw in just the revenue alone that we provide valuable services to the community. We've had many new programs - lacrosse, pickle ball courts and special events. We do special events all year long. When we say department I'm not excluding Lori but Lori is doing the seniors. The department is Chrissy and I. That's who does all of these special events - all the registrations, any event that we have you'll see us there. People have come up to us in amazement wow it's only two of you. Yeah it's only two of us. She's a part timer. I just think it's time that

we put this to full time. She gives up many of her own hours to be out there volunteering because we're both in the office all day. One of the recreation activities are evenings and they're weekends. I think for \$24,000 it will help streamline duties in the Recreation Department. It will give us better customer service and the other key it will give a backup to the Senior Coordinator in the summer and when she's out. Lori has been with us for 2 years and she's taken 4 days off in 2 years. I know the days are coming when she's going to be asking for vacation this summer. Chrissy is fully trained on everything at the senior center and it will also serve as a backup which I think that gives another value. Like I said the total cost to convert it from part time to full time is \$23,982.

Selectman Coutu asked Mr. Yates the salary would be based on what. How did you arrive at the number of the salary? Is it in our scale somewhere? Where would she fall in union? Kathy Carpentier said I created the budget so if I could speak to it. I just had her current hourly salary. The title "Office Assistant" is currently not represented by any of the unions. I just took her salary plus 2 percent and added on because we know who she is and what we anticipate her benefits being. Selectman Coutu asked did you divide what it was by the number of hours to come up with an hourly rate than multiplying it out to 35 or 40. Kathy Carpentier said 40. If you look at page 3, you'll see the calculation. There's 3 columns. Now what the position is currently costing us if she were to work 29 ½ hours for a full year or 40 hours for a full year. There's 3 different numbers. Currently in the budget is the \$21,521. She only works 43 weeks. If you moved it to 52 weeks, it would be an incremental cost of \$4,504 and if she was to work full time 40 hours a week for 52 weeks it would be an additional almost \$24,000. The Rec. Director is the one who asked me to break it out this way.

Selectman Coutu asked about in terms of insurance. Ms. Carpentier said I asked the question and because we know who the person is, I didn't need to assume. It was a maximum insurance. It's a flex pay. I believe the person would not need insurance so she'd be in the opt out instead of a full family insurance. So the \$5,716 would be the cost for the health piece of hers.

Selectman Coutu could speak only for my personal experience. Mr. Yates administers the Recreation Department and additional duties we've added to the Recreation Department - Senior Affairs. We've added the responsibility for some of the duties at Benson Park. I think the thing that's most cumbersome and falls on you is people calling about space, and then you have to deal with port-o-potties and getting those. Mr. Yates a lot of people don't realize it but you do work many evenings, many weekends. You do tryouts. I've been up there when there were lines up on Oakwood the recreation center. I think he puts in a lot more than 40 hours. I know you're working for more than what you're being paid for. I've seen you out there. You are the face. You're a welcoming sight. I think the responsibilities have increased and I think that if I were to get to the root of it, I think you'd find that she's been sitting here all evening probably not getting paid for this. We shouldn't be asking people who are working for us whether part time or full time to be volunteering on the side to work. I think there's now a need and I support asking that this position be made full time. There's been hints in the past via the Annual Report that maybe we should have an additional person and you said if you need somebody just come and tell us. He told me he was going to make the request. I'm not necessarily stating that because she does such an outstanding job that I'm going to support this. It's not really about the person. It's about whether or not the position is needed. From my perspective and what I see going on and Dave knows that I've been your recreation liaison for 2 or 3 years now that I'm fully aware of what's going on in the Recreation Department. I think that the request is justifiable and I think it's reasonable. The benefit is that we get to see her even more as the face of the Recreation Department and that's a benefit for the Town of Hudson.

Chairman Maddox indicated I do very little with the Rec. I only see Mr. Yates occasionally. I would like to split the difference. I would like to increase the hourly wage and bring her to a full year before I go and put on the ballot for another full time employee. I'm trying to split the baby. Steve Malizia indicated he wants to do the 52 weeks at 29 ½ hours a week. Chairman Maddox said with a bump in pay.

Selectman Coutu said I'm going to support the request of the 40 hours. It's a warrant article.

Chairman Maddox noted this we could put in the budget is what I'm getting at. We could put this in the budget and that is done. If you want to make a motion to put it to the warrant, that's your right. I'm just trying to find that middle ground.

Selectman McGrath asked what would the impact be as opposed to creating a warrant article and putting the 40 hours into the budget. Chairman Maddox said we have that thing in town where you have to ask for a full time person. Selectman Coutu noted we don't have to. Chairman Maddox said we have for the last 30 years. Selectman Coutu said we also asked the voters about pay raises for our department heads and we took it upon ourselves to put it in the budget. Chairman Maddox said full time employees have been in there.

Steve Malizia said to answer your question what Chairman Maddox is suggesting or would like to do would add \$4,504 to this budget. What Selectman Coutu would like to do is forward a warrant article that would add \$23,982 if the voters approve it. So the voters would approve that. If they approved that, the person would be 40 hours full time with the appropriate benefits. If we do the middle column that Chairman Maddox is asking, the person would be 29 ½ hours so they wouldn't get benefits and that would be for 52 weeks which is greater than

the amount of time they're working now. Chairman Maddox said I would increase the hourly wage. Again I think that there is value there and there is no category that it would fall under in the contracts anyway.

Just to continue on that, Selectman McGrath asked how does that address the need that they're indicating that they have. I'm assuming that the person that we're talking about is sitting in this room. I'm trying to get clarification because having it 29 ½ hours per week for an additional several weeks really isn't going to address the needs that they have on a weekly basis. If they need someone which I'm assuming that that's what you're telling us that you need more hours per week because you're overworked or overwhelmed now with a need, then increasing the number of weeks isn't going to address that problem.

Selectman Coutu asked to throw his 2 cents in. I'll tell you in the ideal situation from my perspective would be to put in the \$4,504 in the budget and make it 29 ½ hours a week so that we could fall back on that if the warrant article doesn't pass. It's done. We can wait until the warrant article if it fails then we can just make this a 29 ½ hour week and hope we can find \$4,500 somewhere for 52 weeks as opposed to 43 weeks as a fallback or we can revisit it if the warrant article fails. I still support the warrant article and I'll tell you Mr. Chairman I've said it before and I'm going to say it again. I'm never averse to a warrant article because the voters make that decision. If it were a silly warrant article, and we've had a couple in the past 8 years that have been silly and ludicrous, I would certainly not support it. I can identify with the need. This one here is legitimate just like I think there's a legitimate need in the IT Department for an additional person part time at least. They've articulated their position and in this case Dave you've been doing this the same way for a long period of time. The numbers are increasing. The responsibilities have increased and I think there is a need.

Motion by Selectman Coutu, seconded by Selectman McGrath, to forward Warrant Article G part-time to full-time Recreation Department Office Assistant.

Selectman McGrath said I'll speak to my second. I like you don't have any need for recreation activities. I don't have children at this point in my life. I'm not going to have children so I don't have that need but I do have friends and I've heard very complimentary remarks especially about Mr. Yates and all that he does for the town and that he puts in incredible amounts of hours to make sure that the programs are run efficiently, correctly. He's running from one ball field to another. So there is a need for that and I think that they've expressed the fact that people are using volunteer hours just to make sure that the programs are being run correctly. I think that there is a need and it's convinced me to support this.

Chairman Maddox wanted to say I don't think he runs. He probably drives. I am going to vote no. I feel bad but I'm saying we're overloading the ballot with our wants. I thought the middle ground was a way to go this year but again the vote is 3 to 1. We'll have it but that's what it's going to be. Again it's probably needed but at this point I can't support it.

Vote: Motion carried 3-1. Selectman Maddox opposed.

Selectman Coutu was away last week and I had the opportunity, and this brought it all to mind. I had hoped that I didn't go there but I will. I watched the budget meeting while I was away and I felt that - I forget who it was and I wish I could remember. Somebody came before this Board or there was a proposal for a warrant article and your remark was "nope I'm not in favor of the warrant article we should not do that. I just want a fire house this year." That is very selfish to say that let's forsake any need that anyone might have just so we can get the fire station. That's not right. That's not having foresight and looking at what the needs of our community really are. We have 3 fire stations. We don't have the staff that's necessary to run the Recreation Department. Another agency might have a real serious need but we're going to just say to the voters we're throwing the fire station at you. We want you to support that and we'll just push everything off until next year. That's not right. Let the voters make that decision. If they want to vote no straight down the line, so be it. If they want to vote yes - last year comparatively when you look at other years, the voters looked at the ballot very carefully last year and they were selective. I think that the fire station failed. I agree. I think that the promotion could have been a little better. I too would like to see it pass. You know I support it. I've been out there with you.

Selectman Coutu said to say to everyone else well I don't want to clutter the ballot with a lot of warrant articles. Last year we had a cluttered ballot. They agreed with us because we fought hard. I can remember John Drabinowicz saying to me and saying to all of us you guys shouldn't just throw these things on the ballot. If you want them, go out there and support them. You went on television for the fire station. A lot of articles in the newspaper about the fire station. There was a lot of effort made. I felt bad that it didn't pass. I thought everything was going to get shot down last year. The voters were very selective. We asked for pay raises for our employees and we enunciated it at Town Meeting. We all talked about it to our friends. I'm an avid user of Facebook. I have a lot of friends on Facebook and I have a lot of citizens from Hudson who are. I advocate for town things when it's necessary. Come election time, I'll be talking about election. To say to our town employees or department heads, I don't want a warrant article. I just want to keep the fire station on there and have them just look at that. That might backfire. I think the voters are intelligent enough. Our community is becoming a little more proactive than it has in the past.

Selectman Coutu noted the seniors are very grateful about the work that we've done over the past several years to get their senior center up and running and built. Thank you Lori. If it wasn't for your face at the senior center, it wouldn't be as popular as it is. We're nearing 900. I've said when we get to 1,000 we talked about it again today at our meeting that we're going to start bulging at the seams pretty soon and we're going to have to take a good look at the building. Pat as their liaison someone who's been in and out of that building with your pastries, and limping, and showing off your feet, you know that there are days that it's tight in there. Thursdays at the meetings and the Bingo you have over 100 people usually. You've got people playing pool. Lori Bowen indicated 176. Selectman Coutu said that room wide open accommodates about 96 people. If there was ever an incident at the building getting them all out would be difficult. We have to realize that and be prepared for that and probably to think about a Thursday drill with the fire department. Have you talked to the Fire Department about doing a drill on Thursday? Lori Bowen said as part of the commitment with St. Joe's and the conversation with St. Joe's and them being able to use our kitchen, they run a fire drill twice a year. Our last fire drill I believe we had 70 people out in less than a minute and a half - walkers and one wheel chair person and all.

Selectman Coutu gets upset when you say you won't support it because I know you know there's a need. It's just because you want to have one warrant article. Chairman Maddox commented what I said was I was not in favor of another bond issue which was the water and the Town Engineer. So it was not a warrant article I was opposed to it was a bond. Putting two bonds on I thought was paramount to death now to both of them but that's my opinion. My opinion still says the same. I think that the voters look at what the selectmen recommend and what the Budget Committee recommend. Again my position is I'm looking at the overall and I voted the way I feel is the right way to vote. We can disagree on this one. I don't disagree that the voters can take their choices but again I don't think a lot of them spend a lot of time looking through all of the details that we do. They're looking for our recommendations. Just simply putting stuff on the ballot is a recipe to and we should ask them how many police cars we buy. Again we can make ourselves crazy but we do that regularly. You'll stand where you stood and I'll stand where I stand and we'll move on to the next item which is adjourn.

6. ADJOURNMENT

Motion to adjourn at 9:39 p.m. by Selectman Coutu, seconded by Selectman Nichols, carried 4-0.

Recorded by HCTV and transcribed by Donna Graham, Recorder.

HUDSON BOARD OF SELECTMEN

Richard J. Maddox, Chairman

Roger E. Coutu, Selectman

Pat Nichols, Selectman

Marilyn McGrath, Selectman