

HUDSON, NH BOARD OF SELECTMEN
Minutes of the September 22, 2015 Meeting

Attorney-Client Session, pursuant to RSA 91-A:2 I

1. CALL TO ORDER - by Chairman Maddox the meeting of September 22, 2015 at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE - led by Captain Kevin DiNapoli.
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; Police Chief Jason Lavoie; Fire Chief Rob Buxton; Kevin Burns, Road Agent; Mike Truesdell, Chairman School Board; Superintendent Bryan Lane; Doug Robinson
4. NOMINATIONS AND APPOINTMENTS
 - A. Recognitions - 20 Years of Dedicated Service
 - 1) Jim Michaud - Assistant Assessor, Assessing Department

Selectman Nichols read:

"Jim Michaud began working for the Town of Hudson as Assistant Assessor on September 13, 1995. Jim is responsible for the administration of the town's assessing functions including the inventory, appraisal, and assessment of all taxable property in the Town of Hudson.

During his years with the Town, Jim has served on the Executive Board of the NH Association of Assessing Officers as well as serving as President of that Board. Jim has also served as a member on the NH Assessing Standards Board. He has also served as a member on the Northeast Regional Association of Assessing Officers and the International Association of Assessing Officers.

Jim is a Certified New Hampshire Assessor, a Certified Property Assessor Supervisor and a Certified Assessment Evaluator.

Jim was the recipient of the 2012 Russ Marcoux Municipal Advocate of the Year as awarded by the New Hampshire Local Government Center. Jim also earned the State of New Hampshire Certified Public Manager designation this year and was selected to deliver the class graduation speech.

In addition to his professional accomplishments, Jim is an avid gardener. Jim and his wife Joanne reside in Hooksett with their two children."

- 2) Heather Poole - Telecommunications Technician, Police Department

Selectman McGrath read:

"Telecommunications Technician Heather Poole began her career with the Hudson Police Department Part-Time on August 30, 1995. She became a Full-Time Telecommunications Technician on February 22, 1998.

Telecommunications Technician Poole has been recognized by both the patrol officers on her shift and by the Shift Supervisor as a dedicated, conscientious, and effective dispatcher. Heather is known to remain calm in stressful situations. Heather has stepped forward to assume a leadership role among the dispatchers. Heather will stay late and come in early to assist other dispatchers.

Telecommunications Technician Poole graduated from Nashua High School and enlisted in the United States Army. She was a Military Police Officer and received an Honorable Discharge upon her completion. Heather attended Hesser College where she completed her degree in Criminal Justice. Some of her other interests include volunteering at Alvirne High School to share her knowledge of dog shows and Basset Hounds. Heather grew up in Nashua and currently lives there with her beloved dogs.

Heather Poole is dedicated to her job and certainly has been an asset to the Hudson Police Department."

Selectman McGrath added "and to the Town of Hudson". Thank you very much for your service.

- 3) Michelle Vachon - Records Clerk, Police Department

Selectman Luszey read:

"Records Clerk Michelle Vachon began her career with the Hudson Police Department as a Part-Time Telecommunications Technician on August 21, 1995. She became a Full-Time Telecommunications Technician on December 27, 1998. She transferred to the Records Division in March 2001.

Ms. Vachon has spent many years volunteering at Department Blood Drives, Salvation Army Bell Ringing; New Hampshire Special Olympics and still runs the Special Olympic Torch Run. Michelle even ran the Boston Marathon in 2001 raising over \$3,000 in contributions.

Michelle attended Northern Essex Community College where she completed her degree in Science Office Management. Michelle currently resides in Hudson with her husband Harvey and three sons, Michael, Matthew and Jason.

Michelle Vachon is dedicated to her job and has certainly been an asset to the Town of Hudson and the Hudson Police Department."

4) Lieutenant Tad Dionne - Police Department

Selectman Coutu told Lieutenant Dionne - 20 years, unbelievable and read:

"Lieutenant Tad Dionne began his law enforcement career with the Hudson Police Department as a Part-Time Dispatcher in August 1995. He was appointed Patrol Officer on January 5, 1998 and then elevated to Master Patrol Officer on November 30, 2003.

Lieutenant Dionne was assigned to the Detective Unit March 20, 2005 until his promotion to Sergeant November 20, 2005. Lieutenant Dionne is currently the B-Squad Shift Commander.

Lieutenant Dionne is very loyal to the Hudson Police Department and has spent time volunteering at police blood drives, Salvation Army, Toys for Tots and other events. He received a Life Saving Commendation Award in September 2012 for his dedication and commitment to preserve a life. He also received a Chief's Achievement Award in February 2015 for his outstanding leadership in supervising the Department Field Training Evaluation Program.

Lieutenant Dionne graduated from the University of Rhode Island with a Bachelor's Degree in Business Administration. He resides in Auburn, NH, with his wife Jenn and he has three children."

Chairman Maddox noted I know we did that all as a group and I think that was, again, just amazing. I guess 1995 was a good year for hiring. Great people coming on board. Thank you all for coming. I know that some of you need to get back out on the road. We're going into public input.

Selectman McGrath asked to make one comment about all. I just wanted to make a comment about all of you that have been honored tonight. I think it's really valuable for the Town of Hudson to have long-time employees that we can count on. You've all done a great job and you've been recognized for that tonight. As a long-time resident of Hudson, I thank you for that.

5. PUBLIC INPUT

Chairman Maddox asked does anyone in the audience wish to address the Board on any issue which the Board has control of at this time. Seeing no one.

B. Interviews

1) Nashua Regional Planning Commission - (1 vacancy - 1 member term to expire 12/31/2019)

Richard Maddox

Chairman Maddox indicated there is one name there - Richard Maddox. If any one of you wishes to take this, I'd be willing to - I know Selectman Coutu it's high on your priority list. Selectman Coutu said I've checked my agenda and it's going to be very difficult for me to make a meeting unless they want to share the \$19,000 we gave them. My Chairman it is a pleasure for me to nominate Richard Maddox as a member of the NRPC for 1 vacancy, a member term to expire 12/31/19.

Motion by Selectman Coutu, seconded by Selectman Luszey, to nominate and appoint Richard Maddox as a member to the Nashua Regional Planning Commission with a term to expire 12/31/2019.

Chairman Maddox stated it's really not that bad. They're really starting to do some good things for us.

Vote: Motion carried 5-0.

C. Resignation

- 1) Ken Massey, member of the Planning Board

Chairman Maddox noted we also have a resignation - Ken Massey as a member of the Planning Board. That was kind of devastating news at the 911 when he told me. I just kind of shook my head. He is always one of those people where you relied on Ken's famous saying, "act in haste, repent in leisure". Unfortunately we're going to lose a good guy there. Again he's got other things going on.

Motion by Selectman Nichols, seconded by Selectman McGrath, to accept with regret the resignation of Ken Massey as a member of the Planning Board effective September 14, 2015 with the Board's thanks and appreciation.

Selectman Coutu commented having served with Ken Massey as you did Mr. Chairman, his contribution to this town is far greater than what is evident by the work that we do on a regular basis. Ken was a very compassionate and a very caring person. He served us well on the Board of Selectmen. He was the one person who could pull us all back together again. He had a healing affect on all of us and he was always very kind and very generous with his willingness to assist anybody who needed assistance. He will be sadly missed. I was sorry to see that he's moving from our community but I can understand why. He's not running away. He's probably running into a piece of land that he won't have to care for. Something that my wife and I are going to do I hope shortly. I understand but his service to our community and the Planning Board as well as any time we've ever picked up the phone and called Ken about helping to do something. He was always willing to do it and he was very instrumental in helping us get the senior center. He had a vision like all of us and he contributed much of his time towards that project as well. He will be sadly missed as a friend and to he and his wife, he will be sadly missed. Thank you Mr. Chairman.

Chairman Maddox thought you summed it up beautifully.

Vote: Motion carried 5-0.

6. CONSENT ITEMS

Chairman Maddox asked if any Board member wished to remove any item for separate consideration.

Motion by Selectman Coutu, seconded by Selectman Luszey, to approve consent items A, B, C, D, E and F as noted or appropriate, carried 5-0.

A. Acceptance of Minutes

- 1) Minutes of the June 23, 2015 meeting
- 2) Minutes of the July 14, 2015 meeting

B. Assessing Items

- 1) Current Lien Release - Map 115, Lob 3-4, 11 Senter Farm Road

C. Donations - None

D. Licenses & Permits

- 1) Request to solicit funds - Pack 8 Boy Scouts
- 2) Raffle Permit - Hudson Historical Society
- 3) Raffle Permit - Hudson Fish and Game
- 4) Raffle Permit - Kiwanis Club of Hudson/Hudson Girls Softball League
- 5) Brox Industries - Night Trucking Permit

E. Water/Sewer Items

- 1) Sewer Betterment - S-BET-16-01, Map 175, Lot 034, 1 Otter Way, w/recommendation to approve
- 2)
- 3) Sewer Abatement - S-UTL-16-07, Map 177, Lot 048, 53 Bear Path Lane; S-UTL-16-08, Map 183, Lot 047, 11 Chatham Street, w/recommendation to approve

- 4) Sewer Abatement - S-UTL-16-01, Map 182, Lot 217, 77 Central Street, w/recommendation to deny

F. Calendar

9/23 7:00 Planning Brd - Buxton CD Meeting Room
9/24 7:30 Zoning Brd of Adjustment - Buxton CD Meeting Room
9/28 7:00 Sustainability Cte - Buxton CD Meeting Room
10/01 6:30 Recreation Cte - BOS Meeting Room
10/01 7:00 Benson Park Cte - Buxton CD Meeting Room
10/06 7:00 Board of Selectmen - BOS Meeting Room
10/07 7:00 Planning Brd - Buxton CD Meeting Room
10/08 7:30 Zoning Brd of Adjustment - Buxton CD Meeting Room
10/12 TOWN HALL CLOSED - COLUMBUS DAY
10/12 7:00 Conservation Cmsn - Buxton CD Meeting Room
10/13 7:00 Board of Selectmen - BOS Meeting Room
10/14 5:00 Municipal Utility Cte - BOS Meeting Room
10/14 7:00 Planning Brd - Buxton CD Meeting Room
10/15 7:00 BOS Budget Review - BOS Meeting Room
10/15 7:00 Budget Cte - Buxton CD Meeting Room
10/15 7:00 Benson Park Committee - ?
10/20 7:00 Cable Utility Cte - HCTV
10/20 7:00 Board of Selectmen Budget Review - BOS Meeting Room
10/21 7:00 Senior Affairs Cte - Buxton CD Meeting Room
10/22 7:30 Zoning Brd of Adjustment - Buxton CD Meeting Room
10/26 7:00 Board of Selectmen Budget Review - BOS Meeting Room
10/26 7:00 Sustainability Cte - Buxton CD Meeting Room
10/27 7:00 Board of Selectmen - BOS Meeting Room
10/28 7:00 Planning Brd - Buxton CD Meeting Room
10/29 3:00 Trustees of Trust Fund - Buxton CD Meeting Room
10/29 7:00 Board of Selectmen Budget Review (if necessary) BOS Mtg Room

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on September 8, 2015

- 1) *Motion by Selectman Coutu, seconded by Selectman Nichols, to promote Lieutenant Kevin DiNapoli to Captain at a salary of \$89,724 (Step 5) and Sergeant Tad Dionne to Lieutenant at a salary of \$77,416 (Step 4) in accordance with the Hudson Police, Fire, Town Supervisors Association Contract effective July 1, 2015. These elevations in rank would be effective Sunday, September 20, 2015, carried 5-0.*
- 2) *Motion by Selectman Coutu, seconded by Selectman Nichols, to rehire Captain Robert Tousignant as a Special Police Officer in accordance with the guidelines of the NH State Retirement System, carried 5-0.*
- 3) *Motion by Selectman Coutu, seconded by Selectman Nichols, to rehire Master Patrol Officer Christopher Cavallaro as a Special Police Officer in accordance with the guidelines of the NH State Retirement System, carried 5-0.*
- 4) *Motion by Selectman Nichols, seconded by Selectman Coutu, to allow Kevin Burns to cash out 200 hours of accrued vacation time, carried 5-0.*
- 5) *Motion by Selectman Luszey, seconded by Selectman Nichols, to deny the request for abatement for Map 254, Lot 4, carried 5-0.*
- 6) *Motion to adjourn at 10:12 p.m. by Selectman McGrath, seconded by Selectman Nichols, carried 5-0.*

B. Reconsideration of Board of Selectmen vote - Snow Plowing of Hudson Schools

Chairman Maddox recognized Selectman Coutu.

First Selectman Coutu would like to ask the Chairman of the School Committee Mike Truesdell and the Superintendent of the Schools Bryan Lane if they would step forward as well as our Road Agent Kevin Burns. I want to clear the air about a couple of things.

Motion by Selectman Coutu, seconded by Selectman Luszey, to reconsider the decision of the Board of Selectmen relative to snow plowing of the schools, carried 3-0-2. Selectman McGrath and Selectman Nichols abstained.

Selectman Coutu indicated approximately a week and a half ago the Chairman of the School Committee Mike Truesdell who is here this evening called me and called me because we are friends number one and number two, I was the maker of the motion and he wanted to have clarification and to explain to me a process by which I did not factor in in making the motion. He asked if it would be at all possible for he, and I, and the Superintendent of Schools, and the Road Agent to meet to have a discussion so that they could clear the air with us and have an intelligent conversation with the Road Agent relative to their plight. That is that as we sometimes forget, the new budget that we're going to be working on won't go into effect until July 1 of 2016. So their budget for this fiscal year has already been approved by the voters and therefore there was no money allocated whatsoever for snow plowing in their budget. So we had a discussion and I think that at this point I think what I'll do is that I will turn it over to Mike Truesdell and the Superintendent and the Road Agent to interject I guess while they make their presentation.

Mike Truesdell stated first off I really appreciate your generosity in bringing this back to the Selectmen and reopening discussion with this. I'd also like to thank Kevin for coming to the table and explaining his point of view on what it takes to do the plowing and the burden it's placed on him. I think what we've come up with was a scenario where this coming year the Town is going to pay for the paving of the schools. Correct me if I'm wrong, anything over \$25,000 the school would reimburse the town.

Bryan Lane indicated \$25,000 is the budgeted amount in the town budget that was approved last March for snow plowing.

Mike Truesdell continued saying Kevin and his department would do sanding and snow plowing, right? Kevin Burns said yes. The following year, Mr. Truesdell said the school would add in a budget line for snow removal and with Kevin's guidance we're going to also assign a resource to Kevin to work with him and to learn how to schedule the plowing and what it really takes. The following year we'll go out for bid and we'll start running it on its own. The only thing we'll rely on Kevin's department for is the snow removal, sanding, and salt.

By snow removal, Bryan Lane indicated those are the large piles of snow in the parking lots. Kevin and I are the ones who talk at 4:30 in the morning and he's been great. When we talk about removing the snow piles at the schools, it is the first job of the Highway Department to make sure that all intersections, turning areas are clear for the town to make sure that people can travel through the town safely. That's a full understanding. Once things have calmed down, that is the only time that we would want that service to come into play. Again we do not have the equipment to move the large piles of snow. The big front loaders are the only thing that will do that particularly at Alvirne. We don't have anything of that size. Any cab that we have is actually not enclosed. So for anybody to be out there for any length of time would be difficult. Again I talked to Kevin and said what would it take? What would do we need looking down the road.

Selectman Luszey said since we've taken this vote, I actually have given it some thought and I spoke to you after I learned about this particular agreement during the budget process this past Thursday. I'm not sure I'm in agreement philosophically of Kevin doing the work. I'm not in agreement with us starting to bill the school again. If you go back probably 10 or 15 years now, we used to send the bills, and the Water Department, and the Sewer Department bills and we had all these paper transactions going back and forth. It's for the same taxpayer's dollar. I think what would be best, Kevin does a fantastic job in terms of managing this type of work. I would be one to support the continuance of that. We actually got the \$25,000 back and we get that back through the surplus that you send us every year that you don't spend. The issue is it may not go to Kevin's line item and that's something that we can work out. I think the cost of doing the parking lots at the schools is being covered and is being covered in the most cost effective manner and that is through the Highway Department. If I was to vote again on this, I would have voted in the negative having time to think about it more.

Selectman Coutu wanted to clarify something. I'm not opposed to what you're saying. I don't think Kevin wants to manage it anymore. He has enough to do. We don't for the most part go in physically and plow the lots. He hires subcontractors to do it. What the School Department has asked for is a year of transition so that Kevin can work with a designated person as was mentioned by Chairman Truesdell. A delegated person will work closely with Kevin so Kevin can bring him into the fold and deal with subcontractors, how to deal with a subcontractor, what precipitates them making a phone call to getting somebody obviously a lot of snow would do that. Kevin wants to work with the transition. Kevin would like to be relieved of that burden and let the School Department make that decision. Now we still have \$25,000 in our budget anyway for plowing. Six one way and half a dozen the other I agree. The \$25,000 would come out of his budget and would be in their budget and they would pay the subcontractors directly as I understand how we were going to do this in the future. Mr. Lane agreed. Selectman Coutu said not this year, this

year we'll take care of it. Kevin would work as part of a transition team. The \$25,000 rather than billing back and forth, they're just going to assume it in their budget in the future.

Selectman Luszey still wasn't there. One question. Who physically owns the property of the Hudson School District? Is it the Town of Hudson or is it a separate entity called "SAU81"?

Chairman Maddox believed it's the schools correct.

Steve Malizia noted we don't insure them they do.

Chairman Maddox said the agreement as I see it here says that anything over that \$25,000 will just be billed to the schools. It's not going to be Kevin is going to send the School Department a bill. Whoever is doing the work is just going to send it at \$25,001 starting to the School Department. Is that correct?

Kevin said I'd anticipate waiting until the end of the season and saying this is what I went over if I go over.

Selectman Luszey indicated that's kind of my point. You came here asking for the \$25,000 because it cost you \$25,000 more this past winter because of the...right? Mr. Burns agreed. Selectman Luszey said the schools said no yet they send us a check called surplus. So we got that money. The only thing that would have happened is if they took the \$25,000 out of that surplus, it would have gone to your specific line item versus to the surplus which is offsetting the tax rate. That's the only thing. It still came back to the town.

Chairman Maddox said yes and no. It did not come back to the town. We had to cancel some things. We had to defer some items because we ran \$150,000 over in snow removal. Yes.

Selectman Luszey commented it came back. Chairman Maddox said it came back but we could not spend it on things that we have plans for. We wiped out a number of things that couldn't get done because there was a \$150,000 shortfall. We were hoping that we could have gotten something purchased by the school so that that would offset. You're right. It goes back to the surplus but we cannot spend surplus. That's all behind us. I guess the new agreement here will be a \$25,001 will be paid for by the schools. Mr. Burns will transition.

Selectman Coutu failed to mention that the Town Administrator also attended the meeting. I think that if Mr. Burns if he wants to be included in this conversation if he has any more to say.

Kevin Burns thought it would be in the best interest of the taxpayers to do this especially if going forward even after we get out of the plowing business if I still continue to do this snow removal and their salt/sanding that no one is going to be able to buy the salt as cheap as I do. I get it for \$50 a ton give or take. If they had to have a private company buy it, they'd probably pay \$100 a ton and charge the School District \$200 a ton. I think as a benefit for the taxpayers, we should continue to do the treating and the heavy moving of the snow. I think they have the staff now. They have a maintenance facility. They have some trucks with plows. I think they can easily manage their own facilities. I've been there basically their nighttime and weekend facilities manager for several decades now. I think they can do it themselves.

Selectman McGrath said in addition to you plowing this winter you'll also be working with whoever they're going to hire to train them for the next year - winter of 2016 correct? Ms. Burns agreed. Selectman McGrath believed the last time you were here you mentioned that they have at least one snow plow up at Alvirne that they've purchased so that they'll be able to do their own in addition to hiring outside contractors to come in. Again for 2016. I'm just trying to make sure that I've got it straight. Kevin Burns indicated they have 2 trucks with plows I'm told.

Mike Truesdell said we're not hiring anybody special to work with Kevin just to be clear on that. They will be taken from the existing staff correct Bryan? Bryan Lane said correct.

Selectman McGrath said the contractors that you're going to be hiring you won't be training those. It will be someone that's on staff already? Kevin Burns indicated this year I'm going to hire the same contractors I had last year. Who they choose to hire next year would be their choice.

For your budget for what would be fiscal year 2017, Selectman McGrath indicated you're going to remove - all you'll have in there for your budget for the schools would be a \$25,000 amount and that's for snow removal and sanding only. If it goes over that, you have to do more snow removal then that's going to be billed to the School Department correct? Kevin Burns said no. The budget that I'm preparing right now to give to you people in a couple of weeks, the \$25,000 is being reduced to zero. They will include whatever they think is adequate money in their budget.

Selectman McGrath asked what happens if we have a large amount of snow like we did last year which was I think a record at least in my memory. We have another winter and you're going to have to do more snow plowing like you did last year and your budget is overrun because there's not enough money allocated for that what are we going to do then? Are we going to go and seek money from the School Department like we did this year or are you just going to

absorb it? After this year, Kevin Burns said we're out of the snow plowing business at the schools. They would be responsible for funding and supervising their own contractors or their own staff however they choose to do it. Selectman McGrath agreed but that would be for fiscal year 2017. The following winter. I'm talking about this winter that we're going to be facing in another very short period of time - another few months. If it's like last winter and you overrun your budget again are you going to be seeking reimbursement from the School Department. Mr. Burns said yes. Selectman McGrath asked and they've agreed that they will reimburse your department for that overage. Mr. Burns said yes. Selectman McGrath knows we're reconsidering this tonight. Did the School Board decide to reconsider their vote about not reimbursing Kevin's department for this past winter. Chairman Maddox indicated its past. Mr. Truesdell said no.

Selectman McGrath said I needed an understanding of it because I think that we're doing a reconsideration thus my abstention on whether or not to reconsider this. I'll see how it goes when we come to vote.

Selectman Coutu wanted to clarify one thing because there's a misnomer out there. The School Board didn't vote to do anything because a motion was made for the School Board to consider sending us the \$25,000. For the lack of a second, no action was taken. It wasn't voted yea or nay, it's just no action was taken for the lack of a second. There's a misnomer out there that the School Board refused to do it. They didn't refused, their lack of action...

Chairman Maddox said that is an action.

Selectman Coutu indicated it is an action. It's like saying that if you abstain from voting it's like saying not. I don't believe that. I think that people abstain from voting for reasons. They want to hear - some people might abstain because they know there's three votes to go I'll abstain and listen to the argument. I think that's what she presented and that's a logical explanation. It doesn't mean she's saying no. She's saying I'll listen to the arguments but I'm not taking a firm position on it right now. I understand that. I just wanted to make it clear anyway that that was the case.

In terms of what was just presented, Selectman Coutu said what stymies me a bit, and I don't know if that's the reason why you were nodding your head, is this billing portion afterwards. If they're going to assume responsibility, why can't they factor that in when they're going out to bid? You're going to have to go out to bid according to Karen Burnell who also was at the meeting - your financial officers. She said you're going to have to by law, you have to go out to bid. You can factor in instead of us sending you a bill working with the contractor and say if we need you over and above the budgeted amount is the price going to stay the same? Are we going to continue the process? Maybe you should have a little bit of extra in there in case it does go over the \$25,000.

Bryan Lane indicated we've been looking at this scenario as a whole. There are different ways to contract with people who do this. You can contract for a season and no matter how much snow or how little snow, that's the amount you pay. If you do that, most likely there's going to be a cushion for the contractor to make sure that they're not going to have an overrun for themselves which may create a higher price. I believe at this point if I remember the number correctly, it's between \$55 and \$60 an hour per truck that has been part of the agreement in the past. We need to look at both scenarios and then we also would need to look at to have something in there that says well you have to get us in the winter like last year. We need to have a contingency scenario in which to take care of that. So yes I would agree with that.

Just to be clear Mr. Lane, Selectman Coutu said in reconsideration of what we discussed are we agreeing now that you will take care of all the plowing regardless of its cost. You'll take care of plowing effective the next fiscal year that we're going to be entering - the one preceding this one. Kevin all he has to worry about is sand, salt, and removing the piles of snow. We're not going to send bills back and forth. We'll take care of it. So that takes that whole shifting of bills back and forth - oh it's over \$25,000. You owe us \$102.80. We went over. They'll just take care of it.

Selectman Luszey indicated it actually is getting more complex. I'll wait til budget process because this is going to get into that. The School District is in contract with Aramark. As part of that contract, you got at least 1 or 2 trucks. I hear tonight you're going to go out for bid for the plowing. To me as a - No. Mr. Truesdell said for next year for the 2017. Selectman Luszey said exactly. So those trucks, who's going to man them or are you going to get rid of them as part of the contracting process when you go forward?

Bryan Lane said currently the trucks that we have - we have two people who work a full year. We have not created a scenario within the collective bargaining agreement to talk about snow plowing and the need for overtime in that scenario. As we look at the collective bargaining agreement which is not going to be up this year but the year after, we may have to look at a sidebar scenario if we're going to continue to use our current personnel to be able to do some extra work to make sure that we have a contingency for that. Can we use the two trucks we have and just hire one or two more depending on the personnel? Right now we don't have the personnel to run - Kevin's fleet does a great job and he's got people who rotate through and they work a lot of hours and a lot of overtime. We don't have anything at this point in time to really take care of that. That's part of this transition scenario so that we collectively can have a better understanding of what it would take to do that. Again we would need to talk to Kevin and say okay how do you work it so that people are going to understand what they're going to work that they need to work. Right now you're right. It is a little complex. As we look at the end of our Aramark contract do we create a scenario as we

investigate and look toward the future as to whether or not we bring that in house and then have a person on staff who's responsible to be this person who manages that? Is it going to be Aramark? I don't have an answer for that right now because we're still researching. I would say yes it has complexity to it but in its simplicity it will be the School District's responsibility to ensure that there is funding to be able to keep the lot safe and clear of snow. That will be our responsibility in the next fiscal year that's how we would budget for it and that will be our responsibility to make sure that we take care of whether we contract the 3 trucks to do the lots now or we figure out a scenario for ourselves which may end up hiring personnel for us but I don't have an answer for that today. It will be our responsibility and not the Highway Department.

Selectman Nichols indicated any expense over \$25,000 would be billed to the School District. That was already settled. That was on my agenda but you did good.

Selectman McGrath had another question. I would assume and maybe I'm incorrect but I would assume that the School Board is going to have to vote on this matter and include it in their budgets correct? Have you had any discussions with the majority of the School Board to run this by them to see if there's an agreement or any sort of...Mike Truesdell said needs to be done in a series first. Your agreement right and then I take it back to the School Board and let them vote on it. Their options are we either vote on this or we take over our plowing October 1st. Right? Or we come back to you and say...

Selectman McGrath wasn't sure that that is right because if we vote tonight to - we've already taken a vote to reconsider what action was taken at the last meeting. So I would anticipate that we're going to vote on something tonight to overturn what was done at the last meeting which is requiring that the School Department plow their own parking lots and that the Highway Department not be involved in that. If we take that vote tonight, then that takes any real pressure off of the School Board to vote on that and say that they agree with that. When you go back to the School Board, they can say to you sorry we don't like this and we think that the Highway Department should be doing all the plowing. Then we're back to square one again. By then we're closer to the winter season. Am I right?

Kevin Burns said when I say "we", the Town holds all the cards here. If we tell them we're not coming back next year to plow, they have to take some sort of action.

Selectman McGrath was saying is we're going to - I'm assuming and somebody speak up if I'm wrong. I'm assuming that we're going to take a vote tonight to rescind what we did at the last meeting which means that the Highway Department, your department, is going to be responsible for plowing the schools this coming winter. So we'd have to take another vote at another meeting if the School Board decides that they don't agree with the decisions that have been made.

Chairman Maddox told Selectman McGrath I think they'll find a second to accept us doing their work. There's no down side for them in this whole maneuver.

Selectman Luszey indicated there's two motions. One to reverse what we did last week and then the new motion is to approve the transition plan. So really we're sending the transition plan forward to the School Board. They can either accept it or reject it. If they reject it, you're right. Selectman McGrath noted they'd come back and we'd have...Selectman Luszey said no.

Bryan Lane indicated we received a letter from the Selectmen that indicated that you had taken the vote that you had at the last meeting. The School Board is aware of that. They all saw the letter. It was in the Board packet. The School Board has not voted to do anything at this time so the School Board does not need to take a vote to accept this agreement because we have not voted to not, again, we would be in the status quo scenario. The budget that I am going to put forward to the School Board will include a new line for snow plowing in the next fiscal year. It's my understanding from Selectman Coutu's motion is that if you vote to say yes to this there's an understood piece on your part that in the upcoming budget there will be no funds allotted to plow the School District's lots. The School District at that point needs to insure that the lots are cleared. It's a responsibility and if we know that it's not going to be done through the town then it becomes our responsibility through the budgeting process to ensure that funds are available. At that point then as part of the budget process and the Board approving the budget, funds would need to be made available within the budget to take care of that line item. I believe that's understood at this point. Again that's my understanding of how this would work.

Selectman McGrath was clear. My level of confidence in what's going to happen is not very high. That's where I'm at at this point.

Chairman Maddox thought what we need right now is Ken Massey. I think that unfortunately because of whatever we acted in haste. There was a number of e-mails that went around but Mr. Burns has decided to come to the table and the School Board should be very happy that he did. I've got to say from the Chair's position, Mr. Burns works very hard for the town and he also works extremely hard for the School Department. I personally think that you dissed him. I think that's probably one of the biggest reasons why we made that motion. I'm hoping that that can be repaired. The guy goes above and beyond making sure that school buses can move safely on our streets, get children to their

classrooms, and for whatever reason there was a real unhappiness there that caused us to make a motion that now we're going to maybe rescind. I have a personal problem with the seconding of that motion. The Chairman could step down and second that motion. But all of that behind us, again, we didn't want to do this but we felt that you were utilizing more of his time than he had available for us for snow removal. So we knee jerked reaction and did something that for good or bad, Mr. Burns has stepped up and said I'll take it and take care of it. Oh well. Thank you Ken for at least giving us a great slogan.

Motion to approve the Road Agent's plan of his Memo from September 17th, 2015 to transition the responsibility for plowing the school parking lots to the School Department.

Selectman Luszey said we need to revote on the first motion. The first motion was to reconsider. We now need to vote on whether we're going to keep it or not.

Selectman Coutu said no. The motion has been reconsidered. Now we're making a new motion which overrides. The only thing I'm looking at Selectman Luszey is any expense over \$25,000 billed to the School District. We're not going to do that. It's going to be their responsibility. So any expense - Kevin if I'm correct - you have a copy of your...any expense over \$25,000 billed to the School District". I would say that that's not applicable now am I correct Bryan? That would not be...Steve Malizia said this is the transaction. This means this year. Next year we're doing zero.

Chairman Maddox commented that that line would say, "any expense over \$25,000 will be billable to the School District by the contractor".

Motion by Selectman Coutu, seconded by Selectman Luszey, to approve the Road Agent's plan of his Memo from September 17th, 2015 to transition the responsibility for plowing the school parking lots to the School Department.

Selectman McGrath said I'll vote for this because I'm taking you at your word that this is going to happen in the way that we've talked about tonight and that the School Board isn't going to do something that we're all going to regret. I'm telling you, I'm here for another couple of years.

Selectman Coutu said she's new to the Board. I understand her apprehension. I don't think they're going to say no we're not doing this. Okay now you guys better get some shovels and start shoveling.

Vote: Motion carried 5-0.

Selectman Coutu had one more thing. I received a phone call from Robin Rodgers. She is Chair of the Library Committee and part of the conversation here tonight that Selectman Luszey raised was well who owns the property? It is our property or does it belong to the SAU? In this case, it belonged to the SAU. In the case of the Library we have two of them. They are town property. So she asked me if we would do the same thing which is to reconsider. So I will throw the motion on the table.

Motion by Selectman Coutu, seconded by Selectman Luszey, to reconsider our decision relative to the not plowing the libraries.

Chairman Maddox thought we're just killing a meeting with the Library Trustees so we might as well just move on. If Mr. Burns has jumped over the cliff, what's another few feet.

Selectman Coutu didn't think that this was much different than the School Department except with one exception and it's a serious exception. We own that property. If anybody gets hurt on that property as a result of somebody else contracting to do the plowing, we are going to be liable. I think that it behooves us to reverse that decision and we have to realize that the emergency vehicles for the most part use the library across the street to park a lot of their vehicles. The Fire Department if I'm not mistaken uses that parking lot quite frequently for their vehicles. We have an obligation to plow that and I certainly don't want to see anybody getting hurt over at the new Rodger's Memorial Library. I think we're talking a couple of small pieces of property. I had asked prior to the meeting in all fairness to you Kevin, I had asked if Mr. Burns was here because I was going to pull him aside and have a conversation with him and Selectman Nichols about the library because I had received a phone call from Robin Rodgers. I don't know whether - because you said something to me about Robin Rodgers. Had you made Kevin aware? I failed to contact you. Shame on me.

Selectman Luszey said I would want to know if we were to put a "closed for the season sign on the Hills Memorial Library do we need in fact to take snow out of that parking lot.

Chairman Maddox said yes because that is where they put the vehicles when they're plowing this lot. When they are going to have a storm... Selectman Luszey stated we could plow all the snow into that lot. Chairman Maddox said no. They move all of the Community Development...Selectman Luszey told the Chairman you're missing the point. Chairman Maddox knows what you're trying to do but it didn't fly.

Vote: Motion carried 4-1. Selectman Luszey opposed.

Kevin in all fairness to you, Selectman Coutu indicated you've always been blunt with me and so I didn't mean to throw this on you at the last minute. Does that pose a problem doing the two libraries? Kevin Burns said no.

Motion by Selectman Coutu, seconded by Selectman McGrath, that we reverse the decision of the motion to not plow the libraries and that we do continue to plow the libraries.

Chairman Maddox thought we all know where the bus is going. Do we need to - Selectman Coutu said we don't need to discuss it. I'll wait and see if someone raises an objection and then we'll discuss it otherwise we'll just move on.

Vote: Motion carried 5-0.

On behalf of the Chairman of the School Board, the Hudson School Board, and the School District at large, Bryan Lane said I know - Kevin and I have a great relationship. Again that 4:30 morning phone call we do that too often. I would like to thank all of you and Mr. Burns for your reconsideration of this scenario and giving us the time to really get our house in order in order to perform this function in the manner in which it needs to. I have full confidence and Selectman McGrath it is my full intention to make sure that I don't disappoint you.

In light of the conversation that I had with Mike, Selectman Coutu noted we have many. We text more than we talk sometimes. I think we too learned a valuable lesson in that we need to have a better working relationship with the schools. I received an e-mail from a close friend who was very concerned about the direction of the town but also - I'll leave him nameless - but is working actively on a couple of projects that relate to the school. He was very, very concerned about the tone and tenure of the relationship between the two. I assured him that it's not as bad as it may appear. Mike and I have agreed that we'll keep a closer working relationship between the two boards and we'll leave it at that for now. We'll have a better working relationship with the School Department. We'll communicate better if nothing else. Bryan and I have pretty much of an open door policy ourselves.

Selectman Nichols thanked Kevin Burns for all he does. He's the most laid back, easiest person I know. Chairman Maddox said I know some people that would disagree with you. Selectman Nichols reiterated you really do a great job and you are kind. Thank you for helping out the School Department. That makes me feel good.

Selectman Luszey asked Selectman Coutu are you reforming the joint school and town committee to create that bonding that you just talked about. Selectman Coutu said I'd like to. We'll talk about it later. Let's move along.

8. NEW BUSINESS

A. Request from Police Department - Creation of a new Lieutenant Position

Chairman Maddox recognized Police Chief Jason Lavoie.

Good evening. Thank you for having us. Chief Lavoie said coming back with our last couple of workshops. We came before the Board and we were giving overviews of our department and the different functions that we have to include staffing levels, etc. During our most recent workshop, we once again brought up the issue about our command structure and supervision. At that time, a dialog took place between all of us and from that dialog we had mentioned that we thought the time is getting where we need to have a Lieutenant that oversees the Detective Division. It would be a similar command structure that we utilize with the patrol groups. To refresh your memory, hopefully I'm not boring you but we currently have three different squads that are assigned to the Patrol Division. Each squad is roughly approximately 8 patrol officers are assigned to a squad. Each of the patrol officers have at least one Sergeant and a Lieutenant on duty to oversee their goings on. Our Detective Division, they're the ones that oversee the more serious crimes - the felonies, the things that are going to take time. There's a lot of responsibilities that come through that Division. That there is a Division that needs to have a lot of oversight as well. We felt for a number of years that that person is really overburdened in their responsibilities to include the significance of their assignment. That's what we wanted to talk to you about tonight. I'm going to turn it over to Captain Avery who oversees the Operations Division which is where the Detective Division falls under. I'm going to have them just walk through. We're provided some charts for you that help outline the duties and the responsibilities. I believe that after you hear a little bit more about it you'll understand that it's a huge responsibility that that person has. We need to provide more support in that area.

Selectman Luszey asked as you go through this each box can you tell us how many people that represents on the org. chart. I don't know if it's a one to one or there might be six people in one box.

Captain Avery said yes I can do that.

Excuse me. Selectman McGrath asked aren't there names associated with it.

Selectman Luszey said not all of them no.

Chief Lavoie said we can just use positional names if that will be helpful.

In front of you all, Captain Avery said we have the organizational chart and as it's outlined here, we have one Detective Sergeant that currently runs this entire division who reports to myself and obviously I report to Chief Lavoie. This area takes up a majority of my time. The majority of the meetings that I have with Chief Lavoie are talking about what's going on back in the Criminal Investigation Division. Obviously they're working the more important or the more serious I should say crimes. If you look down this list here, you got one Detective Sergeant that is responsible for everything over here ultimately. I hold him ultimately responsible for everything that is under these boxes. He has four Detectives that are assigned to him. Between himself and four Detectives, they're handling and managing all of these things.

Chief Lavoie noted one of the sheets in your packet is just a blow up of our overall organizational chart. For reading purposes if it would help, you may just want to change over to one.

Captain Avery indicated we have four Detectives. What's their main function? Their main function is to work criminal investigations from armed robberies, to homicides, to what I call Captain's cases. So any important town cases that come in, and we've had several of them. I'll give you an example. The Benson Park when that was damaged. Although it's not the most serious crime around, we needed to make sure these people were held accountable. So we assigned our investigators to it. Computer forensics. This is taking up and everybody in here and everybody viewing on television knows what goes into this. This has been the newest - I don't want to use the word "fad" but it's the up and coming thing that we're challenged with every day. Thankfully for the Hudson Police, we have huge support from the Hudson IT Department both Mrs. Nute, Vin Guarino, and John Beike who is up at our building and at our fingertips when we need him.

Selectman Luszey asked that one docs. would you equate that to one full time person. Captain Avery said no not at this stage. Selectman Luszey asked is it a 20 hour a week position. Is it a 10 hour a week? Captain Avery stated depending on the week. Depending on the investigations that come in. This past week we had a fatal motorcycle accident as everybody knows in here. A lot of that was tied up with computer forensics, phone forensics. Selectman Luszey said if you were to look at the IT organization over the course of the year, do you believe you consume a half a person's time or...Captain Avery said probably under a half a person's time working on that. We're trying to cross train one of the Detectives who works hand in hand with John Beike with learning this position, and learning how to investigate these cases, and learning how to pull information from the systems. Thankfully and we're very thankful and I think the Chief will say it as well to be lucky enough to have a gentleman like Mr. Beike, and Lisa Nute, and Vin Guarino.

Next thing down is grand jury. Do they present all cases to the grand jury? Captain Avery said no but any serious cases that come in and grand jury is presented the third Tuesday of every month. We present cases in all felony level cases. The Legal Division helps us with that. That is a time eater. You are there from 8 a.m. and you are there all day and sometimes into Wednesday. We have support from the Legal Division but also if Detectives have a major case that they're over there.

Criminal analysis. Captain Avery said its ongoing. We have Michelle Vachon who was recognized tonight who is crime mapping and working on those type of things. They're also attached to Detectives. They need to know where the trends are happening, if we're having a rash of armed robberies going on, what area of town, what days of the week, what's the weather like? All those things go into Detectives. The current Detective Sergeant that's back there is the terrorist liaison. I know people may think well in Hudson, NH, a terrorist liaison. I will tell you we have had several important information brought to our attention - and I don't need to say anything more about the events that have taken place in the United States - thankfully we were part of this and we have the direct contacts and who we can contact to get the right people involved in this case.

Polygraphs. Captain Avery said fortunately again that we have polygraphers in our department and we have three of them. They're used for our hiring process but they're also used for a tool for investigations. When we have somebody that we think did a crime that will not tell us the truth or refuses to tell us the truth, this is a great tool to have.

Pistol permits. Captain Avery said several people in here have pistol permits. Over the last two and a half years tripled our numbers. I'm guessing here. I don't have hard, concrete evidence. We are inundated with pistol permits daily. Pistol permits take up - they have to do a background check. Is it a lengthy background check like an employment, no but they need to call references. They need to do a report and they need to make sure whoever is applying for this can have a pistol permit. So we have denials and then more investigation. I can't even give you an hour but there is a lot of hours every week put into pistol permits.

Cop Unit. Captain Avery indicated the Cop Unit is a two-person unit right now and a lot of people see on TV they would refer to it as a street crime unit. They're working a medley of cases. They're also at my fingertips if I need

them in Patrol Division. So they're kind of working investigations; they also can be pulled to work blood drives as they're down there tonight. They could be pulled to work patrol tomorrow. They can be pulled okay we have a major case. They've had training. They'll help us with that case. The key position here is that position is for more of a career development also to assist our Detective Division. So this position is a rotating position. We keep them in there for a year and a half and then they're back onto the street.

Task Force. The HIDTA Task Force, Captain Avery stated if anybody has any questions about what that is. That is the High Intensity Drug Trafficking Agency. We have a member - I don't want to speak too much on this - a member attached to that. That has to do a lot with the drug forfeitures that you people have seen. I think the Chief has mentioned drug forfeitures and the investigations that that individual is currently working. In fact we were briefed this morning on several large cases.

The next one is the FBI Safe Streets Gang Task Force. Captain Avery indicated we have an individual attached to that also working a medley of cases which I cannot get into the specifics on.

Crime Scene Investigation. Captain Avery noted this is what everybody sees on TV. Its crime scene investigations. Thankfully our team - our crime scene investigators are fantastic. We have solved several cases because of our crime scene teams. We have a few Detectives assigned to that. We also have some patrol officers that are assigned to that. They have two Lieutenants that oversee that area.

Drug Forfeitures. Captain Avery indicated that position is solely responsible for getting all of that paperwork done and there is a lot that goes into it and making sure that Hudson is getting what we put into the case. If we work on a case, the person we have in there now is making sure that Hudson does not lose out on any funds that should be coming this way when we confiscate them from drug dealers.

Drug court. Captain Avery said drug court is the newest thing that started a couple of months ago. We got involved in it a couple of months ago. It's every Monday afternoon. The Detective Sergeant currently spends the entire afternoon at the courthouse dealing with the judges, dealing with all of the Hudson residents that are in the drug court. Getting treatment in lieu of going to jail for a variety of different types of drugs that these people are in there - mainly Heroin. This drug court has been so successful. I think it was just in the paper. I don't know if some of you saw it. They just received federal funding because of the work that Hillsborough County Drug Court is doing.

Sex Offenders. Captain Avery stated this is always a very delicate subject and we are on top of the sex offenders that currently live in town. Sergeant Lucontoni and his staff do compliance checks with these individuals to make sure that they are living where they're supposed to be living, or who's living in that house is supposed to be living in that house, making sure that we keep tabs on these individuals. That happens all the time. These individuals also have to come in and register with us the ones that are on the State list and that is a Detective's job to meet with these people and make sure we get all their current information.

SART Team. Captain Avery said this is the sexual assault response team. Any time that we have a sexual assault, obviously we need to have specialized training in dealing with these types of cases. Unfortunately within the last six months, we have seen a rise in sexual assault investigations. Very difficult cases to work on. They are time consuming. The computer forensics often come in on these types of cases. They need to be highly trained and it's a lot of stress.

Background investigations. Captain Avery said this speaks for itself. These are for employment. We have Services Division that kind of runs the hiring process. When they're done and they have selected the Chief and that team of officers have selected who we're looking at to hire, a lengthy background investigation is conducted. I know I've spoken with the Chairman and I know Mr. Coutu is aware of what these background checks entail. I know I spoke with the Town Administrator about them. They are very lengthy. They could be two weeks long. They're out talking to their teachers, their old principals, their neighbors, where they grew up. Talking to everybody that we can speak to see if these candidates meet our standards. There is a lot that goes into this.

Then breaking away from this organizational chart, Captain Avery thought you all remember I spoke about staffing back there. Most of the times that I get called after hours it normally starts around 8 o'clock at night and can go all the way through til 4 o'clock in the morning I speak to Lieutenant Dyak on occasion. We never have staffing at the building right now from 8 o'clock to 11 o'clock at night. If this was to come to fruition, what we're asking for is we would have or I and the Chief would have detective staffing at that building at least 5 out of the 7 days from 8 o'clock in the morning all the way until 11 o'clock at night with supervision and detectives. A team of detectives so if an armed robbery comes in at 9 o'clock at night, I have a team ready to go. That is a huge plus for me. Instead of having to call out multiple people, I'm already going to have people responding - detectives responding and then they'll keep the two of us up to date as the case progresses. If we need to come in, obviously we'll be back in town.

Chief Lavoie added that as far as the detectives goes and there's a lot of information that Captain Avery provided but we have four Detectives assigned in house that are doing their Detective duties. Each one of them, however, is probably carrying anywhere from 12 to 15 cases/investigations that they have. So with that, there's a lot involved.

The Detectives are usually paired up. Not always are these crimes just in Hudson. These people/perpetrators are also outside of our community. So it takes time to travel. We'll send two people to go out on some of these cases depending upon what they have and they'll hit different people on their work cases together. With the amount of search warrants that get done, serious felony warrants that get done, the interviews and interrogations that take place is also very scientific. It just needs an awful lot of oversight. The additional thing that we'd also be having with this position is we're looking for them to also fill in for when the prosecutors are out or away that we'd be sending this person to a prosecutor school and having them learn that end of it to fill in so that we can continue to keep the judges as happy as we can. Some people remember that have been on this Board for a number of terms now, the judges they've expressed to us you need three people over here. Well we've been having two and we've been doing well keeping them satisfied. It seems like I haven't heard that complaint in a while. When we have an absentee or someone is out, this allows that second person to be able to fill in during those cases.

Chairman Maddox was going to ask when you come in at the workshop I thought this was going to be something that you were going to be putting in next year's budget. It's looking like you want to do this now. Is that correct? Chief Lavoie said that's correct. Chairman Maddox asked you're going to unfill a patrolman's position? Again I'm just wondering how you're going to because we don't have authorization for another sworn officer. Can you get us kind of filled on how - again the Chair was thinking that you were coming in at budget season looking for that to be a warrant article. It looks like you're looking to do this now. So can you fill in.

Chief Lavoie said given the needs, given the issues that we're seeing from a couple of our people that have outside assignments, the need is more prevalent now to have somebody more actively involved with oversight. Our game plan moving forward would be for us to cover the delta between a patrol officer's position to this position. You wouldn't necessarily be eliminating or adding to our staff. It would be the same amount of staff and then this budget season we'd ask to be coming in with a warrant article for a new patrol officer's position.

Selectman Luszey said that is somewhat deceptive to the voter population. If we're going to come in with a warrant article and tell them really what we did. That's one comment on that. If I take a look at this org. chart, one of the things that I think about when I look at org. chart is the term of "span of control". If I look at the Captain's Operation Bureau box, they had some number of people and you really didn't count that out. If I take a look at this first column, there's four plus people in there. Correct? Captain Avery said correct. Selectman Luszey said this new box you're breaking it up. You have some number of people in there. What would that number be? Captain Avery said there'd be one Detective Sergeant. Selectman Luszey said you don't have to go on, just tell me what the total is.

Chief Lavoie said it would be about seven not including the Lieutenant.

Selectman Luszey reiterated seven and then under the Patrol Lieutenant - Chief Lavoie said it would be four Detectives, two cop candidates, two Task Force guys would be ten, and the Sergeant would be eleven. Selectman Luszey asked if that was on the patrol side. Captain Avery said criminal investigation side. Just to go on further, Selectman Luszey said that would say today without that Lieutenant box there, you're managing about 19 people. Captain Avery noted myself - yes. Selectman Luszey said just under those two it's actually more than that. It is at 23.

Chairman Maddox said you're doing the whole patrol right. Selectman Luszey said that's what I'm saying it's now 23. Captain Avery said underneath me I have all patrol, legal, and detectives. Selectman Luszey asked did you move some of those somewhere else off here. The numbers I got add up to about 23: 4, 11, and 8. Captain Avery said there's 3 Patrol Lieutenants. There is 5 Patrol Sergeants. When we're fully staffed, we'll have 23 - well if this were to go 23 officers assigned to patrol and then that would take care of patrol.

Selectman Coutu asked does the MPOs come under patrol officers. Captain Avery said they do Sir.

Selectman McGrath indicated a total of 31. I'm just looking at the numbers you gave us - 3, 5 and 23. Under patrol, Captain Avery said yes. Then under Detectives and the Legal Division obviously there's a lot more.

Chairman Maddox said 42 of the 47 sworn officers are under your box. That Administration Bureau Captain is looking pretty good. All the manpower seems to go one way on the...Chief Lavoie said we also have a lot of people in records, dispatchers, victim witness advocate. We have a total compliment of almost 80 employees. Chairman Maddox told Chief Lavoie if you can fit it in your budget, again, I'm sympathetic too if you look at the Captain of Operations, that has got to be a challenging operation with the amount of manpower and the ours that they drive this. If you feel that you can make it happen I guess the only thing would be is if the warrant article for whatever reason did not pass, you'd have to carry that for a year. If you're comfortable with that scenario, I guess I could say I don't want to see the Operations Captain kipping on the side of the road. With all the things that you're saying that this job entails without the support of somebody in there in late afternoon and into the evening.

Selectman Luszey said if you just look at the span of control the way it's organized right now, it's almost unmanageable. It probably is unmanageable.

Captain Avery said I will speak that I have the Chief of Police supports me and the other Captain - Captain Tousignant when he was here. It's a team effort. Yeah I'm responsible for it but if I happen to be on vacation, I knew Captain Tousignant had it. I knew Chief Lavoie had it. It's trusting the people that you have under your command. I have wonderful Lieutenants, Sergeants, and the support staff. The Patrol Officers are out there, the Detectives. We have good people in good places. So yes there's a lot underneath me but I also have a good support staff. A fantastic support staff.

Motion by Selectman Coutu, seconded by Selectman Luszey, to authorize the Police Chief to create a new Lieutenant position.

Selectman Coutu was glad that a lot of this comes to the floor here because sometimes we lose sight of what it entails to supervise and how many people are being supervised being any one person. I'm certainly not speaking out of turn Billy so if you think I am, too bad and please forgive me. Based on your request or conversation that you and I have had in the past about some sort of a transition, you've expressed serious concern Mr. Chairman about not just in the Police Department, the Fire Department, the Highway Department be it what it may about being in the position to identify people that can move up in the structure. We've talked about Captain Avery in the past and expressed some concerns about Captain Avery. I know that for a time like any other administrator in any position whether it's a highway supervisor, or a police supervisor, or captain in the Fire Department there's always that eye looking to the distant or perhaps the near future relative to what's out there for me. I know I've had this discussion with Billy and Captain Avery though there may have been days and there may have been times that he's thought about moving on. By moving on I mean out of Hudson. He's very happy with Hudson. We've had this discussion very recently. He's very happy with the Town of Hudson. He has and certainly in the immediate and foreseeable future no plans to leave and I think that before he burns out I think this is going to relieve him tremendously. It's also going to provide the Chief with an opportunity to have better control by having the division segregated by itself because not that it's any less important in law enforcement than any other division but certainly the criminal investigation unit is very critical in any police, FBI, CSI. It's all about criminal investigation. Today it's become so complex and so diluted, we need to have a specialist working on this and they need to be properly supervised and not have a supervisor not that he can't do the job so diluted that he starts losing focus. I think this is going to solve a tremendous problem within the department and not burn out our Captain as fast as he would like to think he can burn out.

Selectman Luszey echoed what Selectman Coutu said however one of the things that I keep thinking about and going back to, it relates to the IT Department and the amount of time that you are relying on that department to help you in your actual criminal investigation. I think it may be worthwhile to ask the Police Department and IT Department to put together a proposal that talks about a full time computer forensic position. If we're spending about a half a person's time, that's 1,000 hours a year of IT time not doing day to day operational IT support.

Captain Avery said the real challenge comes in when we're extracting information from these systems. The search warrants and such, the Detectives handle all of that. It's when you're getting into the nitty gritty of a computer and finding files that people have purposely deleted. It takes a special person that has special skills to be able to retrieve that data. That's no secret.

Selectman Luszey understood that fully but I also know that there are projects that are not getting done within the greater town because we have lack of resources in IT or we have a limited finite amount of IT resources. If we're spending a half a person's time in this and we're taking away from improving the overall efficiency of our business processes general, then we probably should address that sooner than later. That's all I'm suggesting.

Chairman Maddox echoed what Selectman Coutu had said. I have ridden at late nights and heard them calling the Captain. I've seen the Captain show up at a scene at 11:30 at night. Heard him on the radio at all kinds of hours. Not that I haven't heard the Chief but again you're the first person they're going to call. I think that if we - again I think it was nice of you to detail some of the things that are going on that people just don't think about. Again you see police cars with Hudson on the side, well there's just as many vehicles that don't have Hudson on the side that has sworn officers in them doing background checks, or doing court runs or whatever it may be. Again I think that your department is kind of semi not seen. So it was good the breakdown you gave us here tonight. I think that has swayed the Board to move towards this direction.

Vote: motion carried 5-0.

- B. Request from Fire Department to fill all vacancies

Chairman Maddox recognized Fire Chief Rob Buxton.

Good evening Mr. Chairman and members of the Board. Chief Buxton said in a Memo that I outlined to the Chairman on the 15th of September, we were put on notice that Captain Hansen will be retiring after 31 years from the Fire Department. He'll be leaving service with us October 1st. We're in the process of looking at our promotional policies an basically come forward tonight to let you know that we intend to not only test for the positions but to bring forward promotions in the near future. We usually contract those services with the State of NH Fire Academy. That takes

process. We'll probably be a 90 day process to get that accomplished. So we'll be in some time in December for filling of the positions. They contract with a lot of other fire departments within the State. That's why that is such a long process.

Chairman Maddox asked so that is for Captains and Lieutenants. Chief Buxton said there would be a Captain and a Lieutenant. We have a hiring list for firefighters standing now. We just hired Zachary Whitney 60 says ago. He's been with us about a month now. So we have a hiring list established. It would be my intention to bring forward a candidate as soon as we update their backgrounds in the near future to backfill the firefighter's opening.

Chairman Maddox indicated the motion that I have in front of me says "to all vacancies". That's a Captain, Lieutenant and Firefighter. Chief Buxton said correct.

Selectman Coutu asked we're only talking one person right. We're just adding one person. Chief Buxton said you'd be promoting two and hiring one. Selectman Coutu said assuming you're promoting from within would be one person. So all of these vacancies will be one.

Selectman McGrath said it just causes a ripple effect. Chief Buxton said correct.

Motion by Selectman Coutu, seconded by Selectman Luszey, to authorize the Fire Chief to enter into the promotional process with the intent of filling two (2) officer positions and filling an backfilling one firefighter position, carried 5-0.

Selectman McGrath asked about Captain Hansen. When I read this he's effectively retired now. He's on vacation for the next two weeks and won't be back again. Chief Buxton said that was correct. Selectman McGrath asked has he been recognized for his 31 years of service. Chief Buxton said it is my intention at our annual awards evening to present him with some sort of plaque if he is in attendance that night.

Selectman Coutu asked a question that's not related to any of this. Do we allow businesses to get temporary sign permits? Chief Buxton said correct we do. Selectman Coutu said would you inform your staff of that. Chief Buxton indicated it's already been taken care of.

Steve Malizia wanted to bring up Kevin Burns brought it to my attention that he'll be experiencing a retirement at the end of October. Mr. Anger has pulled his retirement papers. I believe Mr. Anger has been with us for 35 years as an equipment operator and I think assuming he's probably done with the snow. To that affect, Kevin wanted to see if he could have permission to start the process of basically looking within to promote for that position and going outside to advertise for a truck driver/laborer.

Motion by Selectman Nichols, seconded by Selectman Coutu, to allow Kevin Burns to promote from within and to advertise for a replacement, carried 5-0.

9. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Coutu - I want to start off the evening by wishing my good friend Selectman Luszey a very happy birthday. Today is his birthday. Selectman Luszey said thank you Sir. I'm another day older and deeper in debt. Selectman Coutu was hoping your wife would come in with a cake but she didn't. Selectman Luszey indicated she's busy grading.

Most recently Mr. Chairman, Selectman Coutu said I don't know if remember him a person from Merrimack, NH, passed away. He was very active in our Chamber of Commerce here in Hudson. His name was Thomas Cavannah. I saw him more often than not going around from business to business in our community, volunteering countless number of hours over many, many years on behalf of the Salvation Army. Tom was Citizen of the Year in 2009 named by the Chamber of Commerce. I don't know if you were at the function. I was going through a lot of old photos and I know that Ken Massey and I were there. I had the distinct pleasure of presenting my good friend Tom Cavannah the Citizen of the Year on behalf of the Chamber. He was a great man and he's going to be sadly missed. My sincere condolences to his family.

Selectman Coutu wanted to thank everyone who attended the 911 ceremony. We haven't had a meeting since then to the best of my recollection. We may have had one but it would have escaped me. We haven't had any. I want to thank everyone for their attendance again. We will never forget and it was obvious by the number of people who showed up. The paper reported some 200. I don't know that there were that many but there's certainly an excess of 100. A lot of people are not soon to forget what happened on 911 and the ceremony was brief but yet beautiful in its lack of splendor if you want to put it that way.

Again Selectman Coutu mentioned Heroin in Hudson. That soiree and forum will take place on Thursday, October 1st, from 6 to 8 p.m. at the Community Center. You heard the Chief of Police talk this evening about drugs and task force. The fact that there's a lot that's going on within our community and there is an awful lot that's going on in our

community. One of the greatest critiques that I hear is that my son says well you're a politician Dad. You guys don't care. You're not doing anything about it. I said Mark we're at a local level. We don't have the millions of dollars to build facilities and to do what's necessary to provide a safe haven for rehab for the community. However his wife has just been appointed - she works in the Nashua School system - she may also be grading this evening but she is going to be next month going to work in Manchester, NH. I guess the federal government provided sufficient monies to buy a vacant hotel and they've converted it into dormitories - a female side and a male side. She will be a drug counselor on the female side. So she's looking forward to her new career and I think that this center is going to be used by the local drug courts to send people for rehabilitation. Again it's not a prison. They're free to leave at any time which I think sometimes creates a problem. I do know parents that have spent in excess of \$30,000 to send people to rehab facilities in Florida and Texas only to find the kid leave in 2 or 3 weeks and the money is all gone because they had to pay in advance for the stay. So it's not a prison. It's a rehab facility. I'm urging people from our community even if you have the slightest suspicion that your child may be hooked on drugs. The signs should be there. It's quite evident no matter how much they try to hide. You should find the time to come out that evening and spend a couple of hours to listen to former drug addicts. Listen to Senator Kelly Ayotte - and this is not a promotion for her by any sense of the imagination - who has worked on legislation at the national level to provide more funds to local communities and to States relative to taking corrective action to rehabilitate drug addicts. If you have the least bit of suspicion, come out and listen to what these people are going to tell you so you know the signs so that you know that there's help out there. There are a lot of resources that are available. Please come on out. It's at the Community Center October 1. That's it Mr. Chairman. Thank you very much.

Selectman McGrath - I have nothing for this evening.

Selectman Nichols - I attended the Benson Committee meeting. We discussed the budget for the next fiscal year. That was one of our heavy topics. The next cleanup date will be October 10th weather permitting. I also attended the Senior Affairs Committee meeting on 9/16. The patio status - Scout Noah Tardiff completed this project and hopefully he's earned his Eagle Badge but we'll find that out. I'm sure he did. We're still working on the strategic planning update. So that's still in the works. The police approval was given the okay and it's available at the senior center for anyone who wants that policy. As of October 16, 2015 there were 851 members which is pretty good. Lori Bowen thanked her summer volunteers Isabelle and Amanda for all the help they did. They were washing windows. They were really very good. Pickleball is being used by many of the seniors and others besides. That's about the latest and greatest that's happening there. That's about all I had so far. I'm not going to play pickleball though.

Speaking of pickleball Mr. Chairman. Selectman Coutu said we have an outside court obviously that we gave permission. They were developing an inside court at the Community Center and they were going to have two courts at the Community Center I believe. However the floor at the Community Center presents a problem. Mr. Malizia to the best of my recollection did we have a brief conversation about the floor with somebody? When we met with the seniors - Steve Malizia said right. Selectman Coutu guessed there are dead spots in the floor. Has anyone looked to see if the floor is in dire need of repair. Mr. Malizia said I asked Mr. Yates and according to his estimations, it's not in dire need of replacement.

Selectman Nichols said that floor is really bad in the Community Center I have to tell you. It is bad. There are spots that are lifted up. There's holes. I don't know how they play basketball there without killing each other but then tend to do that. Selectman Coutu noted I've never had a complaint from the basketball program. Selectman Nichols added they didn't say anything. God bless them. Aren't they good. Selectman Coutu said they know how to bounce a ball. Steve Malizia said I did ask him to start thinking about what the replacement options may be down the road should it come to that. I was told I believe that floor was in excess of \$30,000 some number of years ago and there weren't a lot of attractive options. From a safety perspective, we want to make sure that it's safe. It may not be perfect. Like I said I asked him and at this point in time did not indicated that there was a safety issue. Certainly we'll keep an eye on any tiles lifting. I know they can be popped out and moved around if somehow they get warped. It's not going to be perfect but there are a lot of basketball games going on in that facility every year.

Selectman Luszy - Just one minor thing that we had the Budget Committee meeting this past week. We voted to dismiss Mr. Drabinowicz and post a posting for a replacement given that we are entering the budget season. I did notify the board what our position was in terms of what we presented to our department heads. I asked if they had any input that they would like me to bring back to this board and they had none. With that, thank you.

Selectman Maddox - Well one of the things that we need to do is at our next meeting give us some guidance as we start the bargaining process where this Board wants to go. If you can be thinking about that. Steve Malizia indicated it would be my intention to have Mr. Broth come in so that we can have a conversation at the 13th. When would you like to do it? It's attorney-client. It's up to you folks when you want to do it. I just do it early so that we don't have the lawyer sitting here all night paying for him. We could certainly do it however you like.

Selectman Luszy said tell him to come at 10.

Chairman Maddox said to work that out. I now have Comcast. I don't know for how much longer but I have it today. If that tree hadn't grown up in front of my dish I'd still be there. I tried to watch the Benson Park meeting. All I saw

was - I can't hear them. If you're the cable liaison can you find out what we need to do? I know that people sit back in their chairs. I know all of that but there's got to be a way that we can do a better job for our citizens because other than maybe people that are louder than some but I couldn't hear the Chairman. You should just set them up for flags. Is there something else we can do with the microphones because, again, I had it cranked all the way up I think to as high as it would go and just barely hear and then it seemed like somebody would drop something and all of a sudden you'd hear that and the voices would disappear again. I don't know whether its automatic gain or what they're doing but it seems to be a challenge.

Selectman Nichols wanted to watch I think it was our meeting or I was trying to watch different meetings. I was the same thing - nothing. Everybody's mouth was moving. I'm thinking I wish I could read lips because then I would know what they were saying and cranked all the way up at the top. So what I did was I sent an e-mail and I told them. I can't hear a bloody thing. Is there something you can do? They managed to do something and I was able to hear but very hard. I had to put the earplugs in. I had to do it on my computer. It's the only way I could hear it because I could not hear it on the television.

Selectman Coutu said can I ask who you sent an e-mail to. Selectman Nichols thought it was Mike. I don't know. One of the guys. Selectman Coutu asked while the meeting was on. Selectman Nichols said no it was after the meeting. It was a rebroadcast. Selectman Coutu commented I find myself having a difficult time when it's live hearing what's going on. On the rebroadcast, some of them I get clear. The Conservation Commission just had a meeting. This is the first time I didn't have to turn the volume all the way up. For the regular meeting, I watched it while it was in attendance. I said wow this is clear. Some of the others are pretty bad. I'm constantly on them and they keep telling me it's some sort of technical failure. We'll fix it. I asked the kid tonight when he came in can you do something with volume control and he said look I have it up high. I can hear it. I said well they can't hear it at home. I don't know. I'm going to have to sit down with Mike and have an extensive discussion about what is it that makes our volume not work.

Again Chairman Maddox was guessing they can probably hear me because I'm really shy.

Selectman McGrath added that I received a complaint from a citizen about it and I think Donna contact Mike. So I got a return e-mail from him and Jim McIntosh and they both contacted the person that complained. I haven't gotten any information since. It was the same type of thing. They were watching a live meeting, had to turn the volume up really high because they couldn't hear what was being said. I haven't gotten any feedback.

Chairman Maddox asked to follow up.

Selectman Coutu said I'll follow up. Can I ask another question? She just brought something to mind that I've been meaning to bring up at every meeting. Do every single one of the members, and I looked a couple of weeks ago and I'm pretty sure it does. All of us on the Board do we all have a town e-mail address? Okay. I get several e-mails per month saying I tried to reach everybody on the Board and I can't reach Selectman McGrath and I can't reach - I think it's mostly McGrath and Nichols. They can't reach the two of them. I'm saying why not? Even last week I went into it and I looked. Each one of us have a town address. They could click onto them. Can the public access the BOS button no? They'd have to e-mail us individually. Is there any way we can have a group. We can access it through our local server but the public can't.

Selectman McGrath asked to comment. I've only had one issue with not receiving an e-mail and that was during the Eagle's Nest when we were all getting e-mails from individuals. I was having problems with my own personal computer. I had lost service for a couple of days on e-mails and then I lost telephone service for a couple of days at the beginning of the week and then later in the week, a truck drove by and pulled the wires directly from my house. So I lost e-mail and telephone again for another 3 days. In that interim, there was one e-mail that I didn't receive until I think Selectman Luszey had responded to it and then it came in my inbox 2 or 3 days later. I don't know if it was a problem within town that I didn't receive it or if it was because I was having my own issues with my own system at home. I do receive e-mails on both the Board of Selectmen - the Hudson server - as well as on my personal. It's linked to my account at home. I'm assuming that I'm seeing all of the e-mails that are being sent to me. I got one from a resident last week that I responded to.

Chairman Maddox said the next item that I have is that time is flying by. It's amazing but we're getting closer to budget season and to warrant articles. I'm hoping that we can get our package together for the fire station and hopefully convince some of you that it is necessary and that we can move that forward. It's just amazing March is good or bad around the corner.

The last item Chairman Maddox had this evening is and the Town Administrator is going to help me with this. The spending from the corridor account and now it has a new name. They've changed the name. It used to be the three corridors and now it's...Steve Malizia said I still haven't gotten the new name under my control. I'm still used to the corridor accounts. I apologize. Chairman Maddox indicated it's now the two zones. I guess my question is and I think...

Selectman Coutu said you're talking about the Planning Board what they renamed it.

Selectman McGrath indicated the State renamed it, right?

Chairman Maddox said no. We paid that guy to rename it. Marty Kennedy. I just want to see if this Board - I have a concern about any spending from those accounts whatever they may be called coming through this Board. Is that your all supposition that any spending from those accounts would be authorized by this Board?

Selectman Coutu hoped so.

Chairman Maddox noted then that's what you'll transmit to staff. I think they were using it as kind of we ran out of money. We'll just use the corridor accounts. That's what I said but I wanted to make sure that you're all in the same position.

Selectman Nichols said I don't even know what they are.

Chairman Maddox guessed the lights that were studied for 6 years has a problem so they wanted to just take money out of what were called the corridor accounts. Selectman Coutu said no. Those corridor accounts were established for a purpose. Could you give Selectman Nichols just a brief overview of what a corridor account is. What it was was the corridor accounts we had established corridors. Now what they've done is just separated the town into two distinct districts. Corridor accounts A goes to the northern end. Corridor account B goes to the...Chairman Maddox indicated it doesn't even do that anymore. Before if it was near a zone...

Steve Malizia indicated there's three corridors - 3A, Lowell Road, 102, Derry Road, and 111, Central Street. When a development came into town, there was a formula that took the impact of that development and extracted a fee from the developer that went into those accounts in some predetermined formula based on where you were, which corridor you were on so that there was money in there to improve those corridors for the traffic impacts that would have been caused for that development. But improvements and not repaving or things that are necessitated by that. Now that's been reformularized for two zones as opposed to what was traditionally attributed to those three corridors. Whether it's better or improved we'll see. It's basically somewhere along the lines of north and south.

Just to be clear, Selectman McGrath said that was a mandate from the State that we rezone or reallocate those funds to the entire town as opposed to the three corridors. We have the option of making one zone encompassed on the entire town or doing two zones and finding an area where you could split it and allocate the funds that way. That wasn't a Marty Kennedy idea. That was something that the State because of the cap fees that we're collecting as I understand it.

Chairman Maddox didn't think its anything that was required. The Planning Board felt that it was time to relook at the formula that was used. I don't believe it was mandated. Selectman McGrath said I could be wrong. Chairman Maddox said and so could I and maybe you can find out. As I understood it, it was advised that we go to another method. Selectman McGrath said right because of court cases and everything else. Maybe it wasn't a mandate but it was certainly strongly recommended that we do that because of changes in...Chairman Maddox said when this Planning Board member asked the question has anybody challenged this formula in court, no one has. SO we might get to be in that line.

Selectman Luszey said given that my understanding that it could go to one, what I don't understand is could it be used to build the Maddox highway? It's still only useful to do the three corridors even though it's a north and south. So it really didn't help us to alleviate any real traffic issues.

Selectman Coutu said yes it did.

Chairman Maddox guessed we could do some engineering out of that possibly. Again until we own the land, I think that's kind of a waste of time and money. They wanted to have two because they felt that if somebody in the south could complain that if we did all the work in the north they weren't getting anything for it so there's two.

Selectman Nichols asked in that money then that's there could you use that for like Library Park the lights. Would that be allowed to be used there? Chairman Maddox said we did. That's what we do with that money. My concern was it wasn't coming back to here when monies beyond what we had authorized were going to be spent. Again yes that's what it's there for is to make improvements. There is talk about improvements at 111, Greeley and Kimball Hill. It could be used from those funds because that account is getting bigger. Now that we've gone to two, I don't know how those monies are going to merge into from the three accounts into two. At this point, I just want to make sure the Board agreed with my basic premise that no money is going to be spent. We don't need a motion.

Chairman Maddox wanted to echo Selectman Coutu's statement about 911. I thought it was impressive that on a Friday at 6:30 with the thread of rain, a muggy night that as many people showed up as they did. Hudson does remember. I think that the presentation was brief but effective and it shows that Hudson remembers.

10. NONPUBLIC SESSION

Motion by Selectman Nichols, seconded by Selectman Luszey, to enter Nonpublic Session pursuant to RSA 91-A:3 II (a) The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted; and (b) The hiring of any person as a public employee, carried 5-0 by roll call.

Chairman Maddox indicated after a 5 minute break, we will enter Nonpublic Session at 9:06 p.m., thus ending the televised portion of the meeting. Any votes taken upon entering open session will be listed on the Board's next agenda. The public is asked to leave the room. Open session was entered at 10:00 p.m.

Motion by Selectman McGrath, seconded by Selectman Nichols, to hire Maria Pilon and Sean Farrell as a Regular Special Shift Employees at \$11.00 per hour effective September 23, 2015, carried 5-0.

Motion by Selectman Coutu, seconded by Selectman McGrath, to promote Master Patrol Officer Daniel Conley to the position of Sergeant at \$33.24 per hour (Step 5) in accordance with the Hudson Police Employee Association Contract effective October 4, 2015, carried 5-0.

Motion by Selectman Luszey, seconded by Selectman McGrath, to authorize the Fire Chief to move up Firefighter Eric Lambert into an Acting Lieutenant position at a rate of \$24.26 per hour, carried 5-0.

Motion by Selectman Luszey, seconded by Selectman Nichols, to authorize the Fire Chief to move up Lieutenant Timothy Kearns into an Acting Captain position at a rate of \$33.5714 per hour, carried 5-0.

11. ADJOURNMENT

Motion to adjourn at 10:02 p.m. by Selectman Luszey, seconded by Selectman McGrath, carried 5-0.

Recorded by HCTV and transcribed by Donna Graham, Recorder.

HUDSON BOARD OF SELECTMEN

Richard J. Maddox, Chairman

Roger E. Coutu, Selectman

Pat Nichols, Selectman

Marilyn McGrath, Selectman

Ted Luszey, Selectman