

HUDSON, NH BOARD OF SELECTMEN
Minutes of the October 15, 2015 Meeting

1. CALL TO ORDER - by Chairman Maddox the meeting of October 15, 2015 at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE - led by Finance Director Kathy Carpentier.
3. ATTENDANCE

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

Staff/Others: Steve Malizia, Town Administrator; Donna Graham, Executive Assistant; Kathy Carpentier, Finance Director; Kevin Burns, Road Agent; Patty Barry, Town Clerk/Tax Collector; Paul Inderbitzen, Moderator; Lisa Nute, IT Director; Fire Chief Rob Buxton

4. BUDGET PRESENTATIONS

Chairman Maddox said we are going to do the budget hopefully with our outline for the departments of zero percent increase plus any voter approved dollars, salaries, etc. It should be hopefully cut and dry. Certainly we'll go through if there's any questions, any concerns bring them up. I'll recognize the Town Administrator. So he's going to give us kind of an overview of what is in our book.

Just to sort of reiterate what you said, Steve Malizia said back in August the Board had a parameter that asked or directed the Department heads to submit budgets for the zero percent increase. Obviously we had contracts and maybe certain other things that were approved by the voters. So those were taken into consideration. Anything above the zero percent increase was to be put separate so that you could deliberate, consider, and review those requests that maybe for a piece of equipment or a need that the departments have identified. When you look at the budget you have in front of you right now, the tax rate if we calculate on the document that have would come out to be approximately \$6.25 per thousand which is an 8¢ decrease over this year's tax rate of \$6.33 just to put it into perspective. There are several warrant articles that you will deliberate or discuss as each department comes in to present. I would also point out that healthcare costs if there is an increase has not been factored in. We do not have any rates yet. I would also point out that we are in the process of negotiating three labor contracts which have also not been included. Just so you know that those could be forthcoming at some point in the future. I say that just to kind of set the stage. Again I think the department heads did it as requested by the Board and you will be able to deliberate each budget and see what other additional requests they may have as you get to each area.

Chairman Maddox stated there is no increase in health care. Steve Malizia indicated it has not been factored in because we do not have a rate yet. We should have it within a week or two. Chairman Maddox asked does the schools just get them earlier because they have a number like 80 percent. I'm just wondering how...Mr. Malizia said that might be an estimate by somebody. Kathy Carpentier said they get a guaranteed maximum rate or something like that. They're with a different insurance company and I'm not sure that they're the same fiscal year versus calendar year. HealthTrust is meeting tonight or tomorrow so we should hear the beginning of next week and then I've got to roll it all into the documents. So sometime next week if not early the week right after.

For Selectman McGrath, Chairman Maddox said we're going to go through the departments. If you have any questions certainly ask. KC is excellent at telling us what page we're chasing because this book gets a little confusing as we don't go in order.

Highway (5515, 5551 to 5556)

Chairman Maddox recognized Road Agent Kevin Burns. Good evening Sir.

Good evening. Kevin Burns said I don't really have an opening statement as usual. A very conservative budget. I have no requested add ons when we're done. What I needed I think is in the budget. Very conservative and I have no warrant articles.

Chairman Maddox asked the Board what's your pleasure how would you like to approach this. Do you want to just hit the headings and just kind of go through.

Selectman Coutu asked to get one thing defined on page one. One page, line one 5515-102 part time. Is that the person that we assigned at the senior center? Mr. Burns said yes.

Chairman Maddox noted we are going to start off with facilities. Again there's a small increase but like you said, there's a person now in that heading that we have added for the community center.

Kevin Burns added real quick. You may notice that some of my accounts will look like they're up but it's more of a shell game of moving the money from account to account instead of asking for new money. So some might look like they're up a little percentage but in others will be down.

Chairman Maddox indicated re-appropriation rather than shell game. No questions we'll go to Highway Administration. It's up \$10,000 but again you probably moved some money around. Anyone have any questions?

Page 7, Public Works - Streets. Chairman Maddox said this is the big number. This is \$2.7 million. This is all of the salaries for the most part for the employees, all of the equipment and those items. So this is the substantial number. Anybody have any questions in regards to. The sand budget is what it was for this year.

Selectman Coutu told Mr. Burns a little more than half way through 5552-248 streets overlay. Can you explain the increase of \$55,000. Kevin Burns said if you can recall last year, we had an offsite contribution from Comcast for \$55,000 that was dedicated to using towards paving in the Industrial Park. I reduced the paving by that amount taking into consideration I would have that offsite fee. This is just getting the budget fund back up to where it was. Selectman Coutu noted that was part of the deal on the relocation of Comcast to the Industrial Park. They would commit \$55,000. Mr. Burns indicated every penny of it has been spent.

Chairman Maddox said the other thing if there's items that we would like to come back to. We've used this system called "Ws" and "Cs". Confusing as it may sound, it seemed like its work the last couple of years inasmuch that rather than going through the whole budget at the end of this cycle if we have a problem, we kind of said this is where we might come back to is the "Ws". W is will come back and C is can.

Selectman Luszey said it was actually on the same line as Selectman Coutu's line. With oil being done 50 something percent now, do we get more asphalt for this? Kevin Burns said oil and asphalt prices don't always reflect each other. Selectman Luszey said when it goes up it kind of does. Mr. Burns said it doesn't drop as fast either. I don't know what the asphalt prices will do.

Chairman Maddox asked would you like to put a W next to that. Selectman Luszey said no. I was just wondering if we get more miles next year that's all.

Selectman McGrath had a question on the same line. That increased by \$55k. Can you just explain that to me? This is my first time through so I may ask questions that other people already know the answer to. Kevin Burns said last year because of the money from Comcast instead of saying okay I'm going to - I needed funds elsewhere in the budget so I took the \$55,000 out of paving to use it somewhere else knowing that I'd do the same amount of paving work because I had that extra 55 from Comcast. This year I'm just putting it back to keep it at that same amount. Selectman McGrath said which is what the level would have been had you not gotten the 55k from Comcast. Okay I get it. Thank you.

Chairman Maddox asked is this up on the website. Steve Malizia said yes. Chairman Maddox noted for the people that are watching at home with insomnia, this budget is on the website. We're not trying to race through this but at zero increase. My first couple of years we read every line. That just gets tedious and at some point we're not as efficient as we could be. Again we're not trying to breeze over anything. It's all available on line but again with a zero increase, we're trying to highlight the areas that either have to be raised or we have concerns about. With that I think no other questions on streets.

Kathy Carpentier noted equipment maintenance, page 13. Chairman Maddox noted this is up \$10,000 but you've moved money around. Last year the \$55,000 was for a vehicle. We took a lease. Kevin Burns indicated it's the first year of payment of the sweeper. Chairman Maddox said we got \$6,000 for the old one. Any questions on equipment? Seeing none.

Page 17 - drains.

Solid Waste (5970)

Page 21 - solid waste management. Kathy Carpentier indicated that is a zero because most of the expenses were moved over to the solid waste that we're going to go over later. I just wanted to point out it is part of previous budgets.

Page 22 - grounds maintenance. Chairman Maddox said this is one of the areas that you went down in to balance your budget. Kevin Burns said no it's the same.

Kathy Carpentier said that was it. We're jumping down to the 5900s. 5970 page 12 - solid waste. Kevin Burns said I can give you a quick explanation on that if you would like. There's a cost of living adjustment in the solid waste contract that was bid at 2 percent per year. Last year we came in at about 1 percent under budget. I only

ask for a 1 percent increase even though we're having a 2 percent price increase. I think we've done fairly well with this contract. Figuring year four, we've had a 2 percent increase every year so that would be a 6 percent increase and we've only increased it 3 percent since we started the contract. We're maintaining fairly well on this very expensive line item.

Selectman Coutu asked to make a comment. This is for the viewing audience only. The proposed budget amount for solid waste collection with the increase that Mr. Burns just stated is a little over \$1.5 million. If more people would recycle and put a lot less in the garbage and more in the recycling bin, we could significantly reduce that cost. We're up for contract renewal this coming year Kevin? Mr. Burns said we're in year four. One more year after this. Selectman Coutu noted we'll be starting the negotiations for the new contract. It behooves our citizens to be aware that this cost is impacted by what they throw out in their regular garbage as opposed to conserving by recycling a lot more than what they have been recycling. I noticed that I've ridden up and down streets as all of us have in different parts of this community and I see barrel lids - the trash barrel, the black barrel the lids open. I can see cardboard. I can see beer cans in those containers. They're all supposed to be in garbage bags to begin with and most of them aren't. They're not and it's all loose product. It severely impacts the cost of the waste removal. I just wish more people would recycle. Thank you Mr. Chairman.

Selectman Luszey asked about the association dues. That just shows up this year and next year. What's that? Kevin Burns said that was transferred from the...Kathy Carpentier said from the solid waste management account that we just zeroed out. I think that was done two years ago. Selectman Luszey noted the last year is showing up now.

Kathy Carpentier said it has been our practice to leave all the IT stuff for the IT Director. I've skipped over Kevin's IT budget. He said he had no others. He said he had no warrant articles so I believe we're done with his budgets.

Town Clerk/Tax Collector (5030)

Chairman Maddox recognized Town Clerk/Tax Collector Patti Barry.

Good evening. Patti Barry indicated the Town Clerk/Tax Collector's operating budget is the same as last year. I've had to make a few adjustments to accommodate an increase in my postage budget the 238 line item. My bottom number is still a zero percent increase and I'm not requesting any additional items at this time.

Looking at the bottom line thought, Selectman McGrath said it looks like there is an increase. Patti Barry said that's on the 100 accounts. Steve Malizia indicated the voters approved a warrant article raising the Town Clerk/Tax Collector's salary last year. That's been factored in.

Kathy Carpentier said the zero percent that the Board directs is only for the operating. So it's everything after the 100 accounts because the department heads aren't responsible for what is in the 100s as the budget because it's contractual items, raises, and that type of stuff. If benefits go up, that type of stuff. What Patti is saying is she's flat lined the operating expenses and not the salary and benefits. That's true for everyone.

Moderator (5041), page 12.

Chairman Maddox recognized Moderator Paul Inderbitzen.

Paul Inderbitzen thanked everyone for taking me out of order. I appreciate it when I can be here since I'm working next week. Looking at the budget, there's an increase over last year but if you look at my four year cycle, budget runs in a four year cycle for the Moderator because of the number of elections that show up every four years. This next budget is going to be the big one that every four years. Actually I look back at the Fiscal '13 budget and it was 19660 or something like that. That would have been four years ago. We have 3 big elections: the State Primary, the State Presidential. This is one of those where we have no sitting incumbent running so it's going to be more. Then our Town Election and the Deliberative session.

Chairman Maddox said its pretty much zero other than the fact that we will have a national election. For all of you that are new to town and you come to a March election and there's 2,600 people, you'll be joined by 13,000 or 14,000 people during the Presidential Elections. I guess I'm looking to add money to this account or how we're going to deal with this. I think that with \$13,000 ballots, relying on the 5 of us to put them all in order I think, again, we should probably carry a few dollars to be able to bring in outside help to be able to assist with ballots unless you all feel very chipper.

Selectman McGrath said when I was looking at this I was wondering why wouldn't we as opposed to using paper ballots and the counting machines that we have is there any opportunity to go to an electronic balloting system and what would the cost of that be? Would it be so far out of the realm that we wouldn't be able to afford it? Mr. Inderbitzen said the only ballot outside of a paper hand count ballot that the State Election Committee allows are

the ones that we're using. They don't allow any others at this point. That may change. The Election Commission I know is looking at some stuff and I'll be meeting with you in a couple of weeks going over some. We have a new AV booth. Instead of having the facts with the phone, it's going to be something new. The Clerk just picked it up. I haven't even seen it yet. We're going to have something new on that one. That's a minimal impact. We can see about some additional workers during the day to do that. On the Presidential, I always beef up. I double the amount of ballot clerks. So instead of having 8 people at those little tables, we have 16 people at those little tables. That's a little bit crowded. I thought when I meet with you in a couple of weeks that we might want to talk about whether the space is big enough for a Presidential Election or whether we need to look at some alternatives.

Selectman Luszey asked the last couple times we had elections you've had some minor issues with the equipment. We were looking at the possibility of replacing some of the machines. Paul Inderbitzen said we did get one new machine we bought from Londonderry. It actually came in handy at the last election because one of the machines went down and we rolled out the other one and started and we were without a hitch. So that worked out really well having that as a backup. Now that we have a backup, we might want to think about a second one for the big election but I'm not sure. Selectman Luszey asked can you lease those or are they just straight out purchase. Mr. Inderbitzen said we purchased that at a good price. Londonderry had a ton of them that they weren't using. That was a good price - brand new. I think we paid like \$2,500 for that. I think brand new they're closer to 5. Whether we could find a used one again to have a second because you need the box too. It's not just the machine. It's the box although you can take the machine out and put the new one in and reuse a box. This was nice. We just rolled it out when we ran into problems. We'll do that. I will look into what it might be to have some extra people for when I have to pull ballots out and have count.

Chairman Maddox said I traditionally spend a lot of my time in the parking lot yelling to people what lines are not busy and all those kinds of things. With 13,000 - 14,000 ballots, it gets very busy.

Selectman Luszey asked do you want this to be a "W".

Selectman Coutu said I do and I'll tell you why. I know that Mr. Inderbitzen and I have had casual conversation and I know that that's mostly what we have is casual conversation. From a professional standpoint in terms of what he alluded to, I think we need to seriously consider especially during Presidential Elections. It doesn't impact us during town elections but during Presidential Elections, there are times during the day its absolute mayhem in there. There are a lot of things to factor in. For example, what you stated about the 5 of us generally are responsible for we do the absentee ballots; we start counting those earlier. We have the sorting of all the ballots and counting them in piles of 50. I would not expect that Selectman McGrath will be in a position physically to be able to do that. We can't hand her a pile of ballots and say here count out 50 and put them in stacks of 50. Her condition is such that she can't do it. I'm sure she'll be there God willing and we need to account for that. We're going to be down to 4. In a municipal election, we're usually less because the candidates even though they could for appearance sake we don't go in the hall and count ballots. We can't even count the ballots. So we're going to be down to say 4 people and who knows.

Selectman Coutu said having a couple of additional people but going back to what Mr. Inderbitzen said, I think it's time during Presidential Elections that we look for an alternate voting station. I think that we should give that some serious thought. I think that we want to facilitate people being able to come to the polls and vote. Paul will tell you first hand he's been doing it for so long now, we're getting these kids coming in at last minute. You have 30 - 40 kids in line during Presidential Elections. It could be two buses waiting to register because we can't seem to coordinate having a ballot clerk going to the high school to pre-register these kids. They all come in at the last moment where I think it would be a much better civic education for these kids if we had our ballot clerks work with our School Department to set up a time for them to go pre-register. I think that we should have a serious conversation about whether or not we should have a second voting station to be able to split it up. I know it's going to increase the cost but its well worth it and it accommodates our citizenry and their right to vote.

Chairman Maddox asked is there a bigger facility. If we went to Alvirne, you're still going to have - there's only so much space. Selectman Coutu said we shouldn't have that conversation now. It's a conversation in the future. St. Kathryn's Church is a potential. There are other places in town that we could use as an alternate voting station. Chairman Maddox said there'd be multiple. Again this is a discussion we'll have off line. Selectman Coutu asked can we get that on the agenda for a future discussion. The Presidential Election isn't until next year so it doesn't have to be during our budget period. Unless you want to talk about adding money for...Kathy Carpentier said it will be in Fiscal '17. You have a couple of months. All the way until February. Chairman Maddox said we're talking short money.

Paul Inderbitzen said we're meeting on the 27th. I happened to get a Tuesday off because I planned in advance. I had another meeting. I'm on your agenda for Tuesday the 27th and I'm going to go over some of the new things. We're going to have a demo of the camera and all that good stuff.

Chairman Maddox didn't think it was going to be a lot of money. Maybe we do put a "W" just so that there's a placeholder. If you could get us some sort of number to Donna.

Selectman Luszey said you're looking at a purchase of a machine or leasing a machine at a minimum. You're going to be outfitting two sites. Chairman Maddox said no we're just talking about this next election. Do we think we're going to move the Presidential to two locations this cycle? Mr. Inderbitzen said that's in November of '16 which is in this future budget. Selectman Coutu noted you're going to need one or two more machines. Selectman Luszey indicated and possible people. Chairman Maddox stated and all the booths. Mr. Inderbitzen said booths we have. I'm slowly getting - I included also a two set of voting booths. I'm going to be ordering two for the Primary even though we don't have such a big turnout on the Presidential Primary. We had a little over 5,000 the last one. Chairman Maddox indicated both of them are open this year both Republicans and Democrats. If you look back at 2008 which was that, Mr. Inderbitzen said we had 8,700 at the Presidential Primary. It's not as big as the 12,400 we had in 2012 and we had 12,400 in 2008. That's pretty consistent for at least the last two four-year cycles. So we can take a look at it. I'll try to get some information. I'll try to get it to you ahead of time.

Information Technology (5330, 5X77's & Warrant Article E)

Chairman Maddox recognized IT Director Lisa Nute.

Kathy Carpentier commented we're going to start on page 3 and go through her departments. Then she will have some others at the end - some other outside of budget requests and a warrant article.

Good evening Mr. Chairman. Lisa Nute explained what's being passed out. It's a duplication for the most part. The stapled pages are duplication of what you have in your book but what it's worked out in the past instead of you having to flip back and forth when I go over each department for that one page, it saves you from having to take the time to flip back and forth and find it.

Lisa Nute wanted to first off for the public who don't them introduce Vin Guarino on my left and John Beike on my right. They are our IT Specialists. I brought them for technical details should you have such questions. The budget before you tonight addresses the majority of the crucial projects that I talked about in my workshop back in August I think it was - August 4th. I should remember that. That was my wedding anniversary that day. Without going over the bottom line, we did remain level funded. The only project that is not within this budget that was outside the scope is fiber optic to Robinson Road. I would like an opportunity to talk about that at the end. I do have a warrant article as we also discussed in the workshop for a part time person.

Starting with the IT cost center which is 5330, Lisa Nute pointed out one of those crucial projects which was the phone upgrade to the Police Department we talked about. This Board appeared to be in favor of upgrading that and you asked that I come back with lease prices rather than look at just outright purchase. So that was the second page that Vin just passed out for you where I have laid that out. If everybody would bear with me on that. We're talking about cost center 5330-208 is where this is located. In the upper section of that handout of IP Office is the equipment cost. So this is the new system purchase. It's 51729 in the first row. Labor and installation is second so the total investment is 58529.

Selectman Coutu said I look at the IT budget and I go to the bottom line on page 4. We're talking about a \$9,000 increase and the bulk of it is in wages which is contractual. So it brings it to a level funding. Steve Malizia said correct. If you look at the operating budget, it's actually slightly different. Selectman Coutu asked why are we were doing this line by line.

Chairman Maddox thought that that is a big increase. In 208 you're going to from \$9,000 to \$74,000. I think it at least it bears some explanation but if you're staying within the budgetary zero percent, I don't disagree with you Selectman Coutu.

Selectman Coutu noted we're going from 78,000 to 74,000. Lisa Nute indicated there's a decrease of 5.8 percent in 208.

Chairman Maddox noted we're finished with that in this year. Ms. Nute said that's correct. Let me further explain what happened and the difference. My operating budget is showing that I'm down 1.5 percent in that bottom line on page 4. I'm actually pretty much level funded. It's only down a tiny bit. The reason for that is because it was that readjustment that we talked about with Highway just a minute ago. We have a student who comes in a couple of hours after school and he's always been paid out of 252 which is professional services. It really should be in the 100s account I was told. That was just moved up and re-appropriated in the 100s.

Selectman Coutu asked is that 103. Ms. Nute said yes. That was simply moved from down below to up above in the 100s.

Chairman Maddox asked why did it double. Kathy Carpentier said 4760 is what she had budgeted in Fiscal '16 and zero in 103. So now it's 2,000 in 20883. Chairman Maddox asked you're not carrying any interns in this budget other than that one part-time. Ms. Nute said that was correct. As we discussed, it wasn't worth the very short time of training to get them up to speed.

Selectman Coutu asked about the students. Ms. Nute said the UNH interns that we were utilizing they only have an obligation of I think it was 140 hours. It took almost that to get them up to speed where now they're off on their own. They were all very good. Don't get me wrong and I wish I had had a job to offer them right after they were that good. They were scoffed up immediately by other companies but it is time consuming to train somebody to that caliber and it's heartbreaking to watch them go. It really was not worth our time to do that. Selectman Coutu said all the kids we've hired they've all graduated now so it would be like starting all over and hoping they would stay on for 3 years like we had in the past. Lisa Nute said that obligation is just, again, 140 hours in their senior year. Right after graduation they're already looking for job full time generally.

Selectman Luszey asked explain to me how going from an intern to a part time solves that particular problem. A part time person in this field is looking for full time work. Lisa Nute said that is definitely a risk and Selectman Coutu had brought that up in our workshop as well. It was a concern of his as well as it is mine. The difference between - if you look at my Pinkerton student who comes in just a couple hours here and a couple of hours there. Today he's got Scouts he's not here. It's very difficult to pin him down for a regular schedule. He's a kid. Just having a body is at least helpful. He can go run and take care of a printer issue and be a first line of support for some of our people who need a little handholding or just some minor things. The risk I took with him was and the idea I was thinking is that I knew he was a bright individual who will definitely have a very rewarding future in computer services. Pinkerton offers as you are well aware a very good program unlike any other high school I've seen where they get hands on lab, etc. I thought it was worth the risk to at least have him and he started his sophomore year. He's now a junior. Senior year, he's continuing to learn. We definitely have seen a big increase in his maturity and just a level of understanding. There are things he brings with us too. He's generally interested in finding solutions to things. I felt it was worth the risk to have him under our wing and take the time to train him with minimal things that he can do. It's at least a body. I don't have him anywhere near enough or consistently to help him grow faster for us. I don't know what he'll do when it comes to college. Maybe he will be a resource for us. I don't know if he'll be going away or if he'll stay local. That might be another opportunity which is why I thought it was worth the risk.

Selectman Luszey indicated used a couple of phrases "handholding". The systems that are used in our facilities, in our processes, I would consider to be very mature. Why are we still having to handhold users to use them? Do we have an issue with training? Lisa Nute said I do make suggestions for training. We have a whole gambit of people. I think you'll probably find this in a lot of organizations. This is one reason that I appreciated when department heads have included me in the hiring process. I've had an opportunity to sit on a couple of panels. The Chief allowed me on a couple of them which was great. It gives me an opportunity to verify that that person coming in is not going to need handholding. In this day and age, it shouldn't be happening. You'd be surprised. Some people we've had on for a while. When we first started we had a VAX. You didn't even have to use a mouse for that. It's a learning process. I suggest outside training or I do some of the training if necessary. There aren't a lot. I didn't mean to make it sound like there are.

Selectman Luszey said what I'm personally trying to do is get a handle on what this part time person is really doing. You said like take care of printers. To me that is something an end user would do whether it's loading the paper, changing out the toner cartridge and stuff like that. That's not a real complicated type of task. In most places, that's the user's responsibility. Why aren't we doing that here? Lisa Nute said the majority of users do understand printers. I'll admit that we do have some that I have had to explain some things that we shouldn't have to. You're absolutely right.

Chairman Maddox asked if there were any other questions from Board members. The phone is really driving up this budget slightly to be able to finish that out. We're up 1.7 percent. Lisa Nute said we're actually level funded. We've moved things around. One reason I am able to stay level funded too as you will see when we get to Highway, our software costs just keep going up. Something has got to come down to stay level funded. Highway is the only one big department. I even have some small departments who wasn't taking on his own PC replacement responsibility. Fire handles their own in their bottom line. Police does theirs. The Road Agent agreed to take his on which is a very small percent of his budget than it is mine. He helped me out there so that I could stay level funded with the increase that we've experienced in software.

As far as their budget, Chairman Maddox asked we're all set. Okay. As far as the toner cartridges, they're all the same and computers except for Highway which you just explained which is an increase of 17,000.

Selectman Coutu asked do we bid out the toner cartridges in bulk. Lisa Nute indicated each purchase is no more than - ranges from \$500 to a couple thousand is usually my purchase. I do buy in bulk. I try to buy printers when

we need to replace the same models that we have so that I've got more users than one using the same cartridges for that pricing. I don't go out to bid because it's not a high enough cost but I do closely watch, and compare, and look at least every couple of years if not sooner who's got the best prices and then all people go through me. I don't allow people to go do their own purchases so that I can keep a handle on that cost. We do monitor that.

Selectman Coutu asked relative to printing costs because we've centralized the control of the cartridges and everything through IT which I thought was great because we were able to monitor how many are going where. Have you found any significant increases in any one given department over others that are questionable? Ms. Nute commented absolutely and we took care of those. Got to the bottom line as to why. One was a printer replacement. Certain printers cost more. Another one a process change. People were sending to a color printer even if it's a black letter. It's costing more to go to a color printer. Trying to keep a handle on that we do watch that and we did make a significant difference in a particular department when I started seeing it just going up and they're constantly asking for cartridges. We do get to the bottom line of those.

Chairman Maddox knows we pulled back the copiers. Are those going to be able to also print at some point? Steve Malizia indicated they do now. Lisa Nute said I had requested that of our Finance Director when we first came on because it serves as a nice backup printer should we need it and it was the scanning. People were constantly asking for scanners. So to have a copy machine that is capable of being on the network has helped. Chairman Maddox noted it changed ours and we went to two sided. Hopefully that will save some money. Hopefully we're doing the same thing with these machines with the new ones coming on line. Ms. Nute said the biggest thing I was pleased to see and I appreciated KC including me in the bid process. The newer technology now allow the PDFs when they scan documents and make the PDFs will be allowed to be searchable - the OCR. Our current one doesn't do that and I'm anxious to have that one come in. That will be helpful.

Chairman Maddox asked if there were any other questions. You do have a thing here about the lease purchase costs versus the new system. Ms. Nute said I wanted to show you on the phone because you were inquiring about that. IPE Office - the top portion is the purchase price there - 58529 that's what's in that line item. We are currently working on 7 and 8 years old. The Police Department phone will be 8 going on 9 once we can replace it in FY17. So I gave you the annual cost there per year. Based on a 7 year life cycle, it's just over \$8,000 per year. Based on an 8 year life cycle on the far right column is \$7,316 per year. So if you look down below, there is the least option now. There's a 36 month with a re-up after. That's what the dollar means there you re-up it. Forty-eight month lease and a 60 month lease. The next three columns the 36 month fair market value means at the end of those three years we purchase it for whatever the fair market value is and we own it. The second one is 48 months and then the third one is for a 5 year, 60 month lease. As you can see...

Selectman Luszey asked are you required to purchase it. Lisa Nute said not you can just re-up it. Follow up question if Selectman Luszey may. On the lease does that include all preventative maintenance and repairs should it go down versus on the purchase we're paying for the service of that? Lisa Nute said very minimal but we are. I don't buy a service agreement. Selectman Luszey said you do in the sense that these gentlemen provide that service for us.

John Beike said not for the hardware. We do a per call for hardware.

Lisa Nute said it would still be my team handling a phone issue, a handset issue, or something like that. To make it fair, Selectman Luszey indicated you should include what that might be so that we have an apples to apples comparison because we don't right now. Ms. Nute said I can tell you though I would say off the top of my head way less than \$2,000 per year that I have had to call them in for issues. John Beike noted over the life of the product.

Chairman Maddox asked and this is just for the phone equipment just so that people at home aren't saying you're replacing all of the phones. This is just the switching equipment and that type of thing.

Selectman McGrath said looking at this, the leasing options far exceed the purchase.

Selectman Luszey commented I don't know that yet because I don't know what is included in the two options. If all the software updates, all the maintenance and what not versus what we have to do if we own it. You have to add all those to this cost. I find it hard to believe we're having this conversation if it's only \$2,000 a year or something like that to maintain our phone system given why we're here. Ms. Nute wasn't sure I understand that. Selectman Luszey stated you keep telling us that we have all these problems and there's a cost associated with the stuff. Even going to new there's a cost of ownership that's not in part of this. That's what I'm trying to get at. Ms. Nute said neither one of these here includes the cost of the handset. If I have to replace a handset because lightning struck it or something, yeah that's not on here in either scenario though. That's mine. Selectman Luszey said this is the stuff that's stuffed in a closet. Ms. Nute agreed. This is the back end. What Selectman Luszey didn't know is what that equals in both of these scenarios - what the lease gets us. Does it get us the software, all the updates, the support of it, hardware, maintenance of it, PMing of it, all that neat stuff? Ms. Nute

said yes it does. If we purchase it, Selectman Luszey's understanding is we don't get that. We have to add that. Lisa Nute said that was correct but we have had little to no service. I can do some numbers. We had at the Highway Department one issue. We ended up having to - that was some time ago - replace the system and that was just part of the cost. It was maybe a one day thing again. I could look that up but it's minimal I can tell you that.

Chairman Maddox noted either way we could be looking at \$58,000. If we budgeted that number, we can work this out when we get to the phone bidding situation if that's where we want to go correct? Lisa Nute indicated this is one vendor that was on that sole source. They did win the bid originally but now if we're going to upgrade a phone the reason I would need to stay with this same vendor is because I have these phones all talking to each other. We do four digit dialing to the Highway Department for instance. We do four digit dialing to the senior center, etc. If I now suddenly have a different phone system, I need this to be compatible. Another reason for that is that this new phone system will allow me - let's take a real example where at the Highway Department we had Fairpoint go on strike at the same time that their system went down. For a good 10 days, we could not get service. Had I had already the new phone system in place, I could have easily within - they wouldn't have been down an even an entire day. I would just pull them in over the network now to Tow Hall system or once I get this police system over to police. Police and Town Hall will be redundant for the (inaudible) as well so that if there is a phone system issue, nobody has to go down in any of these departments.

Just to recap a little bit about the Highway Department, Selectman Coutu said this past winter when it was down for 10 days - Lisa Nute interrupted and said whenever Fairpoint went on strike - Selectman Coutu said presently there's no redundancy linked to the Highway Department. There's nothing there for them to tap into. Ms. Nute said no. We are networked with them so that we can do the four-digit dialing. We can transfer calls right to them. No if they go down again, we send service out there. Selectman Coutu said we're going to deal with the same thing.

John Beike said until we get the one replaced here in this building that's compatible.

Selectman Coutu noted this past Monday, I know it was a holiday but I met with the Chairman of the Cable Utility Committee here at Town Hall to go over his budget. I wanted to go over his budget with him and he wanted to explain a few things to me. We discussed the phone service. I just heard you say that the network includes the senior center. Lisa Nute said it will. Once I get this...Selectman Coutu reiterated it doesn't include the senior center. Ms. Nute said they're on a compatible system. We made sure of that when that went in. We got that fiber connected. That's what I'm anxious to do once I get this Town Hall one done we're not able to do four-digit dialing. Selectman Coutu asked he wasn't giving me misinformation. Ms. Nute said no. He is correct. He's been waiting for that since we opened there. I can now do a final...Selectman Coutu was hearing something different from him. Okay you're almost there though. Ms. Nute said yes. Selectman Coutu asked is there redundancy. There will be. It's just Highway. Is there anybody else that needs to be put into the system? Will that finish it? John Beike said not after the police. Once the police is done, it's done. Lisa Nute indicated the project that's outside this budget is Robinson Road fiber optic. Once we can get that connected, I can also then stop their lease and bring them right into our system with IP phones.

Chairman Maddox asked tell me what the big advantage to be able to dial four digits as opposed to seven. Lisa Nute indicated it is a time saver. You'd be surprised because we all have it memorized. I can't tell you the phone number at the senior center. I have to keep looking that up when I need Lori. I will certainly know here extension. The reason we have them all memorized easily as well is because when we first planned this out, I tried to keep them consistent. So every receptionist or dispatcher for instance starts with the same three digit number but it's the first one that's different. Town Hall is all a 1,000 number. John Beike indicated PD is 2,000 numbers. Ms. Nute said Highway is 4 and Fire is 3.

Chairman Maddox asked are we paying a premium to be able to dial four digits. Ms. Nute said we're not paying anything. It's all part of the system. Chairman Maddox said most people call it their cell phones. Lisa Nute indicated it's real time saving. It's very convenient. I know KC's number.

Steve Malizia said when the citizenry calls for example our office and they want to speak to somebody at Highway in the old days, we had to say yeah call 886-6018 thank you. Now I can just transfer them to 6018. I can get that citizen to the Highway much quicker or anybody else's desk whereas before we did not have that capability. Chairman Maddox said you wouldn't be able to transfer a seven digit number if it was two different phone systems is that what you're saying? Mr. Malizia said we could not transfer to Highway before when they were on...Chairman Maddox said this was technologies from the '40s.

Chairman Maddox thought the phones are in the budget so I think at this point we will...

Page 2, outside the budget request.

Chairman Maddox indicated this is our discussion that we had. When the phones go away next year, that \$50,000 will no longer be needed in the budget. Why wouldn't we put this off and that would at least keep your budget level funded and not have to...Lisa Nute stated there are plans for that. To try to keep costs the same if you remember and I did not want to copy this again, it was that complicated document that I gave you the whole IT analysis. In it I had a timeline where the fiscal year - these are the biggest projects I see coming up and this is what I foresee happening. We tried to offset what we can with capital reserve but there's not enough in there to do everything. This is a way to help minimize that. We've got Office I still have to upgrade using capital reserve and I've got to do the next operating system upgrade from Windows 7 to 10 or whatever it might be. If we can work between budget and capital reserve and keep that level funded, that's the goal. If you do push this off yes but I can tell you that we do have a need. I just had Robinson Road down again. It is not a dependable system trying to go over a private network. It's not dependable. They went down during the weekend, had them back up, they went down again on Monday or Tuesday.

Chairman Maddox asked why. Again we're getting out of the parameters here but is it equipment? Is it the provider we're using? Lisa Nute said not. It's just the way we can connect. If you have a direct connection, there's no speed issues, there's no time out issues, there's no routing issues, there's no need for the firewall, it's just added technology and complication to get them into to talk to our servers here. Fiber optic is a direct link on the network. It's like being right at Lenny Smith Central Fire or here at Town Hall. If you're in any building that's connected by fiber optic, it's quick. For our data intensive applications, it works very well. Virtual private networks are not as reliable. That would be the reason I would ask you to consider it in this FY17 budget.

Selectman Coutu asked KC how much money is in the capital reserve fund presently for IT. Kathy Carpentier indicated a little over \$57,000. Selectman Coutu asked how much is going in in the proposed new budget. Ms. Carpentier indicated \$21,000. Selectman Coutu noted the \$57,000 plus \$21,000 for this year. You haven't encumbered that yet. Ms. Carpentier asked when you say this year...Selectman Coutu commented this fiscal year that we're in right now. Has that money been encumbered in the 57? Kathy Carpentier said that was correct 57 is what we have as of today give or take some investing. \$21,000 is in this fiscal '17 budget that you're deliberating right now. Selectman Coutu noted that would be \$78,000. Now what other projects Mrs. Nute do you foresee taking money out of that? Ms. Nute asked for 50 percent of this capital reserve to go towards this Robinson Road. Selectman Coutu said you're looking for \$32,500. Ms. Nute agreed. Even though I'm showing the whole amount here the 65, it's actually 325. Selectman Coutu asked why can't we take it out of the \$78,000 and be done with it. You've got \$13,000. What do you need more than \$13,000 for?

Lisa Nute apologized I'm not following. Kathy Carpentier indicated you'll have \$78,000. Ms. Nute said because I really have to do Microsoft Office too this year. I will be coming before you at another time after budgets are over. I'll give you a break. We need to discuss Office. I'll show you the differences. Selectman Coutu asked why do we have to do it. There's a lot of problems with it. Are you talking about going to 10? Ms. Nute said that's the operating system. I'm talking about Excel, Office, Outlook for e-mail, and things like that. Selectman Coutu asked we can't put it off another year. Ms. Nute indicated we're on 2007. Selectman Coutu commented so what it's a good system. Lisa Nute indicated there will come a time though where I've seen it. Selectman Coutu asked if that time be the 2018. I'm trying to figure out a way where we can be done with this fiber optic. I'm concerned because you raised the issue or Robinson Road. Looking at it from a logistical and safety standpoint, we can't afford to have a fire station with ambulance on call. I'm sure the Fire Chief will allude to the fact that traffic has picked up with ambulance services throughout our town. Robinson Road is now a critical component because it operates 7 days a week, 24 hours a day. We don't need to have any systems or services down. I'd like to get this fiber optic done once and for all because it comes up every year. It's repetitive. We keep talking about it.

Chairman Maddox told Selectman Coutu it won't be done because they also want to go loop to the high school. This is just a step. Selectman Coutu noted this wraps it up. Lisa Nute indicated this at least gets all our buildings except Burns Hill fire. It that ends up on a warrant article here, we'll have to talk about that. It had to be part of the building. So that I'm not even looking at for that reason. May I just explain Mr. Chairman. If we continued to Alvirne, it's just a very good idea because of redundancy. If the fiber gets severed somewhere along, all we have to do is loop in the opposite direction and everybody is still up and running. If something goes down now let's say it's between police and Town Hall, they can only see their servers. We can only see ours here. We don't have that redundancy and we don't have police coming into the budgets or payroll. That's on this side of the network. Now that kind of thing. We could loop them all back around the opposite way if it was a complete loop. Just getting us to Robinson Road is at least - that's the biggest issue first to just at least get us there one way. Fiber has been pretty dependable so far so we expect to be up and running. A final loop to be able to close that up makes a lot of sense for disaster recovery and to keep us up and running should there be a major disaster.

Again Selectman Coutu's question is if we're going to have \$78,000 why can't we just commit \$65,000 of that \$78,000. Why is it that you need \$30,000 some odd thousand dollars? What else are you proposing to spend it on? Lisa Nute indicated Office. Selectman Coutu asked it's that expensive. That's going to last what a few years and we'll be back looking for another \$30,000 - \$40,000. Ms. Nute said no. I'll show you the difference. We have

some options. We can do 365; we can do 2016 perpetual licensing. I will do a matrix for you and I'll explain the differences and we'll look at what makes the...

Chairman Maddox indicated you gave us one during your presentation and Selectman Coutu did nod off. Ms. Nute said there is now 2016 is out now.

Selectman McGrath said the presentation that you gave us before that you pointed out that you have with you, I saved that. Is that information that you just talked to Selectman Coutu about in that presentation as well? I'll go back and review it. Upgrading to Office. Ms. Nute believed I mentioned that. I'll be coming in with more detail and explaining the pricing. Selectman McGrath indicated I'll review what I have and at least have some indication.

Chairman Maddox indicated I would like to make this a "W". If there is money at the end of our adventure, we will then take a look at this. I don't want to make commitments tonight on monies that we may or may not have. That's the whole idea of the "Ws" and "Cs" is if no one else comes in with stuff, then we have monies to spend and it will be a lot easier. We'll just leave it at that. We'll see where the third night takes us.

Warrant Article E - E tab in back of book.

Lisa Nute indicated we've already begun the conversation here Mr. Chairman with Selectman Luszey's question about how would a part timer be better than a student. Mostly because it would be regular hours. Yes we have the risk of becoming a training ground and losing them. If I could at least get a couple of years out of somebody that would definitely be worth the cost. We're thinking maybe if I could have a college senior even to start out or junior and they have the capability of a part-time job, that might be a viable candidate. I would put out the feelers through different hiring avenues and see what we come up with. I'm asking that we at least give it a shot and see what we can get.

Selectman Luszey said I think I can help start this conversation for real. If you were to place a risk level on your staff - 1 being extremely low risk, 5 being extremely high risk, and 3 being medium risk that if something should happen to either one of the gentlemen on the side what would happen to the ability where you sustain operation of your organization? What is your long-term plan to handle that type of catastrophic event? Lisa Nute indicated if something were to happen to one of these gentlemen...Chairman Maddox commented let's say one of them won the lottery. Ms. Nute said if I lost one to the lottery, we definitely could pick up and hit the floor running - continue to work. Selectman Luszey said I got eyebrows over here when you said that. Ms. Nute stated there is a lot of information though that it would slow us down for sure because now we've got - you can't know everything. What's great about our team here is that they both have their strengths in specific areas and yet they're very diversified and they have enough experience that they can continue on without too much limping. However, the best thing we could possibly do is to have somebody that we can be grooming and prepare for retirements. That's what I was looking to do with a full time person. An entry level tech. that we can begin to groom and prepare for our future and prepare for future retirement. If I were to lose somebody on short notice hopefully if it's lottery scenario - you're talking at a couple of long-term residents here who I feel confident saying are not going to just up and leave me with no notice or the opportunity to train somebody. We will deal with that.

Selectman Luszey was not comfortable with we will deal with it as a strategic plan give what we're talking about - life safety systems and everything else that goes along with protecting a community. There's another lottery that we could all lose that in a heartbeat literally. When I look at organizations, there's a risk associated with that. I don't see any concrete plans on how we're going to deal with a catastrophic event in your area. We don't have backups.

Lisa Nute said your scenario was if I were to lose one. There would not be a problem and public safety would not suffer. If I were to lose both at once, that's obviously a problem and we would then have no choice but to more than likely outsource and bring in some help immediately. That's scenario B.

Selectman Coutu said it makes sense to me. I was waiting for the word "outsource" to pop up.

Selectman Luszey didn't see a plan for it. I don't know who the vendors would be or how would those systems would be transferred. You don't outsource over night. Lisa Nute has talked with 3 different vendors. I do have their costs. I do know what that would entail. What they would do. It's a lot of redundancy at the moment. It makes no sense to do that now. We talked about outsourcing our help desk. It doesn't make sense to do that at this time. Should I lose two people at once, we would have no choice and I do have those vendors on standby with their costs so I'd be fully aware of what we would need to do in an instant.

Selectman Coutu said she made a point of talking about both of the gentlemen on either side of her their strengths but she failed to recognize their weakness. They're lousy at buying lottery tickets.

Chairman Maddox said I am not in favor of this. I think we'd be better served for you and the town is to put \$15,000 into your professional services - 252. This position will become the part time dog officer. You're just not going to find people that are going to stay for any amount of time. They're going to come here, get some experience, and move on. I just can't see anyone staying at a part time position in IT for more than a couple of 3 months for whatever reason. I'm just trying to sit here going this is just going to become a revolving door situation because, again, there are job opportunities out there. I would think you would be better served by having more money in your professional services to be able to bring in a specialist in web if that's what the issue is, or security, or whatever it may be and utilize those strengths rather than what you keep saying with the interns, you're going to have the same problem here. By the time you get them up to being a well oiled machine, they're going to slide away. Again I'm just concerned that this is just not going to work for long term.

If you recall earlier in this discussion, Selectman Coutu thought it was Mrs. Nute who alluded to the fact that a question that was raised by Selectman Luszey relative to the potential turnover of part-time positions was something that I raised. I listened to something that she said earlier that peaked my interest. What was the name of - we had one kid that was a college kid that we've had for 2 or 3 years that really worked out well in IT. It might have been in the Engineering Department. You had one that was a couple of years. He was a student. Ms. Nute said I've never had anybody recurring because they've been scoffed up like that after they've had our training. Because they're in their senior year, they know that this is just a temporary, they're here for 140 hours, and I don't have a full time position to offer them or even part time. I have no choice but to just they know. They're looking for a job elsewhere because I have nothing to offer them. I don't have a placeholder.

Selectman Coutu asked is there a potential of pulling a junior and potentially hold on to them for a couple of years. Lisa Nute thought that is worth a try. Selectman Coutu asked do they have that level of expertise at that grade level which I think they would with 2 years behind them plus whatever else they've had in high school. Lisa Nute thought with a good interview process where we could really find somebody good who could be trainable. We like to refer to them as the sponge who soaks it all up; I think it is worth a try.

Selectman Coutu said in the Engineering situation, we had him while he was in college and they applauded his work ethic, his product, he had the knowledge and he grasped - he didn't have the local knowledge but he was quick to learn. I think the same scenario can apply in IT. Don't hire seniors, hire a junior. If you get two good years, it's worth the investment. I've always said I will support warrant articles because the voters are going to make that decision. I for one would support it on the premise that she's going to or whoever is sitting in her position if she is then fine going to go through an interview process that is going to put us a situation where we're going to train them and we're going to be able to hold onto them in a couple of years. The best case scenario would be to hire a college junior with an IT Specialist career goal. I'm going to support the warrant article just because I want the voters to make that decision.

Selectman Luszey was kind of with Selectman Coutu. I'll support it and let the voters decide. In terms of what year - you don't want a junior. Their junior to senior year, they're looking for an internship at a company that is going to hire them. That is the operating model right now for college students. If you're looking for an intern for a couple of years, you're looking at a freshman to a sophomore - through the sophomore year because a junior/senior year, they're looking for internships at companies that are going to bring them in upon their graduation. Selectman Coutu commented so you're looking for immediate transition. Selectman Luszey said absolutely and that's from experience.

Selectman McGrath said depending on how that intern worked out for two years if you have a junior and they came in and we got another John Beike or another Vin Guarino, that would be an opportunity for the town to make an offer as a full time position and have them in and we've got someone that already knows, has gone through the system, they've been here for two years, and they may be willing to stay and stay longer than just that internship. That's an opportunity for us. These are two individuals that we want to be able to replicate and to be able to hold onto to. My expectation is is that they're going to stay as long as they possibly can and the same with Mrs. Nute. That's my expectation. I don't think that any of them are going anywhere any time real soon.

Chairman Maddox told Selectman Luszey aren't you always saying that employees now are turning over in 3 to 5 years. Again I just don't see this mystical person. The Board feels that they can put it on the warrant article and leave it to the voters who know even probably less than we do about what this about so be it. The other thing we need to be concerned with I guess is Steve nothings has changed. I did talk to the Speaker. Hopefully this year we'll get another exemption but it sounds like we're going to have to put all of the capital reserve funds back on the ballot. So we're going to have one full ballot. Is that still the case?

Steve Malizia was still waiting for our new attorney to finish his communications with the DRA. That will not be your only option. You can go to court and file for an injunction if you so choose. We have a difference of opinions. Selectman Luszey asked at what cost. Mr. Malizia didn't know. We think we're right.

Chairman Maddox said, again, there could be the possibility of every one of our capital reserve funds have to be reauthorized. Steve Malizia said they don't have to be reauthorized, appropriation that would be every year from now on. Chairman Maddox noted that will actually be coming out of the budget right. So we'd actually have to take your capital reserve and whatever you're planning on putting it in - was it \$16,000 or \$21,000.

Selectman Coutu indicated that \$500,000 say for highway for paving...Steve Malizia said that's not a capital reserve. We put money in for example the ambulance. We do a variety of them which they've already been approved by the voters. The Department of Revenue is basically trying to tell us that we can't do it. We have to do it as a special warrant article. We disagree. Selectman Coutu noted I would seek and injunction. Mr. Malizia thought there's something in this book. I think I've included a brief. I'd need our attorney to get more developed so we can understand what our options are.

Kathy Carpentier asked are you going to forward this or revisit it. Steve Malizia noted warrant articles usually are at the end. At the end you go through the warrant articles at the end of the budget to determine whether you vote to forward them in which case you would forward them. If you don't, they disappear. Ms. Carpentier thought they could do some as they were going along. That's what I was asking.

Selectman Coutu stated I'm ready to take a vote on this one.

Motion by Selectman Coutu, seconded by Selectman McGrath, to forward proposed Warrant Article E to the ballot, carried 4-1. Selectman Maddox in opposition.

Chairman Maddox thought it was a nice idea that's going to go nowhere.

Lisa Nute told the Chairman the last little point of business is the separate little packet that we have the other departments. They've almost all stayed the same. Chairman Maddox said we've already covered that. We're done.

Fire, Zoning & Zoning Board of Adjustment (5710 to 5770 & Warrant Article F)

Chairman Maddox recognized Fire Chief Rob Buxton.

Good evening. Chief Buxton took a minute to thank the Board for seeing me and providing me the opportunity to present the FY17 budget. I'd be remiss if I didn't thank the command staff and the administrative staff in giving me a hand putting this budget together just so we have a firm understanding as to what this budget provides to the community. I'll give you a couple of statistics tonight as we closed out our last year. This document supports approximately 11,054 requests for service from the public each year - 2,800 emergency calls within the Town of Hudson, our contracted services to Litchfield are 312. That means that our Operational and Support Services Division provided over 6,000 customer service related incidents per year. That takes into account code enforcement, zoning determinations, and any other service type related calls that go in through the emergency services end. Inspectional services alone accounted for 1,858 permit activities. This year we bring a budget before you that supports what we reviewed during our workshop, to provide a cost effective service to the community by preparing our employees, enforcing a consistent risk reduction program, to protecting the community through efficient delivery of service and maintaining our infrastructure. Our FY17 budget proposal is an increase of 0.9 percent and that is strictly on the contractual obligation side of the house. Our operating budget comes in at zero. We also generated over \$900,000 worth of revenue in FY15. Tonight we bring before you not only the budget but we also bring two outside of the budget items for review and one warrant article for consideration which will be the construction of a new station.

5710 - Administration, page 10.

Chief Buxton indicated this section the budget supports the Fire Department Administration, salary benefits, associated operating costs. Some of the items that are budgeted in this area are department wide - postage, paper, office supplies, etc. We don't carry individual postage/supplies within our other areas of the budget. It's all coupled underneath the administration. This year's submission you'll notice is down 1 percent overall. This will be accounted in payroll, gasoline, and printing. We reduced our printing costs this year. If you look at our operating budget, you'll see an increase under the furniture line. We have two work stations - fire administrative support staff, the Executive Secretary, and the Admin. Aide over at the fire administration building. They're in excess of 12 years and in poor regard and in need of repair and replacement. So we're budgeting for those next year.

Chairman Maddox asked Chief are you planning on a lot of breakdowns on the vehicles because your towing has gone up from an actual of 550 in '15. Chief Buxton said this year we were way exceeding our towing capacity. That's why we bumped it up.

Selectman McGrath asked about line item 221 equipment rental. That went from zero up to over \$3k. Chief Buxton indicated that was actually moved from another section of the budget to support the Finance Department in their copy machine group purchasing effort. So that was zeroed out in another section of the budget. Kathy Carpentier said everyone else had copy machines under 221 so I asked him to be consistent.

On the same line, page 11, Selectman Coutu said the top line 302 is zero. Is that part of that shift? Ms. Carpentier said yes.

Fire Facility, page 16.

Chief Buxton said this encompasses the facility costs for our four facilities being the Burns Hill Road Station, the Robinson Road Station, the Lenny Smith Central Fire Station, and fire administration facility. This year the budget comes in at approximately a 6 percent reduction. For those of you that weren't on the Board at the time and I believe it was 2008 or 2009 we did a facility study on Central Fire with Pacheco and Ross. Part of that project was actually to provide for us some maintenance program that we'd start taking a look at equipment. We've put some money into the HVAC and those types of lines at Central Fire. We continue to use that program as we support our outlying station meaning the Robinson Road Station and the Burns Hill Station. If you look at the overall budget, we continue to maintain. I'm looking at the projects for FY17 being a roof at Station 1 and a potential roof at the Burns Hill Station.

Selectman McGrath had one question. Line item 209 - reduction in heating oil. Chief Buxton said last year we consistently track all of our utilities. We came in at about 96 percent spent. Last year was also the first year that we had a full year of overlay of station 1 being open. We had over budgeted and we moved some numbers around and came in at zero.

Selectman Luszey noted line item 208 seeing we're on that page - telephone. Why do we have 3 different carriers? Chief Buxton said to be 100 percent accurate with that, some of that is for our internet connection for Robinson Road and Burns Hill. That is done over Comcast. We use the AT&T line for coming into the fire emergency services side of the house meaning our copper lines and the Fairpoint lines I believe go into our Telestaff system which is our automated hiring system and through IT. Some of those things are not necessarily 110 percent in our control are dictated how they come to function with the equipment and I have not moved that around.

Chairman Maddox asked what was the number that was carried by the Town this year Steve for fuel. Kathy Carpentier said \$2.95 for gasoline and \$3.15 for diesel. Was that your question? Chairman Maddox said yes and that is consistent through all the departments. Ms. Carpentier said yes. We asked the Road Agent to give us his best estimate and so it's been consistent throughout. Chief Buxton noted fuel is purchased in bulk just to be transparent. Gasoline is coordinated I believe through the Police Department and diesel is coordinated through us through the Road Agent. So we have the same delivery system for those two commodities. We're all purchasing through the same delivery system. Chairman Maddox asked it was \$3.25 for this year.

Selectman Coutu said we're buying in bulk and we're paying \$2.95 a gallon. Steve Malizia said no we're budgeting \$2.95 a gallon. A year and a half from now. Selectman Coutu commented we should have a huge surplus next year on the gas line.

Selectman Coutu had a question on line item 224. I have a question about the building maintenance. Last time we did any kind of renovation I think we had to give some attention to Robinson Road. Discounting Burns Hill are we in relatively good shape now that we're not going to need any increase for - you don't see any...Chief Buxton has put a plan in place and we're taking it in pieces. This year you budgeted to do window replacement and a security door replacement. That was an increase last year. We've carried four of the same project value and we're looking at roofs and some exterior building support on that site. That is where the bulk of our money is going. If you remember, I believe it was four years ago we did a pointing project that was approximately \$15,000 in value where they actually came out and rejoined the building and resealed the building because we had some water penetration within the facility. So we're consistently holding that number. We're meeting our needs and we continue to move forward.

Selectman Coutu had a question that I mentioned to you and you said might as well bring it up at budget time. I'm going to bring it up. Where's the \$900,000 to renovate the Lenny Smith building? Have we done it yet? Chief Buxton said we're in the process of putting the scope together. We hope to have the bid out to bid in mid January with a spring kickoff for construction. Selectman Coutu thought that would be done by now. Chief Buxton said it's a year-long project overall. I had anticipated that taking a full year for completion.

Chairman Maddox said to Chief I think that we all kind of thought there would be movement. You have to do the roof first which you have to take the antenna off. You need to get a new tower replaced that has to have certain licenses or whatever that needs to be done. It's not as easy as just flip the switch. Chief Buxton couldn't agree

with you more but I think it's even a little more complicated than that. We received the \$900,000 from the voters last year. We need to write a complete scope of work and bid out the project to bring the project to conclusion. So that scope of work is in the process of being written right now and then we go out to bid. We pick a vendor as a group and then the project starts. There are some different pieces. Selectman Maddox talks about the antenna that's on top of the station. That needs to come off of the top and we need to go to a ground mounted pole to support the radio antenna instead of putting it on top of the roof as I did at that point in time. I can't do the roof until I get the antenna moved. So we're really looking at the antenna tower first and then move forward into the building. It needs to be taken into steps. You supported us two budget cycles ago regarding the HVAC system there. The HVAC system is in. It is under service contract. I don't carry anything forward because that was part of the original bid process when that project was completed.

Selectman McGrath had a question about the roof replacement. This may seem like a silly question but instead of using asphalt shingles, what would the cost difference be to put on a metal roof that wouldn't need the upkeep and the replacement? Chief Buxton said the scope of work that we're developing will ask for two costing on the roof. One will be for a metal roof and the second one would be for an asphalt shingled roof. The costing usually is about 25 percent more but I need to see where that comes in on the overall budget as we move forward. Selectman McGrath said 25 percent more and then the longevity of it versus...Chief Buxton said the longevity of the metal roof is approximately you can go with a 50 year roof, or a 75 year roof, or I think they actually have a lifetime roof depending on where you're at. That does take care of some of our concerns with that facility and maintenance down the road. Those are certainly things that we're pricing out.

Selectman McGrath asked the same thing for Burns Hill Road. Would you look at that as well. Chief Buxton said if we stay at Burns Hill, it's my intention or my thought that this Board will want to retain that facility if we move out of there for some sort of purpose. I don't know where that will go in conversation. When I look at the Robinson Road Station, certainly something that we will be in for a significant amount of time and when we look at the roof, we look at putting a metal roof on there.

Selectman Luszey said you just made a thought come into my head and it's about Burns Hill. Should the voters reject a proposal again for another fire station for I don't know the fourth or fifth time, what is your long-term strategy with Burns Hill? Chief Buxton said we've actually been on the ballot once and we've been rejected once. Selectman Luszey said you have but this town has been on the ballot at least three times now for the replacement of Central for a new fire station not necessarily Burns Hill.

Chairman Maddox said that was to buy land.

Selectman Luszey commented the intent was the same to build a new fire station. It's been rejected, right? Yes or no? Selectman Coutu said to buy land yes. Selectman Luszey's question here is if the voters reject it again that to me is a signal that they're not willing to put up a new fire station. If they're not willing to put up a new fire station, what is the long-term strategy to support Burns Hill or is there? Chief Buxton stated when I went to the capital improvements group last year and I had pitched a couple of plans to that group, we had talked about the potential for an addition on that site which was I believe over \$1 million. Chairman Maddox corrected \$860,000. By the time you take into account the wetland buffers and stuff if we replaced the septic system, the well and those types of things which weren't part of any internal construction, Chief Buxton said that number would be escalated obviously. That would be the long-term plan. We have pitched a plan to them to look at renovating or an addition to that property. We put that aside to go forward with the construction of a new facility based on the restrictions of the lot and the construction costs. We hope to move forward with construction of a new building. If the voters turn that down, that will be a discussion that I would assume we would have at the workshop next year again as we move forward as we plan for the following year whether we move forward with that project of a new construction.

Selectman Luszey asked for a follow up. How long can you live within the confines of Burns Hill if the voters keep rejecting it or at what point do you say enough is enough and we have to do something? Chief Buxton thought we've highlighted that already. I think we've highlighted the fact that the building needs a renovation today. We have a single bathroom facility down there. When the year of 2015 we have a wide open staff in regards to we have men and women sharing the workspace daily and we need to be able to provide for that privacy across the board on both sides of the house which we can't in that facility. You talk about the overall facility needs to be changed out, we need to do that. If they reject it again, we look at the marketing plan and we continue to try to prove our need or we look at the alternative plan of a renovation and that will be a discussion we have with the Board.

Selectman Coutu had a technical question either KC or Steve. If the project for the Lenny Smith Central Fire Station doesn't get underway until April or May by the time they draw up the plans and what not and they go out to bid. Anything that's not done between then and June 30th we'll encumber the balance to take into...Steve Malizia said we'll encumber the funds to be able to do that.

Chief Buxton asked to add one comment to your point. Our kickoff construction target is in March to get that done. We're looking at a 4 month construction and phase there. We're hopeful it will be within the 12 month period that we're allotted so we don't have to go through the encumbrance process.

Selectman McGrath had one more question as well. Concerning the plans that you have for a new fire station, do you have those in a PDF version or something that you could send to me that I could look at? Chief Buxton said yes. Chairman Maddox said hopefully it's on line. Selectman McGrath said I've never looked for it. For those that want to besides you want to see it, Chairman Maddox hoped that we have it available for our citizens who again I think that's part of our marketing plan to be able to show people what we're trying to build here. Despite the fact that Selectman McGrath uses a computer on a regular basis and have for a number of years, I still like paper. I make notes and I hold onto it as opposed to going back to the electronic stuff.

5720 - Communications, page 20.

Chief Buxton indicated this section of the budget covers the supporting of the fire dispatch center. This is inclusive of 3 transmission sites and 5 total receiver spots that are fully licenses for the FCC. We're submitting a 1 percent decrease in this line. That's been because of some turnover within the department so the payroll has come down a bit and replacement equipment. This year one of the things that we need to do with our radio system, I have a pretty substantial battery backup project and you'll note that in 5720-203 that line is up. That's a pretty substantial battery backup project that is actually in the bottom of the radio cabinet. That is to support that system so even in a surge that we stay cleanly...Selectman McGrath asked does that go in line with 208 because that's increased as well? Chief Buxton said telephone line interoperability just to be perfectly clear on that or try to explain that, the radio inoperability lines all of our transmission sites are attached to Central Fire Station over a telephone line. As the telephone company does not want to put any money into the telephone line industry, it becomes a premium because they continue to raise the price because there's only so many telephone lines out there available to meet the specifications to support those needs. That encompasses an increase this year.

5730 - Suppression, page 23.

Chairman Maddox noted this is the big one. Almost \$4 million.

Chief Buxton said the suppression area of the budget is the largest cost center for the Fire Department. This area covers the salaries of full time and call department employees, fleet maintenance, equipment, and training. This year we show an increase of 2 percent in the overall line that has been funded as we re-appropriated money in the budget, our large equipment, small equipment maintenance costs and other professional services along with our PPE costs. When I look at our small equipment and just to bring that full circle, a lot this stuff is industry driven from a safety perspective. 202, that line shows an increase this year. Well that is in the area of testing which is the mask. They actually do a test to make sure the seal is appropriate so our respiratory protection is in line. The flow testing increases actually in regards to the self-contained breathing apparatus. They're put on a machine and tested every year. That's a requirement of the standard. Our hydraulic equipment is over 15 years old and that is an increase as we continue to service that piece. Preventative maintenance project is up a little bit. Our fleet under pump repair you'll notice is up under 204. That is just for repair to our pumps and our testing of our fire pumps. That is all a requirement of the NFPA Standard. Under other professional services, our ground ladder and aerial ladder is tested every year. There's a company that comes in. We actually have been floating between two companies and that unfortunately there's not a lot of people. They travel the country to do those types of things. We usually bulk up with other departments in the area so when we have the ability to grab them, we bring them in and we move them forward.

319 under the uniform line or protective clothing line. Chief Buxton said you should see an increase of 5 percent and that is a manufacture's increase of 5 percent. That equates to approximately \$95 per set of protective clothing. Three years ago this Board supported a replacement plan for our protective clothing very similar to what we do with the bullet proof vests. There's a 10 year shelf life to a set of protective clothing and we need to rotate it out after 10 years. That is where that number is. Under the hose, you'll see the biggest increase in that budget line. Last year we started down the path of replacing our hose. The NFPA has reached a 20 year shelf life on hose. We are severely behind. We had applied for a federal grant this year to replace our supply hose. I just informed the Board that the money has dried up for that account. We're budgeting for the replacement of a section of the hose next year. We re-appropriated money into the budget this year to support that mission and get that hose replaced. That is a core need for what we do.

Selectman Luszey noted on page 23 the overtime. I need help getting some brain cells out of the cobwebs. We went to the 24 hour shift in FY14. That is when we saw the decrease from \$402,000 down to \$327,000. Then between FY15 and FY16, we saw a 15 percent increase from 327 to 379. You're holding that flat but is that realistic? Chief Buxton said yup. In '14 what we had is we had a number of openings. We ended up spending some overtime money. I did prepare just a brief snapshot of suppression overtime. That basically is a snapshot of the review.

Selectman Luszey noted going to the 24 hour shift was supposed to reduce our overtime number significantly. Those were the words that were used during that conversation. If you look from the 402 to the 327, you might want to consider that a significant decrease yet since the implementation of the 24 hour shift, that hasn't held steady. We saw an increase and we're holding it flat. What you're seeing is basically bringing it back to the FY15 run rate yet we were supposed to get even south of that. What's driving the overtime and how do we get the savings that the 24 hour shift was supposed to give us?

Chief Buxton said the complex answer to a complex question. The overtime rate that you see for a spike in FY14 about 402 was associated with several vacancies that we had for some time. We had 3 or 4 different employees that left in that year in that overtime line ended up being utilized at a higher rate. As we move forward, we consistently hold a staffing level of 9 on the floor 24 hours a day, 7 days a week, 365 days a year. If somebody calls in sick or takes an earned day, we replace them. Our minimum staffing is 9. That's from a safety perspective. Our response plan is based on 9. Our deployment plan is based on 9 so we consistently hold that. What you're seeing there I believe is a true number at 327 for where we're going to be for overtime. If we want to explore other opportunities, the way to reduce that number is the potential - a formula that Manchester uses is the addition of additional full time staff and then you have a drop number. So you would up staff to 11 or 10 and then you would drop down to a minimum of 9 to reduce overtime costs. There would be a costing on the other side of the house to bring more full time staff in to have that offset. I think when you look at the benefit costs of bringing in another full time employee, we're actually more cost effective this way.

Selectman Luszey was not convinced yet Chief. If I go to page 29 and grab any one of the firefighters, EMT, or Paramedic total wage package, I can bring in two full times for less than what we're paying out in overtime. If we were using overtime to cover when people call out vacation, why wouldn't we bring in one full time person whose sole job is to cover...Chief Buxton said under the CBA, the work schedule that's negotiated with the labor body is a 24 hour rotating schedule. So if you wanted to add an additional person, it would be 4 people at a time because it would be 1 person per group. As the rotating work week goes forward, we don't have the ability to manipulate the schedule under the contract language to have that ability. Their work schedule is dedicated within the contract.

Selectman McGrath asked is it necessary to have 9 people on staff. I can understand the consistency that you'd want to have 9 staff, 24 hours a day, 7 days a week as you just went through. If someone calls in sick, is there really a need to replace that person for that one day or two days? Chief Buxton told Selectman McGrath as your Fire Chief to reduce the staffing within a building to below 3 because the 9 people are spread out over 3 facilities so there's 3 people per facility. We would end up having to close a facility because the staffing would be below minimal staffing for the day. The 3 is the minimal staffing for the day within that facility. Two people on a piece of fire apparatus or on an ambulance, you see an uptick in back injuries and safety levels that basically would put somebody in - I'll just use an example, at the Robinson Road Station if you had 2 employees out there, the second piece of apparatus getting out there takes some time to get over with in that district. Those 2 employees theoretically would be operating on a fire scene somewhere by themselves. So you'd have one person on the hose and one person at the truck. A very high risk scenario. Selectman McGrath didn't realize it was over - I thought it was 9 per station. Chief Buxton said no 9 total across the town.

Inspectional Services - page 31.

Chief Buxton noted 5740 represents the fire prevention inspectional services area. This is the merged cost center that covers building, fire prevention. You'll notice a decrease in telephone costs this year and public education materials. One of the things that we've attempted to do is become more green with our public education stuff and push it out more through social media or provide it to the schools electronically instead of having the handouts all the time. You're never going to get away totally from having the handouts, and the hats, and the crayons and stuff like that because you have events like Old Home Days, people want to come down to the fire house and take something away from them. The safety message goes in there. That line comes in at 1 percent increase which is associated with paper costs.

Professional Services - 252.

Chief Buxton said that \$20,000 the Board opted to put into professional services to allow me to manage additional labor coming in to give a hand during high vacation season, outages, and employees to offset the workload within the Division.

Chairman Maddox's question was I see no actuals. There was none spent in because it started this year. Chief Buxton said yes. You had two default years that we actually had it in the budget I believe. Chairman Buxton asked how much have we spent in that line item so far this year do you know. Chief Buxton didn't have that number with me. I apologize. We had an employee that was out sick over the summer months. We had a retirement in Land Use and we brought in an additional hand through a temp. agency to offset some of the phasing out of the retiring employee and phasing in of the new employee. The Board opted to go that route versus if you remember correctly I had come in and asked for a part time person middle of the day type hours at

that costing and we put it in professional services. Chairman Maddox said just when you get to the Budget Committee you'll have that number. Again it's glaring. I know why it was there but my question was how much have we spent so far and how you're going to justify the \$20,000 again. That was where I was going. I just wasn't fast enough.

Selectman Luszey wasn't sure which subcost center it really needs to go in because I didn't see it anywhere else. In terms of professional services, over the past 6, 8, 10 months you and I had casual conversations like Selectman Coutu and some of the times you talk about your inability to get IT work done in a timely fashion. The most recent example that comes to my mind is the installation or implementation of project management - Microsoft Project. Why don't I see an increase in that line item to take care of some of the system application stuff that you want to get done that we can't do because of lack of IT resources. Chief Buxton noted it's actually built into a couple of different sections within the budget. If you look at underneath communications, I have part of the money within there for assisting with the radio side of the house. This professional services line will provide the opportunity for bringing in some of those assistance to help out the IT Department. Selectman Luszey said you rolled it out in different - good.

Selectman Coutu was under the impression that this \$20,000 that we allowed was not going to continue ad infinitum. That was a one-year thing. I was mistaken this is going to be ad infinitum? We're going to keep \$20,000 in there? Chairman Maddox said as the Board so decides...Selectman Coutu said until it resolved how they were going to rotate staff up there. We were talking about covering lunch hours and we're talking \$20,000 to cover lunch hours. We're right back to the same old argument. Chairman Maddox said but also filled in when somebody was out for an extended period of time. Again it's not something that he has to spend. Selectman Coutu said we don't have that in the Tax Collector's office and we don't have that in other offices. Why is this one so critical?

Chief Buxton didn't mean to interrupt. When we did the merger and we created the Inspectional Services Division and the two Land Use and we started splitting the workload between the two Administrative Aides, one of the things that was done is we deleted the Clerk that used to be strictly on the counter. All three of the staff support the administrative area and they split the counter. One of the things that we ran into was being overrun on the counter. What we've done to offset some of those things is we've actually held an inspector in during different sections of the day at high peak times to provide some support at the counter so we're not overrunning the Planning and Zoning Admin. Aide or the Admin. Aide for Engineering. Those numbers continue to increase and I'm just going to give you a quick snapshot but in 2012 when we moved into Inspectional Services, we were doing about 1,182 permits. 2014 we were at 1,858 permits and this year if we stay on pace, we'll be at 2,292 permits. So the building is starting to come back. All of those permittings though are different types of permits. What I mean by that is in 2014 we saw a spike in large commercial. Comcast came to town. We had a couple other renovations that took place that were large cost items. It took a lot of staff. We're back into the residential market now where we're seeing Oakridge is being built out those types of projects. Senter Farm is up and running. So in renovations within the residential home continue to still move forward. The numbers are there to support that because I need the inspectors in the field inspecting. We need to continue to move that forward.

Selectman Coutu wanted to pursue this line of questioning. So what if an inspector is out? Do we need to have a professional service line to come back them up too? Where do we go with this? The Tax Collector has assigned number or people in her pool and they work. If one is out, I don't see anybody running around asking for extra money to cover that person. Two - I look at fire inspector salaries full time and I see \$206,000. Is the Deputy Fire Chief's salary in there that is supervising this whole department and seems to be spending all of his time there? Is his salary included in here? Chief Buxton said no that is in Fire Administration. The salary line item that you see at \$206,000 is the Fire Prevention Officer, the Inspector, the Permit Technician, and the Fire Inspector. Selectman Coutu said we can add another \$100,000 to that or more. Chief Buxton said right but the Deputy Fire Chief also has other areas of responsibility besides Inspectional Services. Selectman Coutu said but does he not spend most of his time in that office. Chief Buxton said his core responsibility is in that area yes.

Chairman Maddox noted page 33 has the breakdown Sir.

Selectman Coutu wanted to say that 75 percent of his salary - I don't see his name in here either. Chief Buxton noted it's under 5710 Fire Administration. Chairman Maddox said it's not in there. Those are the 4 people. Selectman Coutu was questioning why. People say what's the actual cost of inspectional services. It isn't \$399,000. It's probably closer to \$470,000. Benefits are probably closer to a half a million dollars for Inspectional Services.

Selectman Coutu asked what ever happened to the Town Hall floater that we had. Steve Malizia indicated she retired. Selectman Coutu asked we never hired anybody else. Mr. Malizia said we don't have anybody else. We don't have any other persons that are trained. Selectman Coutu said that was my point. We had a floater. We apparently needed that person and the person retired and then all of a sudden the job disappeared with the person. From a layman's standpoint, its like did we really need the person? Apparently was the line item \$20,000

for the floater per year? Why can't we bring a floater in and when they need somebody to cover for lunch...Mr. Malizia indicated that's what he's doing with the temp. position. In other words, he's using a contract - an agency for lack of a better word. That way we don't have any obligation to anybody. We don't have an obligation to provide them with any amount of hours. We either use it or don't use it.

Chief Buxton said we manage that depending on the workflow. During heavy construction season, we're more apt to utilize those funds. When you get into January through March when you don't have a lot of building activity, we don't bring in a temp. It is through the summer months and those types of things.

Selectman Coutu was ready to make a motion to cut the \$20,000. Matter of fact, I'm going to make the motion.

Motion by Selectman Coutu, seconded by Selectman McGrath to cut \$20,000 from line item 5740-252 Other Professional Services to zero.

To my motion, again, Selectman Coutu said it was my understanding when this was first proposed that this was a short-term solution to a problem that existed. When we had this discussion, I remembered distinctly saying that we're talking about lunch periods for the most part. There was a problem with shifting people around to be able to cover the lunch periods. Now I just heard the Fire Chief say something along the lines that we can keep an inspector, or we can shift him around. I can understand the inconvenience maybe of doing that but to just go out and spend another \$20,000 - this is what happens sometimes. You agree to do something to correct a problem, the problem never gets corrected so the line item gets carried over and it becomes a burden to the taxpayer year after year after year. It's almost a penny on the tax rate. Now all of a sudden I see zero, zero, zero. WE gave him the \$20,000 last year and that's not just you Chief. It's any department does this. Now it's just going to be an extra \$20,000 every year because we're never going to solve the problem. We're just going to bring in temporary people in here and if the person lasts a week with the temp. agency, we get them for a week. If the person lasts 3 weeks, they might get them for 3 weeks. If they last 4 months if you're lucky, we get them for 4 months. There's a constant shift of people. No one is really learning the job. I don't think it solves a problem. If it's just a body to sit in a chair at lunchtime, I'll take the \$20,000. It's part time. I can do it as a Selectman and I'll sit in the chair. It just doesn't make sense. I think it's a waste of taxpayer money. I urge my patriots to support my motion.

Chairman Maddox said isn't this counterintuitive to what you just did earlier with IT. The whole idea of having professional services is we fill as we need. I think that if the other choice is to put somebody in their part time. I'm not speaking for the Fire Chief but I thought that that was the primary reason is we didn't want to put another part time person in there. He doesn't have to spend \$20,000 and that's why the big mistake right now is he doesn't know what that number is.

Kathy Carpentier said it happens to be in the Department 5747. He has spent last fiscal year \$9,267.72 and it wasn't a full year.

All Chairman Maddox was getting at is if we're going to say there's an increase in workload, they're going to need to put the inspectors back out. You're going to need somebody to be at that counter. Either we put a part time person in here which I'm not in favor of. That's why we went to the professional services. It gives us the ability to drop them at any time. Yes they're not going to be as trained. I don't disagree but we're going to have the same problem with the part time person. Again I could see you reducing this possibly but to take it to zero I think is probably going the other way.

Selectman McGrath asked to make a couple of comments. I know that the Engineering Administrative Aide and Planning they rotate their lunch breaks so that one of them is always there. As far as the Permit Technician, I don't know what her schedule is. I can't speak to that. I do know that those two ladies take staggered lunch breaks and I've been in here at different times and one is here and the other one is at lunch and vice versa. Also concerning the individual that out for most of the summer, her duties were covered by not someone that was brought in on a temporary basis but it was our new Administrative Aide that was hired for Planning and she covered those duties as I understand it.

Chief Buxton said that was not the case. The Administrative Aide that was brought in for Planning and Zoning was afforded the opportunity to phase into the Planning Department. The job duties for Inspectional Services were filtered through the inspectors, and Deputy Chief O'Brien, and the temporary employee that was brought in took care of clerical duties that were passed out and supported those other two areas. One of the things that we did is we managed the workload. Some of the workload came over to Fire Administration to the Admin. Aide over there to give that backup support but we did not push inspectional services support work to Land Use. As time moved forward actually identified efficiencies to move some of the work that the Engineering Admin. Aide was doing Code Enforcement. That has actually been relocated now to Fire Administration to the Admin. Aide over there to try to relieve some pressure because they were having some difficulty getting those types of functions done. The Land Use Admin. Aides are split three ways between Engineering, Planning, Zoning, and Code Enforcement. We've now found some efficiencies and moved some of those responsibilities over to Fire

Administration as the plan was as we got the workload down. The temporary employee - I think the Chairman said this - I don't have to spend the \$20,000. We've been diligent about bringing people in and moving them out. They're on a contract basis. When we see a need forecasted when the long-time Admin. Aide had decided to retire from Planning, we actually met with the Town Planner and the Town Administrator. We brought a temp. in immediately to try to relieve some pressure because we knew there was a lot of historical knowledge that needed to be put down on paper for the new person coming in because the hiring process would take a certain amount of time to get through. That employee would have retired and left a larger hole. We had that ability. We did that to give that support. During the outage over the summer did people feel a pinch, maybe they felt a pinch but we didn't shift the Permit Tech.'s workload.

Selectman McGrath said maybe I misunderstood. The other point too when I've been in there's always one of the inspectors in the office so that there's always coverage as I understand it during the lunch period. Two of them may be out on the road or at lunch but there's on in the office.

Chief Buxton said the lunch schedule within Inspectional Services and Land Use, the Permit Technician and the two Full-Time Administrative Aides rotate their work schedule. We attempt to give them some support from the inspectional pool but they are kind of confined to hours that they can do their lunch based on the fact of the inspection need. They need to have a more traditionally 12 to 12:30 to meet the needs of where they're going. The administrative staff we try to provide the flexibility for them to rotate that around. One of them likes to have the later lunch. One of them likes to have the early lunch. It actually has worked itself out. One likes to have the one in the middle. It all seems to work at this point in time.

Just to continue with a question now. Selectman McGrath said you're not using the \$20k. It hasn't been utilized. You've used approximately \$9,000 to date. Kathy Carpentier stated March, April, May, June of last year he used \$9,000. So far this year I think it was July and August he used about \$3,000 so far. As opposed to cutting it to zero, Selectman McGrath asked would it be appropriate to reduce it in half to \$10k where he's historically used \$9k previously; he's used some this year. It gives a cushion but it does reduce it.

Selectman Coutu commented if you're saying - you're trying to meet me half way. I know if you're saying that you're there and you've been there a lot and there's people there covering, why are we paying any money to bring in an additional person? My point is where is this going to end? Is the Tax Collector now going to come in and say well one of my tax collectors are out, the staff just picks up the load. If you're going to do this, I want to hire a temp. person and then somebody else says the same - I don't know where else it could happen - the Tax Collector is the one that would be most overburdened by it. If there are people there, I don't understand why we're paying additional people to be there. Would it not be cheaper for us to have the floater and then we've got all basis covered in every department?

Selectman Luszey thought the point that we're missing is when we did the whole combining and like when the Admin. for Planning retired, we found that there wasn't a full workload there supporting the need for another entire person 12 months out of the year. So what we did recognize is there are periods in time when the workload changes because of the development cycle that has happened in Hudson and is happening in Hudson and it shifts. That's why we see the spike in the use and then no use for a while. I'm not there to bring in a part-time person to be idle for a whole long period of time and then to be busy. I don't see a need for a floater because we're able to cover that work for the majority of the time. This money is for that period of time when we have the spike in the Inspectional Services area and permitting that requires some additional resource for a short period of time. That's why we went to the temp. agency - on demand resources.

Selectman McGrath said when the Planning Board Administrative Assistant retired her function had changed from just being dedicated to Planning when you did your merger - changed from just being dedicated to Planning to giving her an increased workload which included Zoning Board meetings. The Aide that was doing the Zoning transitioned to the Permit Technician position. We lost one person that was doing two functions. She initially was doing one function. When you make the statement that she wasn't fully utilized, I believe that's incorrect because she certainly was because now she was not only doing what she was doing for years as just Planning, now she had the additional duties of Zoning as well. That person has since been replaced and that person has assumed those same functions - Planning and Zoning. I know that those individuals upstairs are answering the phones, taking care of the desk, and there's some - I'm trying to say this as appropriate as possible without being as blunt as I usually am - there's some difficulties in some of the splitting the duties. I don't know Selectman Coutu. I think you've convinced me to bring this down to zero.

Chairman Maddox said what started this, and Chief correct me if I am wrong, you were coming in asking for a part-time person to do mother's hours and we were hesitant to do that for the very thing that Selectman Luszey had kept saying just now is it changes depending upon the cycle of the year where the building structure is. We either hire a full time person, which will probably be at that same dollar value to have their part time, or we use the professional services. The way we went that way. I don't see anything that's changed that says we need to bring it to zero. If the Chief needs somebody, he puts them in there. If he doesn't, we don't spend that money. If the

other option is he's going to be in to say he needs a part-time person, we're going to spend that or more. Again I am not in favor of the motion only for the fact that it's not an automatic spend. As soon as he says we need somebody else and we can argue that scenario, you're going to spend more than the \$20,000.

Selectman Coutu noticed when I look at the supportive narrative that under the salaries we have four individuals who work in Inspectional Services. I questioned when I look at going across that full time number 101 I go all the way across is \$337,588, then we have a Deputy Fire whose salary is not included, and I look in here. Is any of the clerical staff involved in Inspectional Services at all?

Chief Buxton indicated those are budgeted under Land Use. One I believe is budgeted under Engineering and the other one is budgeted under Planning.

Selectman Coutu asked they also do Inspectional Services. Chief Buxton said they answer the phone. Selectman Coutu asked 20 hours a week combined - not the salary of one person combined answering the phone for Inspectional Services? Chief Buxton said no. I don't think that's 20 hours of their time a week answering the phone. Selectman Coutu said combined 10 hours each answering the phone. Chief Buxton said no. They're supporting Engineering, Planning, and Zoning. Those other two positions are supporting three different areas. Selectman Coutu stated we have two clerical people doing Engineering, Code Enforcement, and Planning. There is a significant increase in - does the Deputy ever take counter? Chief Buxton said yes. I've taken the counter. The other day I walked in there and the Inspector, the Deputy, the Engineer, and the Permit Tech. were all at the counter. It was one of those mornings. It was the day after the holiday and you hit that peak cycle and they're all hands on deck answering the counter needs.

Chief Buxton said the one last comment, and I hear your comments in regards to the workload and them being forced to or in your view forced to answer the phone and maybe support Inspectional Services, the reduction of that is only going to increase the likelihood that we need more support from them. When we look at across the board and we look at the professional services line, we manage that depending on vacation time. We don't just bring somebody in for lunch. That was very clear from this Board that we didn't want somebody in there daily lunch hours from 11 in the morning to 2 in the afternoon. That's not how we managed this. If we see vacation peak where I have an inspector and the Permit Tech. out on a week and a half's vacation, then we may contact the agency and say hey I need somebody for a week. Granted they're not trained and up to speed but you know what, they can run a copier machine; they can answer the phone; they can shuffle paperwork; they can get scanning done and support the other staff that is in there getting those things done. The reduction of that is only going to increase the need for us to cross the isle more and shuffle that work somewhere else. That is just one caution that I throw out there. The Chairman is correct. Originally this started with me coming in looking for a part-time employee, mother's hours 11 to 2 Monday through Friday. That's how this started.

Vote: Motion carried 3-2. Selectman Maddox and Selectman Luszey in opposition.

Selectman Luszey asked Chief Buxton will you be coming in with a request for a part-time person now. Chief Buxton said I'm going to need to go back and put a game plan together.

Fire Inspectional Services, page 34.

Kathy Carpentier pointed out page 34 Fire Inspectional Services is the one we combined with the one we just discussed so the zero there - don't mean to rush you along but then the next actual one would be Zoning on page 36.

5747 Zoning; 5748 Zoning Board of Adjustment

Chief Buxton said last year as you assigned the Zoning Department and Code Enforcement Department was assigned to the Fire Department. We've worked diligently to try to handle the gasoline, postage and get us underneath a purchasing program that is somewhat efficient. We actually look at a 1.4 percent increase. If memory serves me correctly, that is attributed to salary and benefits. As you look down the line, we had some publications that were being done for some training in that area and that's why you see the \$500 in FY17. That's to continue to support with the intent to hire a full time Zoning Administrator coming in. There will be some sort of support that will be given to that new employee through their probationary period. So we forecast the \$500 value. The rest of the Zoning budget is flat. The Zoning Board of Adjustment 5748 is flat. Also one of the things as I expressed before is the postage has been moved into the administrative line so that takes care of putting that into one area instead of moving it around. Just to be crystal clear, the Zoning Board of Adjustment budget was forwarded to the Chairman of the Zoning Board. As of this meeting, I have no heard back from him. I have reached out and Selectman McGrath and I had a brief conversation this evening. She received the budget ahead of time trying to make sure that we were addressing any of those concerns. We carried it flat looking at what we had spent the last year and move that forward.

Selectman McGrath indicated the Chairman is not available to assist with this effort. I do have a couple of questions. Under 5747, 221 - Zoning equipment rental - can you explain that. Chief Buxton said that covers that copier rental within that area. Because we're in a separate building, that got carried. So the 5710 line covered for Fire Administration and that is our portion over here.

Selectman McGrath looked at line item 252 - professional services. Chief Buxton said professional services that's the mosquito control system. We don't have a separate health line in here. That's where that has been budgeted for several years and we just continued down that path. So that is the mosquito control program.

Under the Zoning Board of Adjustment, Selectman McGrath said it was just postage that I was questioning and you've already addressed that. I'm good.

Fire Ambulance, 5750, page 41.

Chief Buxton indicated this section of the budget supports the operational costs of our emergency medical services, ambulance, registering and licensing, medical supplies. Under this year's submission, the line shows a negative 3 percent growth and there's reductions including payroll, telephone, subscription, associated fees. We have seen an increase in costing for the testing of our oxygen bottles, and hydro-static testing, and delivery charges as we move forward.

Fire Alarm, 5765, page 45.

Chief Buxton stated 5765 Fire Alarm shows a 16 percent decrease. I believe we decreased some training this year because we didn't have any needs at this point in time so we reduced the \$900 to keep us at a flat budget. This basically maintains the fire alarm box system within town. There's approximately 240 master boxes within town on 7 different circuits that are run. This also supports the IT Department through - we share a pole space. What I mean by share a pole space is they actually lash the fiber optic cable that supports the IT Department to our municipal fire alarm system and the (inaudible) to the pole is under the fire alarm pole licensing and that is how that is accomplished.

Chairman Maddox said any fire alarm work there's no labor here so that is all done under suppression. Chief Buxton said we account under - actually Steve Dube is the Fire Alarm Officer. So it would come out of this overtime line anything that needs to be done. The benefit to having Steve Dube do that work is he is a Monday through Friday employee so the only thing that we're looking at is the potential of doing a knock down during night time hours where we've actually been able to work with Verizon and Comcast to do an attachment and not have to do the emergency call out so they've actually been able to attach the cable back to the pole and we go out the next day and get the permit attachment and repair done. We've been very fortunate there.

Emergency Management, 5770, page 47.

Just as the emergency management line for the Town as you are aware, Chief Buxton said this comes down to covering any emergency management fees. The technology that is in there is built on what we've been spending to support the emergency management network. I have one outside the budget request tonight that we'll take up but this comes in as you see it. This year we're forecasting out plan rewrites for the emergency operations plan. That is actually being driven by the State of New Hampshire. They are changing the formats. So to stay on line with grant opportunities we actually need to continue to keep our plan up to date.

Selectman Coutu asked Chief Buxton under emergency management line 208 cell phone why are we increasing that by \$1,200. Chief Buxton said last year when we did the review of all the mobile devices and the technology, that's where our expense came up to. We made that money up in the budget over past years. This year we kept the budget within line at zero operationally but showed it true to line within the budget. Selectman Coutu said there are 12 phones according to your narrative. Chief Buxton said yes - phones, hot spots, technology devices. That could be a hot spot to support a laptop in the field. It could be a phone for the Town Administrator. It could be those types of things. There's several different pieces of technology that are covered underneath that line.

Selectman Coutu had a question because it's now become a pet peeve of mine. Nothing to do with your department. I noticed a line for printing for emergency management. Where do you do your printing? To be honest with you, Chief Buxton said we do the bulk of it ourselves. If we're actually going to do the emergency operations, the plan needs to be rewritten. We'll actually shop that out and that's what we're looking at are plan rewrites.

Kathy Carpentier indicated that concludes his department. I believe he'd like you to turn to page 1 where he mentions his outline of outside the budget.

Selectman Luszey asked to go back to page 46 for one question. That's still on copper wire. Is there any talk of going to cellular technology or wireless technology on those boxes at some point? Chief Buxton said there's two different pieces of technology you can look at. One is a radio box which actually does a radio transmission and then gets rid of the cabling in the street. When we forfeit our spot on the pole licensing wise, we lose that spot. So we have not moved that technology as we continue to carry the fiber optic cable along with our stuff. It has become a costing item for pole licensing down the road. Our licensing because we're a municipal for the fire alarm system. The pole license cost through the State of New Hampshire is zero. We don't pay anything for that. If I take the fire alarm piece off of there, we're at liability of having to pay pole licensing to carry town owned fiber on the same pole. There's a split hair there in regards to how that costing comes out.

Selectman Luszey had one question and it's really for a follow up for much later on. As the owner of the boxes start dropping off and possibly go to the different one that gets rid of that wire, what does that do to our possible cost for the ring? Chief Buxton said it is more cost effective for them to stay with the 100 mil. The system is 100 years old plus. Probably closer to 150 now and it works. What I mean by that if it doesn't come over the cable, it actually transmits through the ground. They have redundancy built into the municipal system and we actually are not seeing them move that direction. For a while they had the ability to go to a telephone line. When they looked at the actual costing of the dialer and the renting of the phone line and those things, the cost of the municipal fire alarm box which brand new is approximately \$3,000 was quickly eaten up. I'm not forecasting taking it out.

Chairman Maddox said you're still using it at street boxes too, right? Chief Buxton said yup. We have a list of street boxes also. Chairman Maddox said the technology is probably getting towards internet/cellular is where they industry is heading. It's only in the northeast you have master boxes. The rest of the country is on different technology. Again it works and it works very reliably. If the power is out, you still have municipal.

Fire Memo - page 1, page 2 and 3 is outside the budgets.

Chairman Maddox declared a 5 minute recess at 9:36 p.m. The meeting resumed at 9:45 p.m.

Chief Buxton indicated two outside the budget items that I'd like you to consider. The first is adding some additional money to the capital reserve fund for the ambulance replacement in capital equipment. That line has traditionally been utilized for ambulance replacement. A further review of the capital reserve purpose by myself and the Finance Director revealed that I could also put money within that account for capital equipment. Pieces of equipment that I would consider to be capital would be cots, defibrillators, stair chairs, Lucas cardiac thumpers. Those all have a value of over \$18,000 per unit. We're asking you to put in an additional \$40,000 into the fund which would round that fund out to \$100,000 per year. We also have reviewed the ambulance revenue line and the Finance Director and I have looked at the ability to bump up the ambulance revenue by the dollar figure of \$40,000 to be able to offset the costing.

Chairman Maddox said this would increase his budget by \$20,000. Selectman Coutu said I recommended. Steve Malizia said that's why I didn't want to do it this year. He wanted it. Selectman Coutu wanted to do this the other night - increase the revenue line. Ms. Carpentier said we did increase it by \$50,000 and now we've increased this year \$40,000. Chairman Maddox said, again, I think that we'll just make this a "W". Let's see where we are but again with offsetting revenues it shouldn't be too bad. We are going to - even though we increase revenue, we still have to raise and appropriate the monies. Steve Malizia said it will show up in your operating budget and the voters will see a number that's \$40,000 higher if you did this.

Selectman Coutu said I see it as \$20,000 because I already cut \$20,000.

Chairman Maddox said this "W" shouldn't be too difficult for us to move off.

Selectman Luszey indicated we're going to use 10 on the next one.

Selectman Coutu was ready to go with this. I support this.

Chairman Maddox said it's a "W". We'll be back to it and we will have the money to do it.

Selectman Coutu asked why do we have to come back. We can decide now.

Chairman Maddox thought we were waiting until the end to see where we were. Selectman Luszey said there may be more items that have "Ws" on them that we will have to decide.

Under emergency management system, Chief Buxton said we're actually asking you and this was one of the goals that we reviewed during a workshop was a web based emergency notification system for the community. This would couple with a system that is currently under subscription for the State of New Hampshire. We don't locally have the ability to control that system. If I can give you a description, we would actually be able to send out three

different levels of alerts on this system. You would be able to send out emergency type situations and the Police Chief and I chatted yesterday and one of the scenarios was if we wanted to target a neighborhood because of a missing child, or because of - one of the scenarios that we talked about was a standoff actually over here on Central Street. We were looking to be able to get a message out within a particular area. This system would allow us to do that locally and have the ability to do it from his desk or from dispatch. We would have the ability within the Fire Department to do it from fire dispatch. We'd also be able to give access to the Road Agent if we needed to do advisories. I think about the Pelham Road Bridge construction that we just did. You talk about updates; we'd be able to push out on that. I can go as far as reach to say that even the Rec. Department would be able to under a community advisory piece which is a section of what they do be able to get information out to the public. You as the end user have the ability to sign up for whatever level you wish to do.

Chief Buxton said the price of \$10,000 is based on 25,000 residents within the community. We received a reduction in cost based on the fact that we're coupling it with the State of New Hampshire. That also means that coupling allows State of New Hampshire messaging directly from the State EOC to be filtered out to our community without having to come through me at a press conference or a conference call and then I deliver it. That would go out direct from the EOC. Communities that have this in our area - City of Nashua has it; Windham has it; Concord, NH, obviously has it; the State of New Hampshire has it; Londonderry has it. I believe Derry does too. This is a system that is utilized in the area. They know our demographic and they've been successful in getting that information out.

Selectman Coutu told Chief I'm an end user. I'm a citizen of Hudson. We have a missing child in my neighborhood. How am I notified? Is it an emergency phone call? Chief Buxton said you can get it a couple of different ways. You can get it by direct phone call to your home by landline like a reverse 911 system or the school system that it has now. You can get a text message on your phone. You can get an e-mail on however you receive your e-mail and you have those three mechanisms that are available for direct access. You sign up and you as the end user decide how you would like that not only received by what level you would like to receive. If I don't have kids in the Rec. Department, I probably don't need to know when soccer signs ups are but I probably want to know that we're going to get 36 inches of snow tonight and there's not going to be school for the next three days. Those are types of messages that you have the ability to pick and choose what level of program you'd like to get.

Selectman Coutu said I have to opt in to receive the messages at no cost to me and I notify who to do this? Chief Buxton said we would publicize it. They grab a database from 911. So they would start publicizing it though the phone system and then you as the end user have the ability to adjust your account. It all starts with the generation through State 911.

Selectman Coutu said I don't know if you remember Mr. Chairman back some 3 or 4 years ago we had a situation because I can remember I was in a restaurant and I think I was liaison to Police at the time. I was in a restaurant and the Police Chief had called me about and we gave an award to a citizen. There was a child...Steve Malizia said it was 5 or 6 years ago because I got the same call. I remember it. Selectman Coutu said it would have been nice for them to - because I'm thinking like I have an isolated neighborhood with 5 streets that...Mr. Malizia said it doesn't exit anywhere. It's a neighborhood and that's it. Selectman Coutu indicated that kind of a system works exceptionally well in a neighborhood like that but I was thinking of that incident where we had a suspicious person and we had good reason to suspect he was suspicious and he was eventually arrested. That would have worked well in that neighborhood. I think it would be imperative that if we're going to do this that we have some sort of a program where we let people know that this is available throughout the community.

Chief Buxton said this definitely becomes a marketing plan as part of your emergency management system to get the information out, get people signed up, and we can go down that path.

Selectman McGrath said I read this over and I was wondering when I was reading it a lot of these scenarios don't really apply to Hudson - like avalanches and things like that. So would the information that would be provided to the residents that would sign up for this it would only be applicable to Hudson it wouldn't be anything up north or elsewhere? Chief Buxton said it would be Hudson based. I can tell you from living through the '08 ice storm and then the following ice storm after that, we were just starting to work with Facebook, and Twitter, and HCTV, and getting all the information all to the public. When we were in a situation where we lost 90 percent of our inbound electricity coming into the community and I'm not talking about just wires down within a neighborhood. I'm talking about transmission lines. We really had a situation where we were strapped to get information out to the public. Although you may say yeah but your cell phone is only going to be good for a certain amount of time. I recognize those things but you're going to have the ability to get some sort of charging station set up or somewhere for people to get their batteries taken care of. Maybe it's a simple as the senior center is open as a warming station for the seniors. Those types of pieces of information it amazes me to who actually utilizes that State system to be honest with you.

Selectman McGrath said that just raised a thought in my head about - in those types of situations where we lose power for a number of days and I've been in that situation where you lose electricity which means you lose television, internet, all of the things that you count on. That's why I have an iPhone now so that I can at least try and get some information if need be. Do we have the ability or have we ever done and maybe this isn't the time or place to ask this but having those reader board signs that you know that the police will use on the side of the road saying...Chief Buxton noted a detour on Derry Road.

Selectman McGrath wanted to know do we do that like at certain points within the town where we know that there's a problem. Chief Buxton said we have not exercised that. We have that established. We certainly can pick up the phone and call Continental and get a construction sign 24 hours a day. That isn't an issue. We have attempted to go down the path of social media in those areas. I can tell you during the ice storms and those weather events that we speak of. We have a routine and getting out to the areas that we know are those low lying areas where the need is - Buttercup Hill, Oblate Retreat. Those areas where folks are not apt to have the generators. When I moved into my house on Sandalwood Drive some 5 years ago, we were one of only one house on the street that had a generator. There's not anybody on the street now after the couple of weather events we've had over the last few years that doesn't have a generator. So we go out and we're doing generator safety now. That was really one of the big pieces that even Inspectional Services and Joe Bourque was involved with us getting out and getting the message out - generator safety, and keeping the exhaust away from the house, and those types of things. Selectman McGrath said he was finding generators that weren't inspected and were posing a safety hazard.

Selectman McGrath looked at the annual cost that's listed on page 5. It's in very tiny letter that says, "based on population of 24,000". Is that based on our population? Chief Buxton said yes. We're in that 24 - 25 range. Selectman McGrath said if we increase our population what would the cost be. Chief Buxton said I don't have a per subscriber cost at this point. That's the bulk rate at 24,000. The next step if you look - and it's based on the amount of activity that you'd have. That's where I would suggest we start is at the 10,000 mark. If you look underneath there, you have unlimited emergency plus which is 11,100 and then limitless. That's not based on user, that's send out as much information as you want. We don't really - without test driving this, I'm really not sure where we're at. I think it's an investment that we look from an emergency management standpoint and then we evaluate and see if we're achieving our goals.

Selectman McGrath asked is this something that you really think that we need. Chief Buxton said I will tell you from living through the ice storm events and the weather events that we've had, I think it's important for us to get the information out whether it's regarding warming stations, or just wellness checks, daytime events for people to go to, feeding areas. One of the biggest things that we are challenged within our particular demographic is a lot of people in Hudson have pets. Not every shelter will take pets. You have to find a special shelter that's going to help out with the pets. That's usually when we start talking about senior citizens specifically in evacuations; they're not leaving their pet. We need to work with them to find a spot and being able to get information to them somehow whether its telephone, copper line, or it's through the web, texting. That's the technology that is out there and a way we need to move I believe.

Chairman Maddox guessed I'm going to be a little bit on the other side. Selectman Coutu you're the man who just said we have recurring costs. This is going to be a minimum of a \$10,000 recurring cost. How many people signed up Chief for that one that we were using. Chief Buxton said the Nixel system we were using for free, I don't have that number. That went away quickly. They offered a similar system for free to communities and then they couldn't support the platform and within a few cycles, it was gone. They priced themselves out of the market.

Chairman Maddox said you still have reverse 911 correct. Chief Buxton said reverse 911 is available through the State of New Hampshire correct. Chairman Maddox was just saying are you going to use this 3 times a year, 30 times a year? For \$10,000 and the people have to sign up, I'm just saying this is going to be - I think we'd be better spent putting our money into your Facebook and your Twitter accounts that people are already set up for. This is going to be another thing they're going to have to sign up for. Again it would be nice to have. I'm just not sure that it's going to be used in any way that's going to benefit for \$10,000 a year every year. That's just me.

Selectman McGrath asked can we go back to this and perhaps get some additional information from some of the surrounding towns whether or not they find it to be useful to have this. Chief Buxton said you'd like a pole of communities and how they're...Chairman Maddox was sure they're going to say it's very nice to have but unless you sign up for it, you're not getting it. Again I'm just saying for \$10,000 a year and you use it once to say there's a bad storm coming if you don't know there's a bad storm coming, a call from us isn't really going to make much difference. I'm cynical.

Selectman McGrath understood that but I guess if you have a missing child or a missing elderly patient and you're trying to get the word out to the community...Chairman Maddox stated that's why I asked. We still have reverse 911 will do that, correct? Chief Buxton agreed. Selectman McGrath asked can that be town-wide. Chairman Buxton said reverse 911, yes it is. Selectman McGrath said you'd have that ability if someone was missing. Chief

Buxton said we go to the State and we give them the message that we want sent and then they will initiate the system.

Selectman Luszey asked if reverse 911 does that include cell phone because with cell phones, a lot of people don't have is an area code of the...to the best of Chief Buxton's knowledge, it is land lined but I would need to double check that. That is usually attached to a land line system. Chairman Maddox said my cell phone has beeped because this particular area has a weather alert. I think the tornado warning it does.

Selectman Coutu said weather alerts but if a missing child scenario, I don't think that would go in your phone. I know my wife has said that in the past couple of years she has received 2 or 3 reverse 911 calls for one reason or another. It wasn't necessarily related to the neighborhood but it was certainly related to the town - impending storm or whatever. It's whatever information they're putting out at the time. She has received them. I'm never home when they come in.

Selectman Luszey thought we would need a little more data on how 911 actually works especially with cell technology because a lot of people don't have land lines anymore. If it's based on where the phone was originally set up or are they using GPS location on the phone. If that's the case, then I can see it.

Chief Buxton said I will send that question north to emergency management tomorrow and try to get an answer and filter that back to you.

Chairman Maddox asked do you want to put a "W".

Selectman Coutu and Selectman Nichols said yes.

Kathy Carpentier said last but not least, I believe we go Warrant Article F for Fire.

Chief Buxton noted we bring forward the warrant article for the construction of a new fire station in south Hudson again this evening. As you are aware, this was voted down by the voters last year. We're basically looking to replace the Burns Hill Road station which was constructed in 1981 originally as a call department station. In 2001 we staffed it 24 hour basis. We've done some minor upgrades to the facility over the years - (inaudible) system that was paid for by a grant generator, some kitchen upgrades. We did participate with the town-wide lighting program that was done in 2009 which changed out all the ballasts and the light fixtures for fluorescent for energy savings. The facility is approximately 2,800 square feet and less than 700 square feet of living space, the dormitories, kitchen, and training area for the full time staff down there. We're looking to construct a new modern facility located at 204 Lowell Road. A couple of renditions here this evening of what we're proposing to build. This facility is approximately 7,500 square feet. We're looking to place it on town-owned land that is going to provide us the opportunity to hook into town water, gas, sewer, and go to a municipal system versus maintaining the private systems that we have at the Burns Hill Road Station. Looking at those separate facilities we talked under 5715 which was the facilities line separating out the restrooms and locker room areas, dormitory areas, training area.

Chief Buxton mentioned one of the things that the station would provide is a small office space. The Chairman posed a question to me last week was would there be a potential opportunity to have an area for a police officer to work in there. We're all on the same computer network per say so you could have an opportunity for an officer to do a report in there and those types of things available on a 24 hour basis. This basically comes forward tonight as the same program we brought forward last year. There's no additional space added for any additional purposes within the building. It's going to help us increase our coverage in the south end of town. Certainly those that live within the general area of the Burns Hill Station now, we're moving the station 1.1 miles from its current location out to Lowell Road. The station answers just over 1,000 emergency incidents per year. That's a pretty active facility down there.

From a controlling mechanism on Lowell Road, Chief Buxton said one of the things that we're looking at is you have Hampshire Drive that is currently signalized. You have the proposed new intersection and new entry coming in for the Market Basket Plaza, Hannafords, and Haffner's area. The station would be situated in between the two of those and we would have the ability to control the activity to get out into the roadway.

Chief Buxton stated we did do at the end of last year we did a survey. We did some after actions type stuff. I would tell you that the survey was fairly unsuccessful from the avenue that no matter how much we advertised, we really didn't get a lot of response from the public. One of the confusing things is the day of the ballot you talked to folks and you got the yes they voted for the station and then we didn't make even the majority never mind the 60 percent to get the bond article. So 90 percent said that they were in favor of the project and we move forward. We started this year with Old Home Days getting out there. We had a specific booth to answer questions and go down that path.

Selectman Luszey said I happened to be one of your survey takers. Chief Buxton indicated I got. You didn't sign it but I know which one it is. Selectman Luszey said I'm in favor of the new station but not the location. My point of this question is a lot of the people that I talked to that's exactly why they didn't vote for this. They don't believe that putting this facility on Lowell Road provides them better access to your services. Some of the examples that people would call - one that was multiple is Amherst Street in Nashua. There's a fire station there and when that station is responding, they have lights there and they control them. Yet it will take anywhere from a minute to two minutes to get from there to the top of Main Street. Even though you say you're going to control the light access, how does that impact the residents out on the south end of Hudson?

Chief Buxton stated when you look at the ability for those in those intersections to be linked, and one of the technologies through the opticom system is for when we trigger the emergency lights within the station and we control the Hampshire Drive and the new intersection. You have the ability to cascade that down Lowell Road to get the direction of travel if you're going to the left of the station get the traffic rolling in that direction. So you would change those from yellow, to red, to green to get the traffic flowing. One of the hazards out of coming out of the Amherst Street Station is you don't have any connection between that light that's within the front of the building and the lights at the top of Library Hill. Specific times of the day, that traffic backs up. That's always a hazard out there on Lowell Road but we have the ability to cascade that and currently we don't utilize that. I hear those. That was a couple of the comments with the survey was in regards to traffic flow out there.

Selectman Luszey said if we didn't get a majority on it last time and the majority of people say they would support it but those same people say it's the location that killed it, why would we ask for literally the same thing this time and what makes us think that we can sell that location?

Chairman Maddox asked to answer that question. This is Hudson. Nothing passes the first time. You have to educate the citizens. You can't just expect them to oh yeah let's spend \$2 million. They want to see if we have the stamina to keep coming back number one. Number two, they want to kick the tires. Again I can't think of any project that has gone through the first time when you're talking about building a facility. It's just Hudson. They don't want to spend the money and that's a smart thing. I mean it keeps their taxes low. It didn't pass last time, yes but we didn't do some things maybe we should have done. I know you wanted to look at other locations but we own this land.

Selectman Luszey noted we own land on Musquash.

Chairman Maddox said but does that make sense.

Selectman Luszey indicated it's only a few hundred feet up from where Burns Hill is. Chairman Maddox noted if you don't have the water and the sewer. Again I agree with the Chief. The location that they're proposing is the best location. It puts a fire station on Lowell Road which is if you're driving in Hudson; you want to see a fire station. Putting it much like Burns Hill now if you were having an emergency, the chances of you finding that is slim and none. Again I think it failed the first time is not a criteria. It's just a critique of our ability to sell something.

Selectman Luszey commented on what Chairman Maddox just said. I don't go looking for the fire stations. I expect them to come looking for me when I have the emergency. So for me right and the folks from that intersection of Wason, Burns Hill, and Musquash, it's adding a whole lot of time on to their response time. You're supporting and improving the response time to industry in the south end but not necessarily to the residents of the south end. That's what we got to sell if you honestly believe that this is the right location.

Chairman Maddox said Chief is working on a map that will show the calls I think last year Chief is that what the plan is to show response times. Chief Buxton said NRPC in regards to doing some mapping for us and looking at response times within the south end district, our call volume where the calls have been, and mapping that out, and what the change would be between the new location and the old location, and supporting documentation marketing plan as we move forward.

Chairman Maddox noted because we heard your concerns Selectman Luszey. Selectman Luszey commented when I say I, it's not just my personal concern. It's literally the people on that far end. Chairman Maddox said we need to do something about that. If 95 percent would increase their response times, isn't that the way we should go? Selectman Luszey said distance equals rate over time and I'm not sure how you improve that if you increase the distance.

Selectman Coutu thought what scared a lot of people based on what I heard had nothing to do with - I've heard some complaints about location. They were minimal. The price tag scared a lot of people. When the very first thing you read is to raise and appropriate the sum of \$2,200,000 and way down in the paragraph it says \$55,000 a year, they don't see that. They see the \$2 million - nope I'm not voting to spend \$2 million. I had people tell me I don't want to spend \$2 million up front. What are my taxes going to be next year. It's not \$2 million. We're going to bond it out but it doesn't say that. It says to raise and appropriate. I've always had a problem/difficulty

understanding why we have that kind of language. It should say raise and appropriate the sum of \$55,000 in Fiscal Year 2016 to pay for what we will appropriate a total of \$2,200,000 so people don't get scared off by the \$2 million.

In terms of the arguments of who gets served the most, Selectman Coutu doesn't live near any fire station. You do. You live near the one that's being proposed to be closed so you have a bias and I understand that. I think that we need to look logistically at the...Selectman Luszey interrupted. If I may just on that one point, I objected to opening that fire station the year my garage burnt down. So I'm not bias toward where it is. Selectman Coutu said you are now because it's there. Selectman Luszey said no I'm for the residents out there. I am speaking on behalf of the residents that live truly in the outer reaches of the south end. Selectman Coutu was concerned about where most of the emergency calls come from. That to me is a priority and I was convinced last year and I probably would like to see the figures again this year that the majority of the calls handled by the Burns Road Fire Station were in the Industrial Park area, Lowell Road area, Sam's Club, Market Basket, Wal-Mart, the nursing home. Even if we were to take the nursing home out of the equation, and I heard that argument of course they're all at the nursing home. You know you just have to roll the stretcher across the street. Yeah that's true but let's take that out of the equation even though we owe them a service because they're paying taxes in this community and it's a considerable amount of money. It's a large facility. We have an obligation to the citizens that are housed there. I was convinced and I don't see that I'm going to get any information that's going to dissuade my opinion in any fashion that that is a prime location to put the fire station. I'm just as concerned about the citizens on Musquash and in your immediate environs as I am the citizens of Lowell Road, going down River Road, and up Dracut Road. I'm just as concerned about them as well. I want to wait to see what the Chief brings in when he does that synopsis of where all the calls were and what the response time was. It's going to have to be detailed so that we have a good handle on it.

Selectman Luszey said the luxury that we have is the fact that we own the land. We were looking for an appropriation to raise money to buy land. We weren't even talking about the building and the voters said no to that as well. That was just buying land. We own the land but its prime land because it has sewer and water. Any other place off the main drag especially in the south end of town, we don't have sewer. We don't have water. The problem with Burns Hill is I would have supported a redesign of the facility but because it is in such a closed environment, the septic is one side. The other side is bounded by wetlands. There was just no room to do anything. When I walked that facility and we spent a good amount of time there with the Chief and Chairman Maddox and I spent a considerable amount of time going through what can we do on this side? What can we do in the back? We're confined to that little bit of space. To spend \$900,000 to \$1.5 million gutting out the inside and reconstructing it doesn't make sense for another half a million, we can have a brand new building with sewer and water. There are too many pluses and too few negatives not to support Lowell Road from my view. It's not that I benefit any more or any less. I remember having a fire at my house and I swear to God they were there in a minute and a half. I don't know how they got there so fast. I'm sure it was more than that but it seemed to me like it was a minute and a half. Usually when you have a catastrophe, people think well it took them 15 minutes when it actuality it only took them 5. It's because the anxiety builds up. They're not getting there fast enough. They came to my house and I'm talking some 13 years ago when this happened. They were there in a blink of an eye in my opinion. They were coming from Burns Hill probably even back then. I hope to convince you that this is the right thing.

Selectman Luszey said you won't Selectman Coutu because I'll tell you why. We did at least two warrant articles to build a new Central Fire Station and they failed all right. He ended up getting a renovation to Central Fire Station for a much, much, much lesser cost. That's going to buy you how many years at Central? Chief Buxton said a 20 year. According to the financial audit, Selectman Luszey said its 100 years but that's another point. Water and sewer on Burns Hill, you haven't convinced me yet because water and sewer is at Glenn Drive. It's not that far and it would not cost the town to run those two mains up there and to expand that facility. We haven't done all of our homework to say that is not a viable location to rebuild or rehab that facility.

Selectman Coutu asked have you gone down there. Selectman Luszey said I've been through that facility a number of times. Yes Sir. Selectman Coutu asked you're happy with it. Selectman Luszey noted that's not what I said. I said we have not done our homework to say how much it would cost to rehab that facility like Central.

Selectman McGrath had a couple of things. As you know I didn't support this last year because of the location. I'm concerned about the traffic and as I travel up Lowell Road more and more often now especially later in the day, I'm always astounded at the amount of traffic and people are sitting there trying to get through that narrow - it narrows down up by Countrybrook Farms and they're stuck at the traffic lights at whatever that development is that Mr. Sousa did. That's a concern and it continues to be a concern for me. To Selectman Maddox's point about educating the voter, the voter may take an opposite view and say that you need to be educated about what they want to spend and what they want for their town. I'll point out to you that the Library never would have gotten built had a donation not come in because the voters for years, and years, and years turned down that proposal because they just didn't - the different plans that came before them they didn't support and they didn't support the funding. The economy hasn't gained enough traction nor has it eased the concerns I think of residents

everywhere about spending a lot of money on projects that they're going to be forced to pay for years to come whether it's a little bit of money on their taxes or a lot of money. There's still that concern. I think until we see a new administration coming in and what all of that brings about, I don't know. We can talk about this and do as much educational process as we want but I'm not certain that people are ready to take this big bite. I would like to get a hard copy of the plan so that I can take a look at it because I haven't done that.

One more question. Selectman McGrath said you talked about utilizing the intersection change at Market Basket, Haffners. We haven't seen that plan come before the Planning Board yet for Market Basket - the changes that they want to make and I'm wondering if they're holding - and I haven't heard anything and I never thought to ask Mr. Cashell about this - whether or not Market Basket is holding back on making those changes because of the buyout that they went through and the incredible amount of money that he had to lay out to buy that property. So that maybe on the back burner for quite a while and that's something - Chief you could talk to Mr. Cashell and find out where that plan is in the process. I haven't seen it and I haven't heard anything about it for quite a while.

Chief Buxton said it is my understanding from talking with John previously is that was coupled with a couple of projects specifically. One was an additional property being constructed next door to Fairview. As you're familiar with Fairview actually bought the old farm that was there. Also you're 100 percent correct through the buyout of the Market Basket project they did delay the renovation that intersection contribution was actually coupled with a renovation that they were going to be doing to the store. That is still in the coming forward plans. Heard from the engineering firm who works for Fairview. They are slated to be coming in to develop that piece of property. I agree with you in regards to the intersection. Where is that at? I will check that timing but those projects are bubbling up again and coming forward.

Selectman McGrath said it's a concerted effort between three different properties. They all have to participate in that. If Market Basket isn't in a position to participate in that, it doesn't matter what Fairview wants to do and what Haffners wants to do. Without the third part of that, it just isn't going to happen. You need to find that out I think before we agree to put this on a warrant. It may have to be delayed. That's all that I have. Thank you.

Chairman Maddox noted we'll put this as a "W" and we'll be ready to move on.

6. ADJOURNMENT

Motion to adjourn at 10:26 p.m. by Selectman Nichols, seconded by Selectman McGrath.

Selectman McGrath said you and I had a discussion earlier and I thought we were going to talk about that. Chairman Maddox said you want to do that a budget meeting. Selectman McGrath commented you just said to make a motion so I'm willing to wait provided it doesn't...again, Chairman Maddox didn't want to get into that tonight.

Vote: Motion carried 5-0.

Motion by Selectman Coutu, seconded by Selectman Luszey, to reconsider adjournment, carried 5-0.

Chairman Maddox noted we are back now in public session. We are on television.

Selectman McGrath indicated this is a discussion that you and I have had in the past. During the initial code enforcement application process Selectman Maddox had told me that he had been the one to suggest hiring MRI to assist in the interviewing process and thought that it was a good idea. I agree and I think that it should be utilized in this go around for the same reasons.

Motion by Selectman McGrath, seconded by Selectman Coutu, that we utilize the firm of MRI to assist in the interviewing process of the Zoning Administrator/Code Enforcement Officer.

Chairman Maddox knows the Chief worked up some questions with these and that's probably why you're not having them come back a second time. Again in fairness to both sides, I thought it was a good idea to bring in somebody from the outside to formulate the questions. They hire people all the time. You decided not to do it on this round or you haven't decided yet.

Chief Buxton said applications closed on Friday. It was my intention to utilize the Town Administrator, myself, and Gary Webster as an interview panel at this point utilizing some questions that we had generated with MRI the last time for candidates outside and go forward from there. If it is the will of the Board to look at reutilizing MRI, that is something that we can take under consideration. That is your purview.

Selectman McGrath thought that this is a neutral party that can add some information based on his experience, and knowledge, and I believe that that's why you recommended him in the first place. I think that it's a good idea.

You have someone that has no skin in the game. They're totally unbiased. They can help to guide and assist and I think that it's a worthwhile endeavor and it's something that we should utilize.

Chairman Maddox asked Chief Buxton is it worth \$1,800. Chief Buxton indicated it was less than \$2,000 last time.

Selectman Coutu had a question. MRI is an employment consulting firm I'm going to guess? Chief Buxton said yes. Selectman Coutu stated when Selectman McGrath said he has no skin in the game. Is that the person who did the last go around? Chief Buxton indicated MRI is the company that we utilized the last time. Selectman Coutu said we might not have the same person or we might have the same person. Chief Buxton assumed that we would be assigned Don Jutton again. The same person. Selectman Coutu noted he has skin in the game. He has skin in the game.

Selectman McGrath disagreed with that. He doesn't live in Hudson. He doesn't pay taxes in Hudson. He's looking at it from a purely professional aspect. It would be different I would think if he lived in Hudson or he knew the candidates, or he was recommending just picking one person and saying this is it. He gave guidance to that committee that was formed. He was one of five. Again he's not a taxpayer. He's not a resident of this town. Where does he live? He's up north someplace. Steve Malizia said the firm is located in Meredith. I don't know where he personally lives. Selectman McGrath asked didn't he work for the Municipal Association for...Steve Malizia said many years ago he was the Salem Town Manager. He left that and started this company Municipal Resources. He's been the principal owner for so many years. As you recall, Chief Gendron used to do some consulting work for MRI. MRI is a consulting firm. They're also an executive search firm. They will search for employees for you. They will help you place employees. They've done at least two studies here that I can recollect. One was a fire department study back in '96. The other was a Community Development study in approximately 2000. They offer a range of services. They will also place temporary people into your operation should you need them.

Selectman Coutu said MRI was part of the interview process this last go around. A consensus was reached as I understand it a consensus was reached and a recommendation was made. I'm trying to put all of this in proper perspective. I'm trying to treat this as respectfully as I possibly can because I'm starting to get irritated now. You came before us with the recommendation the last go around for the position that we're talking about Code Enforcement Officer. You had recommended a person. A document suddenly appeared that Ms. McGrath had that none of us had privy to. Was that authored by the gentleman from MRI?

First of all, Selectman McGrath said you all had access to it because it was e-mailed to all of you. You just didn't read your e-mail.

Selectman Coutu noted I told you I never received that e-mail. That's what I told you.

Selectman McGrath said you didn't tell me that but in any event, Mr. Malizia forwarded that e-mail to all of us including you. So maybe he sent it you at a wrong address for you. I don't know. I can't speak for Mr. Malizia. We all had it. I had a copy of it. I printed out a copy and brought it with me.

Selectman Coutu received it that evening. Okay. Now when you have a consensus to hire to hire one particular individual did the gentleman - and I don't know the answer that's why I'm asking you - did the gentleman from MRI did he agree or disagree with that consensus? How did he impact the group?

Chief Buxton guessed the bigger way to go about this is an explanation of the hiring process that was utilized the last time. We advertised the position. We came in. We had a resume review and went down the path of regarding municipal employment, land use experience, code enforcement experience, and those types of things. We contracted with MRI because I thought it would be a good idea to bring in some questioning to check a writing sample reference to their theory regarding land use regulation. That was the writing sample that was provided. The empowerment of the committee that was put forward was to give input into the final decision making process. The committee was never to push forward a number one candidate, was never to push forward the recommendation to this Board. The hiring and the recommendation to this Board came from my office. Under the hiring policy within the Fire Department, that recommendation comes from my office and I bring that forward, and we bring that to you. Their input did not match what I had brought forward. I did a final interview with these folks. The final three folks and we went down that path. We were not successful in hiring the candidate that I recommended. The conversation with Selectman McGrath and Don Jutton was outside of my office. I wasn't involved with that. Steve filtered that or facilitated that for her. Any other conversation I was not involved in with Mr. Jutton on that.

Selectman Luszey commented therein lies the problem. The Fire Chief did his job and came forward with a recommendation for that position. All right. This Board rejected it. We do not use the same hiring practices for any other department. We do not require the Police Chief to have an outside agency make a recommendation on who he hires. We are not consistent in our practices.

Chairman Maddox said okay. I guess I will answer that question inasmuch as I had a concern. There was comments made that the Fire Department did not have the land use experience that this job was going to be involved in. Again I thought that MRI does this all the time. They would bring in the expertise that if there was any question that they would make up the questions. We already have now the questions. We already have the criteria if it would. The question really is do we want to use this firm again to go with this next round of applicants? I see you're not in favor Selectman Luszey because you think we should either use them for everyone or no one.

Selectman Luszey said you go it.

Again, Chairman Maddox thought that there was a concern with some members of the Board about experience with land use. I was trying to take that issue away by bringing in someone. The Chief agreed and they hired this person. He made up whatever testing he did and that's where we went. The question tonight is do we do it again?

Selectman Nichols found on the first one reading all the candidates. I read everything a couple of times. I'm taking lessons but I'm reading more than I did. Most of the candidates gave their experience on their computers or whatever they use for land use for whatever, they gave programs that they used in their business to get to this point except for that one candidate. There was nothing there on anything that they had used. There was no software. There was no computer experience written down at all. That kind of threw me off. That was my whole thing. There was no computer experience. There was no business experience that showed that they had this background. In that kind of a business, you have to use software. You have to use a computer. The others all had listed their experience in the computer industry things. This person didn't. That's what stopped me.

Chairman Maddox asked what does that have to do with the questioning program.

Selectman Coutu said point of order.

Chairman Maddox said that was more their resume. I'm a little confused Selectman Nichols. Selectman Nichols indicated it was on their resumes and that's what threw me off. If you go to any kind of interview, they ask you your computer experience and everything but there was nothing, nothing. I was never told. The others had the experience was there to get into this code enforcement but there was no computer experience there listed or talked about. Chief didn't even mention it. Chairman Maddox said that's the candidate. We're talking about this consultant to bring back in so you think that...Selectman Nichols said he would know that that experience was not there.

Point of clarification. Selectman Coutu asked are we talking about the candidate that was brought before us there was no experience listed for that candidate is that what you're...Selectman Nichols said experience was there. There was no computer experience. The others had all listed what programs...Selectman Coutu said you voted not because they didn't write down what they can do with a computer. Selectman Nichols said that's how you do that. You have to be able to have programs. Don't you have to have programs?

Chairman Maddox was trying to figure out. Okay help me out.

Selectman Coutu said a vote was made and the candidate was rejected that was recommended by the Fire Chief. The vote was 2 to 2. Let's be clear. The vote was 2 to 2. So because of a failure to reach a majority, the person who was recommended was not hired. Okay. So you're saying that the person that was recommended by the Fire Chief because they didn't list their computer experience even though they had years of experience doing the job in another community, you assumed they didn't have any computer skills? Selectman Nichols said it didn't look like there was enough experience. That's what threw me off. It did not look like there was enough experience for this young person.

Chairman Maddox said I'm going to break in here. We're talking about the candidates. You're talking about the candidates. We're talking about whether we want to utilize this consultant so the consultant might have asked him or her about his or her computer skills. I'm just asking you or you raised your hand in regards to the person we were going to hire. I'm just thinking we're talking apples and oranges here. Selectman Coutu was confused about who the person was. I didn't know who the person was.

Selectman McGrath said just to clarify I guess. The synopsis that was provided by MRI that each one of us got I requested it through the Chief initially and the response was that there was no report. That wasn't part of what they were contracted for. I don't think those were the exact words but I think in essence that's what it was. I thought to myself that doesn't make sense to me. You don't hire a consultant and then not get a report from them. I called MRI on Tuesday morning the day after the holiday, the Labor Day holiday, and I asked him about whether or not a report was issued. He said no but I can write one. He wrote that report for all 5 members of that committee. It wasn't just his opinion. It was the opinion of all 5 participants in that interviewing process. The

candidate that was brought forward when you read that synopsis or what he provided to us, that person - and I think this is where perhaps Selectman Nichols you're getting a little confused with and what really stood out to me more than anything else is that we would be setting that person up for failure and it would be a career ending failure should we hire that individual. There were two other candidates that that 5 person committee recommended. This was third or fourth on the list. That report I think for me that was a crucial piece of information to have. That's the last thing I want to do is hire somebody that we know is destined to fail. This position is too critical. It's too critical to the town. I think that you were thinking that there was a piece of information that was missing that that individual didn't have. Again I think that MRI is an important component of this interviewing process.

Selectman Luszey was of the opinion that that report was not a consensus of the people that was part of the collective one during the interview process. Two it is the opinion of one person that that job may have been set up the candidate for failure. However what you're alluding to is that the Chief is setting that candidate up for failure and we are taking the word of an outside person that doesn't have the knowledge of the community and what is best for the community at heart. To use those words to me are somewhat concerning that what we're saying is the Chief's judgment is impaired when it comes to hiring good candidates.

Chairman Maddox thought that we can use the Police Department because you referenced that earlier. There's multiple pieces to it. They take a test. They have interviews with the Chief. There is a couple of other that I have forgotten right now at this point. There is multiple stages and the only thing that we were looking for for this particular hire was some land use experience to try to offset the question of that having - they probably do hiring of these people regularly or go out and don't they do circuit riding. They'll put somebody into your...Steve Malizia said you can get a temporary employee or a contract employee through that agency. Chairman Maddox said so they have some experience in that end. Again I don't know what the exact scope was but it sounds like even by that gentleman's comments to you is that was not part of it. He was meant to make up a list of questions to participate in some piece of it. I don't think his is the be all end all. Ultimately the Chief comes in with a candidate based on all of the various factors. The question tonight is do we bring that company back in and interview maybe some of the same people and/or some new people depending on who's applied on this round?

Selectman Luszey's would be no. We have the questions. We don't need to pay them to rewrite those same questions.

Selectman Coutu said we have a motion on the floor. I move the question.

Vote: Motion failed 2-3. Selectman Nichols and Selectman McGrath in favor.

Selectman McGrath commented we're going down a very slippery slope here.

Chairman Maddox understood. I'll tell you why I said nay. He is not the be all end all. Good, bad or indifferent, that man is. Hopefully he's learned what he needs to learn to be able to ask this next round of people what we need to look at. I'm not convinced that that gentleman should have been the ultimate decider of who the person should be that we hire. That's why I voted the way I did. Any further discussion, seeing none.

Motion by Selectman Coutu, seconded by Selectman Luszey, carried 5-0.

Recorded by HCTV and transcribed by Donna Graham, Recorder.

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