

HUDSON, NH BOARD OF SELECTMEN  
Minutes of the January 27, 2015 Meeting Postponed until February 3, 2015

1. CALL TO ORDER - by Chairman Coutu the meeting of February 3, 2015 at p.m. in the Selectmen's Meeting Room at Town Hall. This will be a combined workshop and regular meeting as a result of having to cancel the meeting last week.

2. PLEDGE OF ALLEGIANCE - led by Town Engineer Elvis Dhima.

3. ATTENDANCE

Board of Selectmen: Roger Coutu, Rick Maddox, Pat Nichols, Nancy Brucker

Absent: Ben Nadeau

Chairman Coutu indicated that I had a conversation with Selectman Nadeau earlier this evening. He's under the weather. He's recuperating from surgery he had last week. He's doing well. I'm sure he's looking forward to campaigning in the very near future.

Staff/Others: Steve Malizia, Town Administrator; Donna Graham, Executive Assistant; Fire Chief Rob Buxton; Town Engineer Elvis Dhima

4. PUBLIC INPUT

Chairman Coutu asked does anyone in the audience wish to address the Board on any issue which the Board has control of at this time. Step forward Sir and have a seat. I'd like to get a message out. Two messages out to committee chair and ask them to be mindful that people need to lean into their microphones because you can hardly hear them. That's number one. Number two, can we get a message – an e-mail out to the Cable Committee to look at the roster of members to the boards. I saw the Zoning Board for example. They still have Vinny as still a member. If we can have these things taken care. The kids who are running the cameras are supposed to make those adjustments. I apologize Sir.

Nathaniel Plaza. I live on 6 Plaza Avenue in Hudson. I'm Dave Plaza, Nate's son. I was born and raised in Hudson. Currently living in Londonderry.

Nathaniel Plaza stated we have many questions about this proposed pipeline coming through Hudson. We have a whole list of questions we'd like to present to the Board and try to get some answers from this Kinder Morgan Company that is pushing this down our throats. Several of the things are why do we need a 1,500 PSI pipeline going through all the towns from Massachusetts all the way to New Hampshire. They have published that this gas is not for New Hampshire. I personally asked an engineer from Kinder Morgan well who's going to get this gas. In my town where I live can they tap into that line to get gas? He said no. It has to go from Massachusetts all the way through New Hampshire to Dracut, Massachusetts. When it gets to Dracut, MA, there's a pipeline that runs from Nova Scotia to Dracut right now. The well is going dry. They're going to reverse flow these gas lines so the gas goes from Dracut, to Nova Scotia, to ships. So it's not going to benefit us in New Hampshire whatsoever. Maybe one or two companies along the way will be able to tap in but for residential use as far as they say, it's not going to happen.

Mr. Plaza said go a step further, what is this going to do to the Town of Hudson's tax rate for fire protection, police protection, and all that? Lynne Ober printed an article right here. It says affected towns will see an anticipated increase of \$11.1 million in taxes. School districts will also benefit from an estimated \$5.7 million in taxes collected by the State. Are you aware the Town of Hudson is going to get money from this company or is the State going to get it?

Chairman Coutu said I would expect that if the property is built in the Town of Hudson, it becomes a taxable piece of property for the Town of Hudson.

Nathaniel Plaza noted in other words, the way this article reads they're trying to buy the town's approval of this which we as resident I don't think it right. That's what they're pushing at us. Then she says here the pipeline will go along the rights of way of the power company. Impossible they can't do that. It has to go beside it. They're going to be taking private property along all the public service lines that they're running along.

Chairman Coutu asked could you tell me what newspaper you're reading this from. Mr. Plaza indicated the Hudson/Litchfield News. Chairman Coutu said that article did have some errors in it. Mr. Plaza said it's pointed out its erroneous. I have land in Massachusetts that they're going to go through. I got a letter from them. They want to survey my property and do testing on it already. They're trying to push this through Congress also so they don't have the time that people have to rebut against this.

Nathaniel Plaza mentioned they say they're eventually if people don't allow them to survey, they're going to go to eminent domain but what's my rights in eminent domain? I don't know. In Virginia I got an article here from Virginia.

The gas company is suing 14 landowners because they won't let them on their property to survey. Now is New Hampshire going to back us up in NH like this to allow this company to come in, a private company to take this land? Chairman Coutu stated all I can say Mr. Plaza is obviously people in Massachusetts are in an uproar over it and so are other bordering communities who are going to be affected by this. I received a letter, and I don't know if other members of the Board did or if I gave you a copy of the letter from the Executive Director of Kinder Morgan offering to come into town and to answer any questions we may have. It was a topic that I was going to bring up with the Board to see if there was any interest with having the Executive Director and his people come into town to address the Board and offer public input to have people come in. The condition would be is that our citizens would be able to come in and ask them questions directly.

Selectman Maddox thought they were coming to the Community Center. Steve Malizia said they were going over to White Birch Catering. Selectman Maddox noted that they are coming to town. Steve Malizia said the public hearing was on February 17<sup>th</sup>. Chairman Coutu asked how come I don't know about it.

Dave Plaza replied the town hasn't been really approached by Kinder Morgan much. Chairman Coutu said I received a letter. I don't know if the other members of the Board...we all received a letter from Kinder Morgan. They're now apparently coming into town. I'll certainly attend. Steve Malizia believed on the 17<sup>th</sup> of February. Chairman Coutu noted I will be in Connecticut that week. Mr. Malizia indicated that's open to the public. Chairman Coutu thought that if you have questions, you could ask them directly if they're going to be in town.

Dave Plaza asked what's the Town's opinion on this pipeline is it a good thing for the town or a bad thing? Chairman Coutu said we have not discussed it and we have not had that opportunity to discuss it because we don't know ourselves. We have a lot of literature...

Elvis Dhima said I just want you to be aware that my understanding is that most of the work is going to happen with their existing easement already. We haven't received any plans either regarding this. We have the same information as you so far that this is happening. They want to make the landowners aware of it. They're coming in and planning to do this. As far as plans to schedule any of that, that has not been provided yet. You guys have as much information as we do at this time.

Nathaniel Plaza indicated we're here to try to bring some of the information out that they're trying to push down our throats is what you're doing.

Mr. Dhima's understanding is that they're having meetings in the town and in other communities around Hudson and these meetings hopefully will be for residents like you for questions that you might have. I'm not sure if they're going to be able to answer all those at this time or not but I know that this particular letter or article they have it was listing all of the meetings that we're having in different communities around Hudson, and in Hudson, and different dates and I think it's gone from now all the way down to March I want to say. This was going to happen over a period of 6 to 8 weeks I want to say. There's a little bit of time to address your concerns.

Nathaniel Plaza said HR1900 and the Congress in Washington are trying to push up the time parameters that they can push these gas lines through. They're trying to cut the time parameters of waiting for towns like Hudson to investigate this.

Selectman Maddox thought unfortunately you're at the wrong table. Dave Plaza asked what would be the right table then. Selectman Maddox said the State House. There must be some sort of – again we have no authority over the right of ways and where the pipelines go.

Nathaniel indicated I've got to rebut this. Chairman Coutu indicated I'll allow you a little more time. I respect what you have to present. I respect what you're doing and why you're doing it. We are concerned as well. We do not have enough information. He is our Town Engineer and when he has the facts, then we will get the facts and then we can make an intelligent decision. In the interim, I know I as a Selectman won't be in town that day but I'm sure other Selectmen will attend that meeting and maybe we will ask our Town Engineer to attend the meeting depending on what his schedule is. We'll certainly make an intelligent decision based on information that's provided at that time. Right now, I've given you an opportunity to present your concerns about the pipeline coming into Hudson. I think you raised some very interesting questions about assessments, taxes, and who's going to get the money, and what are our benefits, and what are our costs. What kind of costs are going to be incurred as a result of the need for more public safety. I understand your concerns but I cannot and nor can any other member of this Board unless they know any more about Kinder Morgan than I do have an intelligent answer for anything that you've asked. The procedure now I think the proper place to address your question is directly to Kinder Morgan if they're offering to come to town and to meet the citizens at White Birch, you have ample opportunity to ask your questions. We, people representing this town, will be listening to their answers. If they can't answer or satisfy a majority of the people in this town, then it's going to be incumbent upon this Board to take some formative action to see what we can do.

Nathaniel Plaza asked to make one more point. I called Governor Hassan's office. I had a long conversation with him and they said it's going to be up to the towns to make the decision and not the State. She's on record I believe so far for this pipeline because it's going to save energy for the towns and so forth. Case closed.

Selectman Maddox thought this is of interest of a number of people within the community. I would hope that we could corral the HCTV to televise this meeting. Chairman Coutu agreed. It's not a bad idea. Would you send them a letter please and ask them to have a representative televise the meeting to be held at White Birch Catering on February...Selectman Maddox thought we'd probably have to call them because it is their meeting. Again if they want to get the word out to be able to show it on our cable facility Mr. Chairman would be a lot more productive than trying to...Chairman Coutu thought we must have Kinder Morgan's address. Would you have Mr. Dhima send a letter and say that the Board of Selectmen – if it's the wish of the Board of Selectmen, we will ask Kinder Morgan to agree that the soiree be televised. Steve Malizia indicated it may not be live. It may be taped. Chairman Coutu said we don't have a line there. It will be recorded for future viewing.

Dave Plaza indicated I have a list of questions. May I pass them to you? I know we're sounding like we're a little bit ahead. Chairman Coutu said we'll give it to the Engineer what you've done and he will read it and if you would Mr. Dhima have copies made for us later.

Selectman Maddox asked who did you speak to at the Governor's office. Mr. Plaza didn't have her name. Selectman Maddox was looking for a follow up that says the town's have the authority. Man that's the first time the State has ever given us the authority. Chairman Coutu was planning on calling the Governor tomorrow. Mr. Plaza said she bumped it down and said well the town is going – I said well isn't the State going to have anything to do with this? Chairman Coutu indicated I'll call the Governor tomorrow myself. I have her cell phone. I'll call her and ask her if she's authorizing her aides to make those kinds of statements. I don't think that's true. So we have your questions. You're live and it's going to be rebroadcast so people will know. I think that the next step is to try to rile up some neighbors and supporters in that end of town and show up at the White Birch. I'm sure it's going to be a packed hall. You've certainly going to peak a lot of interest here tonight and there will be a lot of people there. We're going to kind of insist that we be allowed to go in there with cameras so that we can rebroadcast the questions and the answers that are going to take place at that meeting.

Nathaniel Plaza indicated what it is – in Mason I guess Kinder Morgan requested a secret meeting with the Selectmen and the Selectmen said no way. We want it public and Kinder Morgan didn't show up. Chairman Coutu indicated that will happen in this town as well Mr. Plaza. If we decide to have a meeting, it will be public I assure you of that. Mr. Plaza wanted to bring this all out to the public.

Dave Plaza had one final question. Could you ask the Governor who's going to pay for the pipeline if it does come through? Chairman Coutu was sure the Governor was going to have probably a few more answers than I do. We don't have all of the facts. I will talk to the Governor tomorrow if she's available. Even if she's riding from one community to another, she usually answers her phone. I'll have a very brief discussion with her. I just want to make sure that information that's disseminating from her office is accurate and that she's aware of what they're saying. Thank you very much. I appreciate it.

5. NOMINATIONS AND APPOINTMENTS

INTERVIEWS

- 1) Conservation Commission – (4 vacancies, 1 member term to expire 12/31/2017; 1 alternate term to expire 12/31/2015; 1 alternate term to expire 12/31/2016; and 1 alternate term to expire 12/31/2017)

Gregory St. Louis

Chairman Coutu indicated we have a candidate Gregory St. Louis. Is he here? Did he call? Donna Graham indicated that she sent an e-mail but he did not get back to me. He was supposed to be at last week's meeting but because of the storm I have not heard from him. I wasn't sure if was coming or not. Chairman Coutu wanted to give him one more shot at this.

6. CONSENT ITEMS

Chairman Coutu wanted to bring to your attention that I believe on your table you have some corrected supplemental tax bills and land use tax change. When I went through my packet, I noted that on the land use change I noticed a week ago that on the second of three pages on a couple of the items, the value of the land use was \$95,000 of which we taxed 10 percent - \$9,500. In your packet you'll notice he was sending out a tax bill of \$95,000. It's not right. He has amended it so we have the amended copies with the correct total tax due of \$9,500 and not \$95,000. That was the only concern I expressed. If no one has anything they wish to hold back for questions, I'll entertain a motion.

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

A. Assessing Items

- 1) Veteran Tax Credits – Map 129, Lot 079 – 14 Patricia Dr.; Map 129, Lot 079 – 14 Patricia Dr.; Map 184, Lot 032, Sub 082 – 28 Brody Lane; Map 184, Lot 032, Sub 005 – 9 Loren Ct., w/recommendation to approve
- 2) Tax Deferral conversion to Supplemental Tax Bill – Map 175, Lot 34-21 – 3 Village Lane, w/recommendation to approve
- 3) Current Use Lien Releases – Map 207, Lots 8-8 & 8-17 & 8-11 37 and 22 & 50 – Moose Hill Road, w/recommendation to approve releases

B. Water/Sewer Items

- 1) Sewer Abatement – S-UTL-15-11 – 28 Forest Rd., w/recommendation to approve

C. Licenses & Permits

- 1) Request to Solicit Funds – Hudson Youth Baseball – 12U All Star Team
- 2) Request to Solicit Funds – Live and Let Live Farm Rescue & Sanctuary
- 3) Hawker/Peddler/Itinerant Vendor's License – Glenn Smeltzer aka The Blushing Rose
- 4) Hawker/Peddler/Itinerant Vendor's License – Matthew Reddig aka Spring Hill Catering
- 5) Outdoor Gathering – Kiwanis Club of Hudson, NH – Ice Fishing Tournament

D. Acceptance of Minutes

- 1) Minutes of the October 30, 2014 Meeting
- 2) Minutes of the November 10, 2014 Meeting

E. Calendar

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| 1/28 | 7:00 | Planning Brd – Buxton CD Meeting Room               |
| 1/31 | 9:00 | Town Deliberative Session – Comm. Ctr.              |
| 2/03 | 7:00 | Board of Selectmen – BOS Meeting Room               |
| 2/04 | 7:00 | Planning Brd – Buxton CD Meeting Room               |
| 2/05 | 6:30 | Recreation Cte – BOS Meeting Room                   |
| 2/05 | 7:00 | Benson Park Cte – Buxton CD Meeting Room            |
| 2/07 | 9:00 | School Deliberative Session – Comm. Ctr.            |
| 2/09 | 7:00 | Conservation Cmsn – Buxton CD Meeting Room          |
| 2/10 | 7:00 | Board of Selectmen – BOS Meeting Room               |
| 2/11 | 7:00 | Planning Brd – Buxton CD Meeting Room               |
| 2/12 | 7:30 | Zoning Brd of Adjustment – Buxton CD Meeting Room   |
| 2/16 |      | PRESIDENT'S DAY – TOWN HALL CLOSED                  |
| 2/17 | 7:00 | Cable Utility Cte – HCTV Ctr.                       |
| 2/18 | 5:00 | Municipal Utility Cte – BOS Meeting Room            |
| 2/18 | 7:30 | Senior Affairs Cte – Buxton CD Meeting Room         |
| 2/19 | 7:00 | Benson Park Cte – HCTV Meeting Room - CANCELLED     |
| 2/19 | 7:00 | Budget Cte – Buxton CD Meeting Room                 |
| 2/23 | 7:00 | Sustainability Cte – BOS Meeting Room               |
| 2/24 | 7:00 | Board of Selectmen – BOS Meeting Room               |
| 2/25 | 7:00 | Planning Brd - Buxton CD Meeting Room               |
| 2/26 | 7:30 | Trustees of the Trust Fund – Buxton CD Meeting Room |

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on January 13, 2015

- 1) *Motion by Selectman Brucker, seconded by Selectman Nichols, to schedule a Step 2 Grievance from the Hudson Police Employees Association, carried 5-0.*
- 2) *Motion to adjourn at 10:04 p.m. by Selectman Maddox, seconded by Selectman Nichols, carried 5-0.*

- B. Public Hearing – Amending Town Code Chapter 205, Fees, §154-4 Permit fees; §205-2 Building fees; and §205-4 Fire Department fees

Chairman Coutu recognized Fire Chief Rob Buxton.

Good evening Mr. Chairman and members of the Board. Chief Buxton noted that tonight is your public hearing on the post fee schedule. I did want to take one minute and note two errors of the posting that was in the newspaper that were brought to my attention. Under commercial construction under current, it has .030¢. Under D. commercial construction, 1 new – you have .030. It should be .30. Under electrical permits F. Residential, it shows a jump from \$75 to \$200. That should be \$100. Those are just two things before you open the public hearing that I wanted to bring to your attention. I apologize for not catching that before. Chairman Coutu said its okay. We all make mistakes.

Chairman Coutu noted in the Hudson/Litchfield News it does say “\$100”. \$75 to \$100. Chief Buxton noted your packet shows \$200 so I wanted to make sure that you were clear. Chairman Coutu said it was all right in the Hudson/Litchfield News. I don’t know where commercial construction – that should be in here somewhere. New construction per square foot shows .30¢. So .030. Okay. We got it. Chief Buxton apologized.

Selectman Maddox asked does it have the minimum charge for our commercial Mr. Chairman in the Hudson/Litchfield News. Chairman Coutu indicated the minimum charge \$150. Selectman Maddox said that did get changed. It was \$150 and we voted to keep it at \$150. Chairman Coutu said it says \$250 on our sheet here. Selectman Maddox commented that we made a motion to not charge that. Chief Buxton noted you kept the original fee so it’s going to stay at \$150.

Chairman believed you all received a letter from the Hudson Chamber of Commerce. Do we have a copy of that letter here? I’ll read it for the record.

Chairman Coutu opened the public hearing at 7:24 p.m. I’ll read this into the record and then we’ll let anyone who is here to speak.

“From the Hudson Chamber of Commerce. Dear Hudson Selectmen. Thank you for the opportunity to present this letter to you expressing the views of the Board of Directors of the Greater Hudson Chamber of Commerce on the proposed changes to the Town of Hudson’s fees. The Chamber would like to voice its concern regarding increasing these fees and the potential affect on economic development within the Town of Hudson and housing affordability. Increasing fees on residential and commercial building permit process may have a ripple effect on the progress of our community. When so much of our community is invested in attracting and retaining business to our region, increased building and permit costs could have adverse consequences on potential new business as well as affordability to middle class families. We respectfully request further consideration be given to the large step in increases on both the residential and commercial fee structures and the impact it may adversely result. Sincerely, Bud”

Chairman Coutu asked does anyone in the audience wish to present any testimony relative to the proposed changes. If so, step forward please. State your name and address for the record.

Tim Malley 4 St. John’s Street. I’m here representing the Chamber of Commerce. So one of the concerns of from the Chamber’s standpoint was any increase in fee immediately has a trickledown effect. It increases the costs of the home construction and the cost to the consumer. We did a cost comparison of Hudson’s current and Hudson’s proposed. We compared Merrimack, Pelham, Windham, Bedford, and Goffstown and it looks like Salem also. Currently – and I have this if you would like to see it. Chairman Coutu said yes please. So these fees that we’ve listed are not all the fees associated with the construction. We based it on a 3,000 square foot new home. These were just the fees that were proposed to be changed. The one fee – the electrical permit fee apparently is wrong. It should be only \$100 instead of \$200 so that will skew that number by \$100. I have a copy of the Hudson/Litchfield News too. I don’t know which copy you got but it says \$200 in mine. Maybe when they reposted it, it changed it.

Tim Malley said currently just based on those fees and as I said, these aren’t based on all the fees associated with new construction. For a 3,000 square foot house in Hudson, it would cost \$1,140 for permit fees based on those fees. That’s our current situation. If we increase those fees, it’s going to jump it up to actually \$1,555. The problem we see is the Town of Merrimack that same permit is \$625. Pelham is \$750. Windham gets up there at \$1,305. Bedford is at \$581. Goffstown is \$570 and Salem is up there at \$1,575. If a builder has a choice of coming into a community, this could greatly the marketability of Hudson. That’s the biggest concern of the Chamber.

Mr. Malley said the increase to the commercial fees; we’ve got kind of the same little spreadsheet. These fees were based on a 10,000 square foot building. There was no change in any of those fees. Once again, we’re dealing with currently it would cost \$3,340 to get that permit for a 10,000 square foot building. We do these increases; it jumps up to \$4,540. Using pretty much the same scenario, Merrimack at \$2,325 for that permit. Pelham does jump up to \$3,875. Windham is \$3,755. Bedford is \$2,375 and Goffstown came in at \$2,800. Once again, it’s just one more fee that drives somebody out of our community.

Chairman Coutu indicated you didn't extend it out to Salem and Hooksett. Was there a reason for that? Tim Malley indicated on the commercial fees I just ran out of time. From a personal standpoint, I was coming in to throw about a \$200 electrical permit fee not for the fact that it's actually a cost to me but as a contractor, I have to walk out the door and ask as a salesman for that permitting fee. I have to convince the people that there's a value to it. We're competing against the guys working out of the back of a truck, unlicensed handymen. Every time we increase that fee, it makes it harder for me to sell to the people that we should be bringing the town in to do the inspection process. I got a little concerned when we hit \$200 of putting us out of the market and making it more of a handyman job is going to happen, decreasing the quality of work that's actually being done, and not getting any inspection process. I don't do new construction so I live in people's home doing that kind of work. There's a lot more people who can get away with a lot more stuff of not having Inspectional Services come in. A \$200 fee I think would really drive that market.

Selectman Maddox said it was a great spreadsheet. Could you tell me on these communities when was the last time they updated those fees? Tim Malley stated the Town of Merrimack was 2004. I thought they all had it on it. The Town of Goffstown was 2009. Bedford doesn't list it and neither does Pelham on the sheet I've printed out. Londonderry was 2011 and Hooksett doesn't list it. Salem was 2013. Did I get them all? Selectman Maddox questioned Windham. Mr. Malley said it doesn't specifically say. Chairman Coutu asked it doesn't show a revision date. Tim Malley said no. It lists June 2013 on the top of all these sheets but it doesn't specifically say "revision date".

Chairman Coutu had a couple of questions before we close the hearing because they are directed directly to you. I'm trying to get this in layman's terms. Not everybody in the Town of Hudson is going to be having a house built. I understand where you're coming from. I'm going to make it simple so that it's something that the general public can understand and that you could probably answer. I call you Mr. Malley and I want to have 2 or 3 outlets changed in my house. Is there a significant change in cost to me in doing that because of the new permitting fees? Is there an increase for me to have 2 or 3 outlets put in? Tim Malley said it would increase the \$25. We do have a change in the National Electrical Code which greatly increases that cost but that's a whole different issue.

Chairman Coutu indicated I want to have a generator installed. Still only \$25 more? Mr. Malley said that was correct. Chairman Coutu said the fees that are impacted most severely as far as you and I know you're representing the Chamber, the Chamber is concerned with is the new construction on a new building. Tim Malley said correct. Bringing new business into town and the cost that is associated with those businesses being set up. Chairman Coutu was getting at is that – so the general public is aware – we're talking about a list that's this long of fee changes. You in your presentation and in your documents that you're presenting us you talk about building application fees primarily for new construction. Are these the only fees that you're questioning and not others that are on this list? Mr. Malley said no. From the Chamber's standpoint, they're requesting the sprinkler systems – the cost associated with that but I was not well versed in it and don't know pretty much anything about it. So I left those off because I didn't know what those permit fees meant to be perfectly honest with you. I picked the items up that I understood.

Chairman Coutu said to Selectman Maddox you're the sprinkler man here. Do you see significant changes or anything that relates to sprinklers? No fees? Selectman Maddox said they are all new fees Mr. Chairman. Tim Malley couldn't relate to how that would impact the cost. Chairman Coutu noted all the fees and up to 3 floors and all of that. These are fees we didn't charge before. We didn't charge fees for sprinkler systems. Selectman Maddox asked that the Fire Chief to come up and explain what goes on when a person brings in a sprinkler application.

Chief Buxton thought Tim Malley brought valid conversation points so I would encourage him to stay to be honest with you. Regarding the sprinkler fees that are being proposed, you had no fee schedule set in the system before underneath the old Fire Prevention Division. So if somebody proposed a sprinkler system within a building, all the plan review, all the inspection, all of the testing that is done before the system is put on line you weren't collecting any fees for before. We've proposed a fee schedule in there that makes you comparable with area communities to collect fees as you're allowed to under the State law. So I think that's something that we discussed when we made the original presentation in regards to how we came about the fee schedule.

Chairman Coutu asked a sprinkler system is a plumbing fixture correct? Chief Buxton indicated its specialized plumbing. It's not normal plumbing. What I mean by that, it's not your faucet. It's not your toilet. It's a specialized density. It's built on density so the type of occupancy that's in the building, the number of sprinkler heads, the temperature rating of the sprinkler head, the size of the riser, the water that needs to be delivered through the system. I mean that's a very technical and engineered plan review. It's not just a calculation that's done like you would be for the number of faucets or toilets within your home. There's a lot of review time that's done there.

Selectman Maddox indicated you kind of implied I was the expert. I work for a company that does sprinklers but I know that the water smells when it comes out. That's about as much as I know. I try to stay away from sprinklers. Chairman Coutu indicated you know a lot about pressure and things like that. I respect your knowledge. What Selectman Maddox was going to go with Mr. Chairman is I think that as much as I'm sure no fire equipment company wants to have more fees added, we want the review of the Fire Department. We want them to be able to spend the time necessary to review the plans. To make sure that we did what we were supposed to do, that it was inspected to NFPA Standards, and that system will work when it is called upon to do so. So as much as this will be an increased cost to have this inspection done, you're talking about life

safety. You're talking about a system that sits there for dozens of years and never gets needed until that faithful day. Again it is a necessary evil Mr. Chairman. Failure to design and install these correctly make them useless.

Chairman Coutu asked are you saying that if they don't come in and pay a \$600 fee we don't inspect the system. Chief Buxton said right now I'm saying we're not charging the \$600 fee. Chairman Coutu noted that was not the question. The question is if they don't come in and have a permit - right now if somebody comes in and they're putting in a sprinkler system in my house, it will never get inspected by the Fire Department because you didn't have to pull a permit for it? Chief Buxton said technically you are required to pull a permit. I'm telling you there's no fee attached to that permit at this point. So we've been doing all the work on the back end and not charging for it as a community. We've seen that there is an ability to collect on that review and inspection just like every other inspection for an electrical, gas, or any of those others that you see out of the 76 different points there. We've said we should be treating everybody fairly and consistently across the board. So that's where that fee structure came from.

Chairman Coutu told Mr. Malley I can appreciate the work that you did – the research. I can tell you from my standpoint that this was a document that I had to work from and I started doing homework. I gave up. I'm not in the construction field. I was lost. It's convoluted to go on line and try to find fees. Did you – I noticed that the line where it says sprinkler that's just an example of just one of them. Sprinkler application fee. Did you find any in other towns? Tim Malley believed so but I don't believe I – as I said I didn't understand it. Chairman Coutu asked theirs is as convoluted as ours. It's not really convoluted. It's just that the fees change depending on how much you're putting in I guess which makes sense. Mr. Malley said I'll be honest I didn't even really look for the sprinkler fee because I didn't understand it.

Selectman Nichols questioned the sprinkler application fee. Is that just for new sprinklers? That's not if you have to check them through the year or anything. That's just for...Chief Buxton indicated you have routine maintenance that is done by a sprinkler company and they file a report with us. We don't charge you for that. That's something that the sprinkler company handles outside of our...Selectman Nichols said that's for somebody that's having a new home with a brand new sprinkler system put in. Chief Buxton said right. In the State of New Hampshire and just to be clear, the State of New Hampshire does not require in one and two family homes the installation of automatic fire sprinklers. So you're looking more at your 3 and 4 family buildings that you would find in our condo complexes and the town house style homes or your commercial application. The average residential home is not...Selectman Nichols thank Chief Buxton.

Chairman Coutu asked is there anyone else who wishes to come forward.

Thank you Mr. Chairman. Glenn Della-Monica, 38 Bush Hill Road, Hudson. When we're talking about the electrical inspection fee for a residence, I've read 200, and seen 200, and heard 200. Back at the Planning Board meeting, we were talking about 200 which would have been way out of line. \$25 wouldn't seem to be a huge increase unless my contention is that the \$75 or a lot of inspections was way out of line to begin with. I bought my house from a contractor and I call him the unhandy man. There were a lot of things wrong. I had an electrical company come in and go through the house. They found a few things wrong. They pulled a permit and had it inspected. A couple of years later I had a generator put in. I paid the \$75 to begin with and I paid another \$75 after I had an interlock for a generator which was a great upgrade. I had a new panel in. The electrical contractor that I used at the time is now retired so I can't go back to him. I spent \$150 and actually had two inspections. That \$150 is now costing me around \$650 because the two times the electrical inspector came out, he failed to notice the first time that the panel was in the bathroom. You can't have an electrical panel in bathroom. It's against the Code. The second time the electrical panel wasn't rated for the number of circuits. Problem. Now I have to get a new panel put in and get it taken out of the bathrooms. It's going to be about \$600 to have that fixed. So the original \$275 ones I had done the inspection really wasn't much of an inspection. Then lightning hit last year. It didn't affect too much on the electrical side other than a GFCI in the garage blew, had an electrician come in, pulled the permit, had the electrician go through the entire house, fixed the GFCI, inspected everything to make sure there was no other lightning damage. I paid the \$75 and nobody ever bothered to come out and take a look. Never got an inspection. My contention is that the original \$75 was pushing it. Taking it to \$100 for what I've gotten so far and 3 permits really isn't worth it.

Glenn Della-Monica said also there should be some kind of a separate fee if you're going to have one thing done. For instance if I want to have one outlet put in, it's going to cost me around \$100. The inspection is going to take a lot less time than the electrician spends putting in the outlet. An electrician to come to my house to put an outlet in is going to spend an hour or an hour and a half to put the outlet in, put in a new breaker, do everything. All the inspections they've had on my house combined didn't take 20 minutes. So \$100 for a few minutes inspection – I understand the need to file something – the paperwork to put a permit through and have everything on the record is appropriate but for what you actually get on a really small electrical project when you pay the \$75 currently isn't a whole heck of a lot. It can't cost the town more than \$25, \$30, maybe \$50 to do what I've gotten so far. To raise it to \$100, it's not a lot it's just sort of irksome that I don't think it's worth it especially not considering what I've seen in the past. That's all I've got to say.

Chairman Coutu thanked Mr. Della-Monica for his testimony.

Chairman Coutu closed the public hearing at 7:47 p.m. Does anyone have any comments or questions?

Selectman Maddox thanked Mr. Malley for doing our homework for us. He brought out what I think that where the Chief was going. Merrimack is terribly lower than ours but they haven't updated since '04 either. They could change theirs next year when they realize how low they are. The ones that have been done recently, Salem is right in line where we are. Again I think we can tweak this a little bit Mr. Chairman but, again, if the difference is \$415 increase on a 3,000 square foot home after 10 years, I just don't see the angst. I guess I would say I don't disagree with Mr. Della-Monica that we want people to pull a permit. Maybe that \$100 is that tipping point. To leave that at \$75 in my mind even though I know the Chief has a certain amount of fixed costs – the vehicles and all that stuff, I think to kind of split the baby a little bit, I would say that we leave that at the \$75. Chairman Coutu asked which one. Selectman Maddox said the electrical permit. To leave that at the \$75 under F. residential. Chairman Coutu thought it was a lot more convoluted than just one item. I just want to hear what everybody else is suggesting.

Selectman Maddox indicated that would be my observation. My other observation Mr. Chairman and again I will say up front that I do work for a sprinkler company but we're going from zero to these fees. Maybe there's some sort of - I don't know if we can do this in the ordinance say that it will be 50 percent of this for 15, 75 percent of this for 16 so that these people can, again, ramp up for these prices. They may have already spec jobs that are now going to go from zero to these numbers.

Chairman Coutu asked Chief Buxton relative to because they are new proposed fees, the fire prevention systems and FPA13 system, partial sprinkler system not complete building, stand pipe systems not part of a combined sprinkler standup pipe but everything that relates to – I gave you the heading on each one because under those there's subheadings about the size – 10,000 square feet – what was the thinking process in establishing those fees? Did you have something to go on?

Chief Buxton said there was a per square footage cost that we tried to come within a range and then our fee scheduled was built really on a flat rate. We tried to move some of the square footage to square footage pricing on some of the new construction but we really felt and the sub permits that we would leave it as a flat rate. Trying to as Selectman Maddox talks about, phasing some of this stuff in. I know we're going from zero to 2015 and the reality is that that was the suggested. When you look at time for plan review, time for the rough inspection, the bucket test, and all those things, and the functionality test that's done at the end, we felt that those were fair.

Chairman Coutu said so I have a 25,001 square foot NFPA system installed in my building. How long will it take to inspect that? Chief Buxton said it depends on what type of occupancy you are, what type of density you're dealing with. It's going to be a lot different for a chemical company versus Tri State Fire Protection who has an office space. You're really looking at the different classifications within the NRFPA Standard that the inspectors are required to know and talk about density to make sure they're falling in line. It's a very...Chairman Coutu indicated so what you're saying is that using the example you just gave – Tri State Fire Protection building which is mostly offices. I've been in there versus an industrial building would it take a lot more time to do the industrial building but yet they are both going to pay the same fee. Chief Buxton said up front they are. Chairman Coutu indicated we're going to distinguish between sizes but we won't distinguish between time. Chief Buxton said we haven't distinguished between occupancy type, you're correct.

Chairman Coutu asked if anybody else had any questions or comments. Seeing none.

Chief Buxton asked for one minute. Under the Code review that is done, the Codes update and the State adopts the codes. They try to stay on an every three year basis. Certainly we are 10 years out from our fee scheduled review. I think the reason Mr. Malley was up here before he had mentioned the changes that have taken place and the technical expertise that is required even under the National Electrical Code today for new construction versus where it was 10 years ago. That happens on the sprinkler side of the house, the fire protection side of the house, the plumbing side, HVAC. It happens everywhere. So when we talk about the new construction side and how much time the inspector is spending out there, we're talking about sending a trained individual out into the field. All the inspectional staff is credentialed. We're sending them out into the field. That means we've provided them the training, the updates on the Code to make sure they're doing proper review, and enforcing the up to date code. Sometimes those changes are forced upon the community without us doing a fee structure review. It's been done that way for the past 10 years. We're trying to come in within line. I know some of them may seem aggressive to some folks and I'm not surprised by some of that. When you're going from a 10 year review to now, I mean it is what it is. The reality is there needs to be some margin of movement. We did propose what we felt was reasonable and the Board shall do as they see fit.

Chairman Coutu asked if there were any questions or comments at this point.

Selectman Brucker said just a general permit fee went from \$25 to \$60. It seems like a big jump. Chief Buxton indicated when we did the fee structure review, I provided you with some scenarios and I know Mr. Malley had given you some scenarios and I based it on a 3,000 square foot home. I took building permit calculations and we talked about the nuts and bolts of what we see in new construction today. So we see the Oakridge development and we see Sparkling River and those areas. None of those occupancies reached that 3,000 square foot home at this point in time. Those fees went up \$200. That means the fee structure went up \$200 over a 10 year period. On paper it looks like a big jump but in all reality for the time that we're spending, I understand Mr. Della-Monica's point in regards to his inspection and some of that was before our time. Some of it may have been after. I'm not exactly sure. The reality is we are spending more time out there doing stuff.



Chairman Coutu said one of the problems I'm having is that some of the fees have gone up 100 percent, and some more than 100 percent, and some a lot less than 100 percent. I know there's a lot of work that went into this fee schedule proposal. I just don't understand the logic of rather than saying like let's do 10 percent across the board, apparently you took it – some of these are 230 percent increases. What was the logic? Were they wrong when they began these fees 10 years ago? Chief Buxton said they were low to begin with and now you're looking at a fee that's 10 years behind.

Chairman Coutu asked what would be your answer to the following observation that I have. I have two observations. Two things that I've been thinking about since I first reviewed this and decided to start working on it and then just gave up because I'm not an expert. I'm good with numbers but I'm not an expert when it comes to – I've never set fee schedules for a community before. This is my first real experience looking at fees. We've had a couple. As a citizen and a taxpayer in the community, I look at the fees. This would be my first observation that I wish you would respond to. I look at these fees and I say they're nothing more than a hidden tax.

Chief Buxton said I would tell you this. I believe the fee structure is put in place for a community to be able to collect fees, tax, whatever you'd like to call it because it is a user fee. One of the things that I think that we should keep in focus is what we decide to do with the revenue as a community whether it goes into the general fund or if you set up a fund to fund the Inspectional Services Division, right now you take general taxation and you put it aside in the budget to fund a piece of the Fire Department budget under the Inspectional Services Division. The average homeowner in my eyes almost shouldn't technically be burdened with that. It is a user fee. If I wish to have work done at my house, which is a choice of mine, there should be a fee for the permit in place that I pay Mr. Malley or another company to come in and do whatever I need to have done. If I choose to have no work done at my home because I'm happy with the home that I bought from the contractor at that point in time, that fee has been put in place. That's how I would respond to that. I think it is a user fee that we are creating. You should recover almost in your revenue stream to cover the cost of doing your business. That's what I would say.

Selectman Maddox asked what would be the anticipated increase in revenues if we enact as it is written. Chief Buxton said we had pushed the average billing permit up a couple hundred dollars. So when you pushed that around, I didn't calculate that number out and I apologize to the totality of that. I apology but I didn't push that up.

Chairman Coutu noted when you and I talked Selectman Maddox, that's why I started doing some of the numbers. As a matter of fact it doesn't look it when you look at this paper but I have paper at home that's unbelievable with numbers on it. You had said to me that it looked like it was roughly somewhere between 30 and 34 percent overall increase. When I first did the calculation, I came up with 67 and then I went back and said he can't be that far off. What I was doing was in the subcategories like say in the sprinkler systems, I was adding up all the fees. Well it depends on which system you were. So I went back and recalculated the numbers based on the lowest. Some had no fees before and some have no fees now. Some are eliminated. I'm sure were consolidating somewhere else. I found that it came out to somewhere between 32 and 34 percent so you were pretty close. You were almost on the money.

The second observation Chairman Coutu said he had is all so to you a fee is not a hidden tax to me it is. The second point I have and one of the things I've heard, I don't know about any other member of the Board of Selectmen but I received a few phone calls, a couple of e-mails, and bumped into a few people who talk to me about this and Mr. Malley was not one of them. I don't know if we've even crossed paths. Glen Della-Monica is not one of those people that I bumped into. As a matter of fact, I was surprised to see Glenn here. I was surprised to see Tim here. I expected to see other people here that were vociferous and didn't bother to come. When I look at the only thing I have in front of me to make any kind of a statement like this is the work that Mr. Malley presented to us this evening which I appreciate. Obviously he took some time from his busy day to do the work whether it was with someone else or not. It was a nice document. I see here something that I've been bragging about for 8 years not the NH advantage the Hudson advantage. Based on what I'm looking at here, we are giving away that advantage. What is your answer to that?

Chief Buxton guessed I would need an explanation of what you mean by the...Chairman Coutu said our prices are lower if not the lowest of all of them. We have a few that are based on the work that he provided us that certainly affects a full construction project. We have a distinct advantage overall in our fees and now with the new proposed fees, we want to give away that advantage and if not try to catch up and get ahead of some of these other people and charge more. Chief Buxton said I would go back to my first statement that I made to you when you asked me about the hidden fee. That means that we're burdening...Chairman Coutu said it's not a hidden fee, it's a hidden tax. Chief Buxton said but that means that we're burdening the average taxpayer in this community with the cost of running the Inspectional Services Division. That would be my answer. When you talk about the advantage and I don't think the fees are out of whack that far. I think we should be raising the money to run the Division and be able to show that offset in the revenue line somewhere.

Chairman Coutu said I'm starting to hear that more and more lately. We're a government. In essence we're a business. The business is to provide services to the community for a value we established on their property and we collect enough fees to provide essential services. Those essential services are fire – you look at it basic essential services of the community – fire, police, and rubbish collection and roads. So those are the essential services. Now we created this bureaucracy, call it whatever else you want to, we created this bureaucracy within your department. Now we want to make it pay as you go. If we're going to use that logic in your department, why don't we use that logic in every department? How are we going to raise a fee or a tax to make that department self supporting? How much more can we burden the taxpayers? You keep saying the

taxpayers, the taxpayers are going to be adversely affected in that if we lose the advantage to other communities because we have the better fees and we're going to lose that advantage. They might not want to build here they might want to go somewhere else. So that's a disadvantage to us because new construction helps our tax base. I don't understand the logic.

Chief Buxton didn't believe that you've created a bureaucracy. What I mean by that is you already had it. You already had either the Community Development Department had a Building Department underneath it. The Fire Prevention Division was already underneath the Fire Department and we were already charging fees.

Chairman Coutu said I stand corrected. We restructured the bureaucracy and made it bigger. Chief Buxton stated you didn't make it any bigger. The only thing you've done since you combined the forces is you've actually decreased staff. We've decreased staff within the Community Development across the board since the combination has taken place. We did move forward with the hiring of a full time inspector that came forward when we put the Building Department underneath the Fire Department but we didn't hire back the part time inspector that was doing specifically the building stuff when Mr. Oleksak was here. So we've actually reduced staff. Our cost of doing business has actually gone down. I don't have that percentage on top of my head as I sit here but I would tell you that if we did a comparison from 2013's FY budget to where we are proposed, I believe we'll find that there has been a reduction in those budgets to conduct that business.

Chairman Coutu stated I'm going to play off of what you just said. The cost of operating this department has gone down. You boasted that the fees that we collected have increased significantly in the past year. So now we're just going to add more fees and make it that much more of a – I don't want people to perceive us as a government trying to just create avenues to keep collecting more and more money.

Chief Buxton indicated I will tell you that if you look at the cost of running the Inspectional Services Division and the revenue that you generated last year, we were in the red. So when you talk about being self sustaining meaning did we raise enough money to cover that cost, no we did not. We have brought it down and the next avenue is to review the fee structure that has not been reviewed in 10 years. So that is a piece of what we have done. The staff has put together a recommendation for the Board. If the Board wishes to reduce those fees or to send it back to staff and say bring it down a percentage point, that's something that is within this room to be done. We've made a suggestion to try to bring us to zero. If that's not where the Board wants to go, that is up to the Board. We just made a suggestion.

Chairman Coutu understood. I know this is not an adversarial thing. I respect what you did and I understand where you're going with it. I'm not going to shoulder the burden but I don't what to throw it at you either.

Selectman Maddox said again we do not want to raise fees and/or taxes however you want to label them but we're dealing with '04 pricing. Salem who just did theirs in '13 will be higher than us still in the fees. I think that we're in line Mr. Chairman and why should I have to pay on my tax bill so that somebody can get a cheaper price on pulling a permit. Again I think this is really a user fee. I know you're saying it's a hidden tax but I don't think companies that are going to move into Hudson say oh what's their building permit fee. I think they're more looking at what our tax rate is. This is going to have to be funded one way or the other. I think the burden should go to the people that are using the service. I know there's that complexity of how far do we take that. Again if we were quadrupling the prices, I'd say yes but we took '04 pricing, moved it up, and at 35 percent we're talking about 3.5 percent a year. Some of that is because you've shifted things around. I think it's a useful fee. Working without a permit, I think that that is something that's just been skated by. There's a fee in there. Well if you add that in, it's probably skewing some of that number. Again I can see we can tweak this a little Mr. Chairman but I think the basic premise in my mind is let's keep our tax rate where it should be for the 95 percent of the households, businesses, structures and the 5 percent that does go up slightly, it is not totally out of line with our neighbors. Thank you Sir.

Selectman Brucker agreed. I see it as a use fee. I just wonder how much in the red we were last year do you know? Chief Buxton said I don't have that number with me. I apologize.

Chairman Coutu asked in the red in what. Chief Buxton said between revenue and what it cost to run the department is what she's asking. Chairman Coutu asked what's the difference between the revenue and what the IT Department takes in. It's a total loss. The taxpayers pay for it. Do all the taxpayers use the IT services? No. Do I as a homeowner in town have kids going through the school system? No but I pay my fair share of taxes and I'm not complaining about it. You said something about you feel Selectman Maddox one of your justifications is that you feel that you as a taxpayer shouldn't have to pay the burden of a service that someone else uses that you wouldn't necessarily use but you're not paying for it. As a matter of fact according to the Fire Chief it's costing us less now to operate that department than it did in the past so why even change the fees? We're taking in sufficient revenue to keep it at least on an even par and according to him the costs are down. So you're going to pay that fee regardless. It's already included in your taxes. You're looking for a tax break and that's basically what I'm hearing you say. You're looking for a tax break. How you get a tax break let's call it an increase in the fees. It's a hidden tax so we can generate more revenue to lower your taxes – yours and mine obviously. I just don't want to turn our municipality into somebody's pork barrel so that certain people are going to be punished. We're going to punish not necessarily the contractor because the contractor is going to pass it on to the homeowner who's trying to get something done. It's there because at one time or another we may use that fee. Ambulances are there and we pay for it because at some point in time – I'm not a good example I've used the ambulance – hopefully you Selectman Maddox I don't think has ever used the service

and hopefully goes through life and never need an ambulance. We're just call the undertaken and have him take you away. It's there in case you need it. You're paying for it even though you don't use it. I don't understand that logic at all.

Selectman Maddox had a follow up question then. You're saying at the 2004 levels. Chairman Coutu said I didn't say that. Selectman Maddox indicated neither did I say to go to everything. I'm saying we need to find a mix that works.

Selectman Brucker said it sounds like the argument with the Recreation Department. We wanted the fees to cover the programs. So some of the fees were changed. We were asking that of the Rec. Department. I don't see a big difference with trying to make the fees cover the department. Chairman Coutu said I do because it's a dedicated babysitting service for children in the summer time. We needed to cover those expenses because if we don't it was just going to go way out of whack. Here he's saying that it cost us less to run the department. We haven't changed the fees. Now we want to go up 34 percent across the board. Not across the board, we're going to go up a total of 34 percent when all the increases and new fees are combined. I agree with Selectman Maddox. I think we're in the same boat. I don't think we're sinking. I believe it needs to be restructured. Not having fees the reason why I asked the questions relative to installation of sprinkler systems was that I was unaware that we didn't have any fees until I read this and I was concerned that does that mean – the question I asked was if you didn't pay a fee does that mean you didn't get it inspected and you said we do the inspections anyway. Well I think that there's an area where work is being performed and we're not charging a fee. Do I think the fee is correct? No I don't. I think it's exorbitant in some cases. I would cut all of those in half every single one of them. All the way down I'd cut them in half. That would be my recommendation cut them by 50 percent. These are additional fees that we're going to charge and there are other areas I would make recommended changes. I am not prepared to vote on approving the fee structure that's been presented to us without doing some more work. Maybe the Chief can take another look at it and revise it and come back with a new one. I hate to think that I have to sit at home for at least 10 – 15 hours is what we're going to have to put into this if we're going to do the homework to try to come up with some semblance of fairness.

Chairman Coutu said my heart goes out to the small homeowner who calls an electrician because I've done it several times. I've been through what Mr. Della-Monica not been through but I've had similar type work. When I bought my home it was 100 amp service and I went to a 200 amp service. We found live wires that were just hanging in the ceiling. I had a good electrician and he found all those things. Then we had the fireplace collapse. I made sure Mr. Dube was there inspecting the work to make sure it was done. It was found that the initial construction was a mess. The fire wall was supposed to be 8 inches and it was only 6. It was cracked. There was supposed to be a separation between the flue for the heating system and the fire place and it was coming into the house and filling up with carbon monoxide. We didn't know any of this stuff. If it wasn't for our Inspectional Services Division all of these things we would not have found. We gutted out the house and rebuilt it is basically what we did. I know what Mr. Della-Monica is talking about. Any electrician would say well you know I've got to get a permit. The whole thing will be \$650. Well you know he didn't tell me what the inspectional services fee was. I said the job is \$650 all right do it whatever the price is. When you stop and you look at these things and you start saying wow somebody – Mr. Malley or whoever else that is in the contracting business is not going to eat all of this. They're going to have to pass it onto the consumer. I have a little bit of sympathy for the small homeowner and at the same time, I sympathize with the presentation of Mr. Malley because I look at it as Hudson having a distinct advantage and we want to give it away. I can't support the fee changes as they're presented. I'd like to see them tweaked a little bit.

Selectman Brucker agreed with Selectman Coutu. I think they should be tweaked. I think maybe what we're suffering with is they haven' been done in 10 years. Chairman Coutu said that's what convolutes it. I agree. Selectman Brucker thought it would have made more sense to have done it every 4 or 5 years.

Chairman Coutu appreciated the work that the Fire Chief and his staff put into this because it's just trying to – having the numbers in front of me and trying to figure out what's fair was difficult for me to do. I know it was difficult. When you're asking for more money and it's going to hit a certain part of the population, we're going to be criticized for it. Some of these I thought it's not like – it's like Mr. Della-Monica said - \$25 isn't a lot of money but when it was \$25 and now you're making it \$50 or \$60, it's a 120 percent increase, that's significant. If they did that to a loaf of bread tomorrow morning, we'd all be going through the roof. A loaf of bread is \$1.99 today and tomorrow it's going to be \$5.20 so we can go up 120 percent. It doesn't make sense. I don't know what the remedy is and how to resolve this. I'm certainly not going to vote to approve the fees as submitted. Anybody prepared to make a motion? If not, how would you like to resolve this?

Selectman Brucker thought that someone needs to look at them again. I don't have the expertise to look at them and say this is what it should be. I don't know who to suggest either. Chairman Coutu indicated the Fire Chief came up with these. I'm sure he didn't just sit at home and throw darts at numbers. He got some advice from some people. I think that he could go back. That would be one resolution is to just go back and say we'll take a good look at these. For example the sprinkler fees – like I said I think we should have some fees in there. I don't necessarily agree. I'm not trying to influence but it's just that I would look more favorably on it.

Selectman Maddox noted we get paid the big \$8 a day. I think we need to at least give them a direction where we want him to be. I think we are all kind of in agreement that the electrical stays at \$75 as opposed to going up to \$100. Is that where we're at? The correction to the commercial new construction, the minimum charge stays at the \$150. The electrical permit to \$100. Where do we want to go from there? I think all the rest of them – actually some of this is actually a reduction when they do the

LEED Certification. I think the area that is new is the fire prevention systems. I would suggest that we say that it is 50 percent of this number effective now and in two years we go to the other number so that people have time to adjust.

Chairman Coutu asked can I make a recommendation on those because to me those are relatively easy. That would be 2054 second page fire prevention. I said something about 50 percent. The \$30 application fee, I don't have a problem with that. What's the 13d, 13r, and 13s systems? I would assume that you're talking per riser. Selectman Maddox indicated most of the time there's only one riser and 13 types of applications. I know that much.

Chairman Coutu asked should there be two separate fees there \$55 and \$110. Chief Buxton said one is commercial application and one is residential. So the 13d is going to be a residential application so that's why you see the reduced fee there. If you look at 13d per riser, its \$55 and then the 13r is a \$110. You're looking at a commercial and residential separation there.

Chairman Coutu asked what would be wrong with 40 and 70. I would take the next three fees – 13 per riser a, b, c and cut them all in half - \$110, \$225 and \$300 as opposed to \$220, \$450, and \$600. When it says up to six sprinkler heads, it's \$30 each or \$30 for the six? Chief Buxton said up to six. So for six heads, it would be \$30. Chairman Coutu asked will we be inspecting every single sprinkler head. Chief Buxton said if they're doing an extension on the system yes. There will be an inspection that takes place. Chairman Coutu asked in new construction. Chief Buxton said both new construction and if you change popular down on the Lowell Road corridor, you're getting those commercial buildings. They change occupancies. You would go out and do an office change. You would have to go out and do the renovation installation and inspection.

Chairman Coutu noted what I have a difficult time with it I go to one building and I check six sprinkler heads and I charge the guy \$30. I go to the next building and I look at seven and I charge him \$110. So I'm charging him \$80 more for one extra sprinkler head. That kind of entered into a lot of my thinking is that this doesn't make sense. Chief Buxton thought if you put a per sprinkler head cost on there and then you look at it and say it's \$15, you're going to pay \$15 to have the inspector go out and look at one head for \$15. There may be some sort of specialization to that one head. You're talking about the cost of putting them in a vehicle, sending them down there, doing the inspection. You try to group them up as much as possible because the reality is is that it's just as difficult for the contractor on the other end who looks at it and says I'm putting my revision in place is that 6 heads, 5 heads? That's all worked out at the counter upstairs in regards to how that plays into account. I think that some of that design is done as they submit their plans. I'm going to tell you that you don't see a lot of one sprinkler head type installations. These are usually in groups and that's how that number was selected. You're looking at a 6 head change or more.

Selectman Maddox said if we went 50 percent on those also Mr. Chairman. Just reduce that number down. We're getting nothing now. Chairman Coutu said whatever. Selectman Maddox asked would that make it palatable. Chairman Coutu indicated that would be palatable to me. I would like to see this document the current first recommendation and a revision to second recommendation so I can look at three columns and then I can make an intelligent decision from my perspective. I don't know where the rest of the Board wants to go with this. If it's palatable, then I'll support it. Right now it's not palatable for me. I speak for myself. Where does the Board want to go? Do you want to ask the Chief to come in and revise the numbers? I think we gave him some ideas. Look at Mr. Malley's documents and have him come back with a second recommendation. I'd like to see all three columns.

Selectman Brucker thought that was a good idea. I think the Chief knows which items are the most labor intensive and all of that. He'll know where cuts could sensibly be made. Maybe some of these need to stay where they are. Chairman Coutu agreed. There are a lot of them that I think were reasonable and fair. I'm not talking about the whole package. These small things like the 30¢ to a 40¢ square foot. I'm not interested in that. That's fine. I looked at those. Those made sense to me some of them overall. We can look at it and maybe you might want to – I'm not going to tell you how to do your job because I don't even know how you even did this. You had to have help. I'm not saying that you're not bright in this stuff. You're much smarter than I am trust me.

Selectman Maddox asked if we do that are we going to have to go back out and re-advertise this. Steve Malizia didn't think they needed another public hearing. You had a public hearing. You took the input and now you're making decisions. Chairman Coutu indicated we're going to put off making the decision until we have more information. Selectman Maddox said I'd make the decision tonight but I can see the numbers aren't there.

Motion by Selectman Nichols, seconded by Selectman Brucker, to revise Chief Buxton's recommendations and come back with 3 columns – "current fees", "first recommendation", and a third column which would be "new proposed recommendations" and do so in a timely manner.

Selectman Maddox indicated I'm going to vote in opposition because I haven't all year yet. I figured I better. I just think he already has his fees and his numbers. We're sending him back to make the corrections we've made. If that's all you're asking to do, I think he thought what he was presenting was fair and accurate. Chairman Coutu said no doubt. Selectman Maddox stated it's our changes not his. Chairman Coutu said we thought that they were fair and accurate but that's his opinion. Selectman Maddox said right. So we're making him go back and do the math that we just changed.

Chief Buxton indicated you made some suggestions. Chairman Coutu said I know you're going to vote no. It's a new year. Let's start off on the left foot. Selectman Maddox indicated we're just kicking it down the road Mr. Chairman. Chairman Coutu wanted the citizens in our business community to be represented and that's what I'm trying to do.

Vote: Motion carried 3-1. Selectman Maddox in opposition.

### C. Sale of Town Owned Land

Chairman Coutu informed the Board that you should have a proposal from each of the realtors and then you should also have another packet on your desk that says "Town of Hudson Office of the Assessor". This was sent out to you in an e-mail as well. What we're here to discuss this evening is basically which of these companies who have submitted proposals would we like to agree to have sell land that we have available. Jim will come up here please. Jim if you could summarize at best what you provided us. I appreciate you having provided us this information. I think it's very valuable. I also saw from the Town Engineer – Steve Malizia indicated I put it in a document I addressed to you.

Chairman Coutu asked Elvis Dhima did you review this. Is this your writing or is it Gary's writing? Mr. Malizia indicated Mr. Webster did that. He's the most knowledgeable about these parcels.

Chairman Coutu asked Jim to give us a summary of your presentation before we make a decision on who to select to sell the land.

Jim Michaud thought you've already started right at the first paragraph where I believe that the Board is at the point where they're going to be selecting a real estate agent. The second paragraph I'm basically saying that we would be looking at contemporary market data to help set contemporary market prices. While I recognize that we have assessed values on these, those are approximately 3 years old and I don't believe realtors themselves or even buyers in the market will be looking at 3 year old data to price what they're going to pay for property. As much as I believe my assessments are always accurate, I would say use more contemporary data. It's up to the Board how it wants to decide to set the final market values. I've made a suggestion in the memo that after you select an agent, you could form a working group of one or two Selectmen, the agent, and myself, and possibly Steve Malizia and/or John Cashell or someone like that to basically sit down and have all the market data in front of us. I do have a spreadsheet with 3 years worth of land sales. That working group would come back to this Board with this is what we suggest for each parcel should be the requested asking price. So this Board would then be in the position of setting the final price but that we would have a working group that I don't anticipate would take that long. Maybe one meeting or even two meetings.

The last six pages of this are – I apologize for that but I wanted to give some narrative to each property. I wanted to help identify that yup there's some properties here that probably aren't ready for prime time for a variety of reasons. Some might be because they're not going to have a lot of value. It's not worth having an agent work on those. Others because they are of some size and they have some density that can allow for quite a few building lots possibly. This Board may want to hold off on those and possibly hire an outside engineer to do some conceptual on it. None of that is free. We have that 50 acre parcel on Musquash. That's not a quarter acre parcel for one building lot probably and properties on Ayers Pond Road and Chestnut Street down on the southern part of Hudson. I apologize for the length of it but I wanted to give the Board as much text in as brief manner as I can to give the Board some direction.

To just assist me with my thinking here, Chairman Coutu was sure I read it in something that you sent me. Did you not recommend that we concentrate initially on about 7 or 8 parcels? Mr. Michaud said that was correct. My recommendation was to look at 9 out of the 18. Chairman Coutu said if we were going to put something on the market, we'd put out those 9 and hold back on the other 9 until we get more information. Is that what you're recommending? Thank you Jim I thought I read that in your Memo. I didn't read this. I read the e-mail you sent me. Are there any questions of the Assistant Assessor? If not is there any need for him to stay in case we have any questions. Selectman Maddox said yes.

Chairman Coutu knows that this voluminous. We've looked at it. We've had discussions with each of the realtors. They've all made proposals. There have been if I'm not mistaken Mr. Malizia some addendum material that's been presented to us from some of the realtors that was forwarded to us. It's in the new packet that's been put together. We've had adjustments submitted to us from one or two realtors if not more. I think two submitted adjustments. Steve Malizia indicated 3 of the 4 submitted something. When you use the word "adjustment" they've either given you additional information...Chairman Coutu said in one case reassessed what they were going to charge for the property. In one case, Steve Malizia said you had a written market analysis that you were handed and we just updated that. I also took the questionnaire that we asked and had the answers to that so that you could look comparatively from the four from the evening of January 6<sup>th</sup>. I just made sure that I went through the notes and what were the answers at that point in time so you could at least look at that. That's all the information that we've received. In addition, I also gave you the Civil Engineer Gary Webster's hand written analysis, notes. He's taken a look at the properties and he's obviously been around a long time so he has some input just to give you an idea. That's great but it's not really necessary for what you're trying to do now. You're trying to I believe engage the services of a realtor to begin the process of selling properties. I think that's where we are at.

Chairman Coutu said when you did your assessment Jim and you delineated 9 properties that you felt that we should comfortably put on the market was the information that Mr. Webster provided you. Were you aware of this document? Mr. Michaud indicated yes.

Chairman Coutu noted that Mr. Malizia was correct. We have met the realtors. We have all had an opportunity to ask them questions. Mr. Malizia as he stated/presented a document that has all of the questions that we asked him what each of the realtors...Mr. Malizia said it should be page 13, 14, 15, and 16. I have them in the order you've interviewed them. Chairman Coutu stated okay they're in the order we interviewed them, the name of the company, and the representative, what their responses are. Maybe some of you took notes maybe not. Is anyone prepared to make a recommendation of which real estate company we should go with or one or two? If so, let me know and let's discuss any observations you might have.

Selectman Maddox said I am about to kick this can down the road. I believe Mr. Chairman that there are more questions than good answers here. I think that we may have started from the top and realized that there is foundation that needs to be built. We are saying that half of the properties that we originally asked to be sold are going to be pulled back with good purpose. I think that the Memo dated February 1<sup>st</sup> that Mr. Michaud gave us was what I was looking for four months ago before we started this. This tells us that some of these properties aren't ready for prime time. They're serious questions as to their validity of being able to be sold. Those type of questions. How we're going to do this I think needs to be more structured Mr. Chairman. Mr. Michaud is suggesting a working group but with what guidance from this Board and with the change of the Board of 40 percent – 2 out of our 5 members will be changing, I don't want to saddle a new Board with decisions that we have made without again doing a little more vetting. If we were that tied up on the fee structures, I think there's a lot of questions to be decided here. Some of these Mr. Chairman as he wrote probably are landlocked or problematic. Okay we're going to take those out. How does that change what we asked the realtors to do? The numbers that they are suggesting are all over the map. How are we going to resolve what we're accepting for minimums? There's a number of questions I think that unfortunately we didn't do enough due diligence in my mind to be able to move forward at this point. I just think it's going to cause us more problems and possibly failure downstream of not waiting. I think what Mr. Michaud has started is great. Again there's information on there that we should have known in advance of putting this out. I'm ready to kick this down the road a little bit Mr. Chairman.

Chairman Coutu asked Mr. Michaud to discuss the 9 properties that you feel are marketable right now. Did you look at the market value on all 9 of those – our market value visa vie – has any analysis been done to see if those are fair market value? Jim Michaud said my impression of where the Board is is that I wasn't tasked with coming up with what the asking prices should be. I know that the market doesn't look at assessed values and says well that's the limit or the minimum that I have to pay for a property. I did not match up my assessments with what the realtor suggested asking prices are. I believe at least one realtor if not many of them said these are our initial asking prices because we don't have a lot of information ourselves as licensed agents. That's a long answer to I did not way the merits of each person's suggested asking price because I just didn't think we were at that point. The Board can hire a realtor that you're comfortable with and prices and everything but back to the Memo that I was asking for a working group after you would select a realtor. Selectman Maddox's comments notwithstanding he has merits on what he's saying.

Chairman Coutu stated so what you're saying is if we were to select a realtor this evening, you would recommend that I appoint an ad hoc committee which would include that realtor to work with you and the Engineer's office, and the Town Administrator or whatever. Jim Michaud said we could pull in folks as needed but the minimum of 3 in that group. Chairman Coutu said you think that even though we have 9 properties that are ready to sell we should kick the whole thing down the road. Selectman Maddox said yes. Chairman Coutu asked where does this road end.

Selectman Maddox thought again where does the Board want to go. I think in fairness to the Board that will be coming in with two new members where that is. We have said that we want to put so much of this money here, there, and whatever. What are we willing to accept for a minimum? If there is a neighbor that wants to buy half of the property - all these things that I think are going to come up, I think we should have answers for before rather than in the middle of it. To be fair to the realtors, I think Mr. Michaud's assessment – and I'm going to use that word poorly – of what the property should be worth as far as our minimum or type questions. These are all over the Board as you look at them. What is the right number? We can say yes X company go out and try to sell these 9 properties but as soon as they start coming in with questions where are we headed? I think it would be better for Mr. Michaud to work out some of those details with us with the Town Administrator before we get into that point Sir. Chairman Coutu noted but he's willing to do that if we selected a realtor and had that realtor sit with him and go over and evaluate all of that information. I think from my perspective it's not what they think the market value of the land or what they can sell it for or what they think should be an asking price, it's having watched them, interviewed them, we made an assessment I'm sure. I certain did. I looked at each and every one of them and said which person would I want selling my house out of that group? Which one came across to me as somebody that would be aggressive that would really go out there and market my property? It was a tough decision but I came to a conclusion. I was fair. I evaluated each one. I listened to their answers and I came up with one realtor that I thought for me stood above the rest. It might be somebody different for you. I'm prepared to make that decision.

Selectman Nichols liked the idea of Mr. Michaud's 9 properties. We don't have to sell all of them but that is the start. We have to start somewhere. We can't wait. If we keep waiting and waiting, that time has gone by. Maybe someone is interested. Like you, I have kind of made a decision on who I would like if I had a home to sell at this particular moment.

Chairman Coutu asked Selectman Nichols a question. You said you made a decision I imagine based on what you saw. Have you and I discussed this at all? Selectman Nichols said no. I didn't talk to anybody. Chairman Coutu said in case we both pick the same one, I don't want people to think that we had a discussion about this. I don't think I've had a discussion about this with anybody. I never even discussed it with you. It was a tough decision for me to make but one of them did stand up and above the rest. Selectman Nichols felt as though we have these 9 properties and I think that is a start. We have to start somewhere and we don't say 18 or whatever. We say the 9. It doesn't have to be all. It has to be that. Then we can make a decision later if we're not happy with the 9. That's how I feel about that. I don't want to postpone it any longer. It's been postponed for quite a while and to get it started if nothing else to have your little group meeting and discuss and maybe make decision that way. It has to start somewhere. It can't wait forever.

Chairman Coutu asked Mr. Michaud if I were going to ask you, and I don't mean to put you on the spot so now I'm putting you on the spot - I'm apologizing for it, if I were to say to you Mr. Michaud you find me 4 properties that you feel very comfortable that the assessment is pretty close to what it is could you pick out 4 of the 9? Three of the 9? Jim Michaud said I suppose I could. I just did not do that analysis for tonight's meeting. I'm not trying to defer but that wasn't my focus in coming in tonight. Maybe I misread the meeting. Chairman Coutu commented that was not your purpose for coming. So you want to kick the can down the road? Mr. Michaud said I want to do whatever the Board majority would like to do. There is time. There is a spring market yet I understand it's only February. Chairman Coutu was afraid the spring market is a healthier market than the summer market and the fall market and I'd like to get this on the market as quickly as possible.

Chairman Coutu told Selectman Maddox rather than kicking the whole can down the road, can we at least keep a couple of the lid ends and see if we can come up with 4, 5 he feels very comfortable with and then we can do an assessment visa vie what they recommended and see if we can put at least 4 on the market before the spring gets here. The realtors are sitting here. I'm not going to ask them questions but I'm sure they would all agree with me, and I've never been in the realty business, there's some prep time to marketing these properties. You can't just take properties and start advertising tomorrow morning. There's a lot of prep work. That's going to take 30, 45 days I'm sure with the snow on the ground because it could take 3 months. I would accede to perhaps having Mr. Michaud do some work, give him a couple of weeks, and then we can review this packet one more time. We have to make a decision sooner rather than later. I'm hoping you're not suggesting that we wait for the two new members that are going to be elected to the Board to make that decision. We're going to have to start this whole process over. It's unfair to ask them to pick out a realtor they never even met. We would have to go through the whole process of interviewing realtors, re-advertising it, and probably getting more realtors that might be interested or at this point some of these people saying the hell with this it's taking too long.

Selectman Maddox said anybody that deals in real estate probably knows that customers aren't really all that knowledgeable of what they're doing. Probably that's not an issue but we are going from 18 properties to 4. That could certainly affect how all these realtors are going to think about how this is going to move forward. I'll go where the Board wants to go I think but I'm just questioning do we have all of our ducks in a row Mr. Chairman. That's all I'm asking. We could pick a realtor and then they come in and say we have an offer for \$47,000 for Parcel C. Well is that a good price or a bad price? Where are we going? Is that what we're going to accept? I think that we don't have all of our answers yet. That's what I'm worried about.

Selectman Brucker thought this committee that Mr. Michaud has suggested should be able to come up with that but we've got to choose the agency first. Chairman Coutu noted that Mr. Michaud also selected that we have on that committee we have the selected realtor involved in that committee. Selectman Brucker said that's what I mean. We have to choose. I'm interested in getting this going. I think the idea of the committee is a good one but we need to decide on the agency so that it can get going.

Selectman Nichols was thinking the very same thing that you're going to have a committee. You have to have a realtor first with Mr. Michaud and someone else to get a committee started. That's where the prices would come in and that's where the investigation should be as far as I can see. If there's a question, they can always come back to the Board. We're here all the time pretty much. That's my thinking is that way. I would prefer that we go ahead with what we have right now at least for 4 to 8 properties. Then we can decide later what we want to do. At least this is a start.

Chairman Coutu stated to Mr. Michaud you recommended 9 properties. If we were to appoint an ad hoc committee to work on those 9 properties because there are 9 that we can market immediately. The other 9 if somebody sells 2 or 3 we can start feeding some in if we can figure out prices. Would that ad hoc committee be adversely affected if we did not select a realtor tonight and would two weeks be a fair time for you to take a look at those 9 parcels only? I know that you're not going to do the kind of assessment that we would pay somebody \$10,000 to go out there and do or review of your assessment. Could it function without it? Who would you want on the committee? I'm not in favor of having two members of the Board of Selectmen. I'm not even in favor of having any member of the Board of Selectmen because I don't want us influenced by any recommendation that you might make.

Jim Michaud didn't think it's as effective if we don't have that person selected. This committee meets. It comes in with a recommendation on a suggested number - our listing price, then the Board hires the realtor, and then the realtor says boy that's really not realistic. It can happen. Instead you start building this relationship if you select the realtor tonight. You start building that relationship tonight. That realtor is going to get to know who the folks they can call in the building for when

somebody is coming to them with a question out of left field they know who to call because they've already established this relationship with us. We're a client of theirs. They're working for the town. I just think that we'd have to do it again once we hire the realtor.

Chairman Coutu said you would expect that if we were to appoint somebody whether it's tonight, or next week, or 10 months down the road, they're going to have to develop a working relationship with you in any event. Jim Michaud said that's correct. They're looking at the marketing the property today. It's competing against properties that are on the market today. Who has more knowledge about the properties that are on the market today? I'm not selling property they are.

Chairman Coutu certainly think that there's some advantage to having a realtor picked sooner rather than later and get the ball rolling and get the 9 properties that you're recommending on the market. Do you mind taking a recess? If there's no objection, I'm going to declare a 10 minute recess. I have to take my pills and I need to stand. It's 8:54 p.m. We're going to go into recess. We're back in session. It's 9:13 p.m. We were talking about selecting a real estate or not selecting a real estate. I'm prepared at this time to entertain any motion anyone wishes to put forward about hiring or kicking the can down the road.

Motion by Selectman Nichols to hire Lisa DiBernardo from DiBernardo Real Estate.

Selectman Nichols liked the idea that she is in Hudson. She's a Hudson resident and I liked what she had to say. I liked her resume.

Motion by Selectman Nichols, seconded by Selectman Brucker, to hire Lisa DiBernardo from DiBernardo Real Estate.

Chairman Coutu asked do you wish to elaborate any further on your motion Selectman Nichols.

Selectman Nichols loved all the others. They did a very, very good job, very thorough. I was impressed with everything but I'm a townie and I really liked what she had to say. I think it's easier to work with somebody that's handy right in town. That's my feeling.

Selectman Brucker also liked that she's a Hudson resident. I liked her enthusiasm for pursuing these sales. I think she'll put a lot of effort into it. I, too, think that the other agents were excellent and it wasn't an easy decision.

Vote: Motion carried 3-1. Selectman Maddox in opposition.

Chairman Coutu stated that the real estate agent selected is Lisa DiBernardo and the name of the realty is DiBernardo Real Estate, 100 Derry Street, Hudson. I would expect that at this time I will – what I will do Mr. Michaud is this – actually the Town Administrator. Mr. Malizia if you would work with Mr. Michaud to set up an in house committee – 3 or 4 people, the real estate agent, Mr. Michaud, and perhaps yourself, and maybe one other person if necessary – Mr. Webster maybe. Steve Malizia noted Mr. Webster is on vacation. Maybe Mr. Dhima. No member of the Board I'm assuming. Chairman Coutu didn't think it was necessary to any member of the Board. Does any member of the Board wish to serve on the ad hoc committee? Selectman Maddox you're working full time. So we don't need a member of the Board. We'd like to have an update; come back with a working plan where we're going to go and can we have whatever the agreed asking price is going to be on those 9 properties. Then we'll have a discussion later at your recommendation about the remaining 9 or some of them.

Jim Michaud asked Steve Malizia you're going to work on a contract. That's the first thing that should happen before we have...Steve Malizia said yes.

8. NEW BUSINESS

- A. Acceptance of a donation of \$100 from Jean Giorgini to be placed in the Fire Department Donation Account

Chairman Coutu recognized Town Administrator Steve Malizia.

Steve Malizia indicated that the Fire Chief is here to speak to it. Obviously I would recommend that you accept this donation with the Board's thanks and appreciation.

Motion by Selectman Nichols, seconded by Selectman Brucker, to accept a donation of \$100 from Jean Giorgini to be placed in the Fire Department Donation Account with the Board's thanks and appreciation, carried 4-0.

- B. Formalization of Health Division into Inspectional Services Division

Chairman Coutu recognized Fire Chief Rob Buxton.

Earlier this year Mr. Chairman and members of the Board, Chief Buxton noted that you moved the Zoning/Code Enforcement/Health Division underneath Inspectional Services Division. I believe this has been very successful to date as we



mesh in Kevin Desmond as our Zoning Administrator and Code Enforcement Officer and we continue to build the team in the Division. The next step in that process is to formalize the health area. Mr. Oleksak had carried that hat for a number of years and that wasn't necessarily one of the things that fit in or was part of the Zoning Administrator and Code Enforcement Officer's job description. I don't necessarily believe that there's enough work there to constitute a full time person so what we did is we looked at it and said how do we formalize this within the structured program that we have in place. Under RSA 128, the Board of Selectmen will make a recommendation to the Commission of Health and Human Services who would make the formal appointment and then the Health Officer and the Board of Selectmen would serve as the Health Board for the Town of Hudson.

A couple of requirements and Chief Buxton said I can explain how those impacted some decision making. You needed to be a resident of the State of New Hampshire. You need to be amenable to a three year term because once they appoint you, they want you to kind of stay in place and work with your Board. After some decision making and looking at how we would like to break this down, I'm recommending that you mesh it into our organizational structure. I've provided you with an organizational chart and basically break the Health Officer's job into four different areas: community health, environmental health, emergency preparedness, and the food service program. Community health is basically dealing with the Rec. Department as we monitor our ponds, and we get up notices, and monitoring all the mosquito programs and those types of things. The environmental health would work with Mr. Dhima in the Engineering Department and Inspectional Services regarding the septic systems and those types of events. Emergency preparedness – we work with our regional partnerships in regards to impacts that have taken place on the environment or health impact for the community. Currently I will tell you that we are working diligently on a heroin prevention type program regionally and well needed in this area of the State as we've seen the impact there currently. Food service program – we are not a self inspecting community. That means the State of New Hampshire actually comes in and inspects all the restaurants. How do we work into that program? We basically in an emergency event have the ability to call for the State to come in and do an inspection for a company or a restaurant to reopen. So that authorization would be handed down to the Deputy Health Officers within the organization and provide that support. One of the things that currently takes place and when we look at an efficiency gain here is I'm recommending that we deputized the four suppression Captains who basically are on the scenes anyway. What I mean by that is prior to that, we were calling out Mr. Oleksak nights, weekend, holidays while we already had a Captain on scene waiting for him to arrive. We're basically going to train them. What I'm suggesting is we train them, we move forward. As you see from the organizational charge, Chief Buxton indicated that Deputy O'Brien becomes the Program Coordinator underneath my direction and then we figure in those other individuals as you see fit.

Chairman Coutu asked in the past how many Health Officers have we had besides the 5 members of the Board of Selectmen. Selectman Maddox indicated that is it. We are the Board. Chairman Coutu asked how many Deputy Health Officers have we had in the past. Under the Assistant Town Administrator to the best of Chief Buxton's knowledge they reached out to the other divisions meaning Jana McMillan; you had Bill Oleksak who was the Health Officer; you had himself as a Deputy; Gary Webster was a Deputy; Blake Miller was a Deputy and I believe that was all. So you had 5 or 6. Chairman Coutu said you're proposing we have 6 Health Officers, the 5 members of the Board of Selectmen, and yourself, and 12 Deputies. Chief Buxton suggested we have one Health Officer and then everybody listed underneath is a Deputy in their area of expertise that's all. Chairman Coutu indicated we lose our title as Health Officer. Chief Buxton said no you are the Board of Health under State RSA. Chairman Coutu noted that we're going to go from one Health Officer which was Mr. Oleksak obviously and four Deputies to one Health Officer and 12 Deputies. We're going to triple the size of Deputies. Is that necessary truly?

Chief Buxton said yes it is. The example I would give you would be the food services area. The Suppression Captains work one shift. They're on a rotating schedule. So you need to take that group of people and you need to get them involved in the community in regards to emergency response. The Engineering Department I believe that we need to keep them involved but you want to have a backup. The example I would give you is last February as we were in between Town Engineers you had a whole month of time. We had nobody. Mr. Webster was not around to give a hand in his Deputy role. Deputy Tice and Lt. Rudolph, they've really stepped up to the plate and started working with that emergency preparedness and community health piece regarding the prevention on the health awareness stuff for the community and the elderly services program. Jana McMillan – she is spot on with our health care type stuff because of her animal control ties. You're talking about people that have a lot of contact with the public. What we're trying to do is increase that exposure but also empower them at the same time to be able to get the assistance that they need to and not have to go through a bureaucratic steps to get the needs to the public.

Chairman Coutu asked have we had any serious health problems in the past eight years since I've been here. Steve Malizia stated we had a fire at one of the local fast food establishments had to be cleared. We had a grease issue – another problem over at one of the other establishments. We've had at least two cases that I can think of where the Animal Control Officer and of course of her duties identified a serious health problem in two properties. One where the unfortunate person had to actually move out. We had to take steps...Selectman Maddox indicated we've had bed bugs and any number of issues.

Chief Buxton told the Chairman that we actually had an issue in regards to who the State was reporting to on some of our pond levels last summer. As we remember, the former Town Engineer who's no longer with us – notification who gets notified, how are the levels being monitored? This gives a piece directly to the environmental piece underneath the Zoning Administrator and the Engineering Department to get that contact, to get that information out to the public regarding the beaches and those types of things.

Chairman Coutu said we had all of that with Mr. Oleksak. Chief Buxton said we did. We don't have that one go to person anymore is what I'm saying. Chairman Coutu knows that. That one not 13. Chief Buxton said it may seem convoluted but it works within their area. Chairman Coutu asked all these people have to go for training. Chief Buxton said yes we provide that training. Some of them have it already. Chairman Coutu asked how long is the training. Chief Buxton said it depends on their specialty. So when you look at Mr. Dhima in regards to the septic systems, they've already started working those things and we'll cross train staff as we move them into their areas of responsibility. When I think of all the elderly services piece which is the Health Officer role, Lt. Rudolph has been dealing with those things informally for the last 30 years, working with the Welfare Officer, and those pieces and parts. Some of these things are just formality that have already been taken place.

Selectman Brucker had a question. You said we're not self inspecting. Chief Buxton indicated we don't self inspect the restaurants in town. We don't license them. That's done through the State of New Hampshire. Selectman Brucker said so they come around periodically. Chief Buxton said yes. Chairman Coutu replied once a year. Chief Buxton noted that the State comes down and does those types of things. We're apt to get involved if you were to get a complaint from somebody on one of the food services things. We might go out and start an investigation and then pass it off to the State if we find something or if we respond into a restaurant, we had sprinkler activation in one of the local establishments and we found some issues that got pushed up to the State and that interaction takes place.

So with all of the responsibilities you have now, Chairman Coutu asked you feel that you have enough time to also act as the Health Officer. Chief Buxton said we're moving that responsibility if you look at the Program Coordinator's position underneath there. Deputy O'Brien will be fulfilling the bulk of those responsibilities. If you go back to RSA 128, he is not a resident of the State which takes him out of the nomination chair for the Health Officer role. That was my original intent was to formalize and have him be the Health Officer. When he was not eligible, we needed to come up with another solution basically.

Motion by Selectman Maddox, seconded by Selectman Brucker, to appoint Fire Chief Rob Buxton as the Health Officer, carried 4-0.

Motion by Selectman Brucker, seconded by Selectman Nichols to appoint the following people as Deputy Health Officers: Deputy Fire Chief John O'Brien, Deputy Fire Chief Scott Tice, town Engineer Elvis Dhima, Zoning Administrator Kevin Desmond, Animal Control Officer Jana McMillan, Fire Captain Stephen Gannon, Fire Captain Kevin Grebinar, Fire Captain Todd Hansen, Fire Captain David Morin, Fire Lieutenant Michelle Rudolph, and Inspector David Hebert.

Chairman Coutu said I will not be supporting the motion. Its way too many people as deputies. We don't need all these people with that title. I think we had 4 before and 4 maybe 6 at most. I would support – the number of people we don't need this many people. So that's my position.

Vote: Motion carried 3-1. Selectman Coutu in opposition.

Motion by Selectman Brucker, seconded by Selectman Nichols, to approve the organizational chart prepared by Chief Buxton relative to the Health Inspector and to approve the breakdown of responsibilities which has been divided into four categories: Community Health, Environmental Health, Emergency Preparedness, and Food Service Program.

Being consistent, Chairman Coutu said I'm certainly not going to approve the organizational chart when I don't agree with having 16 and thank god not 50 Deputy Health Officers.

Vote: Motion carried 3-1. Selectman Coutu in opposition.

C. Acceptance of sewer and water main extensions – Phase 4 – Sparkling River Condominium Development

Chairman Coutu recognized Town Engineer Elvis Dhima.

Good evening everyone. Elvis Dhima noted as you are well aware, Sparkling River has been an ongoing project. Recently they finished Phase 4 road and all the utilities associated with that such as drainage, sewer and water. What I have in front of you tonight is acceptance for the water and sewer. The water will become town property and the sewer will remain private. The reason we accepted sewer even though it will remain private is so they can pull the building permits and then we can acknowledge that it's up to code, it's to our standards, and therefore they can start tying into it. Currently as is it's just a dry sewer we'll call it. The one thing I want to bring to the Board is that the entire system that they have submitted to the town complies. It is a small section of it – 60 feet that's not as steep as we would like it to be but it's within standards and within tolerance so I thought I'd bring it up to the Board prior to that. This was discussed at the MUC meeting. Everyone was aware of it. We felt comfortable that it's within construction parameters and therefore it shouldn't be an issue.

Chairman Coutu asked all of the pressure tests and what not have been done. Mr. Dhima said everything has been done. Gary Webster and staff from the Highway Department witnessed it. We do the visual inspections with the camera. We did the deflection test, the pressure test for the lines, for the manholes. Any addition to that we asked the developer to actually flush all the lines based on the visual inspection. They did do that and everything was within parameters and satisfactory.

Motion by Selectman Nichols, seconded by Selectman Brucker, to accept the sewer, which will remain private, and water main construction at Sparkling River as recommended by the Municipal Utility Committee, Town Engineer, and Road Agent.

Selectman Maddox said that motion is kind of convoluted. We're accepting the sewer but it will remain private and the water main construction...Chairman Coutu said technically we have to accept sewer. We cannot allow a private enterprise to operate a sewer without our inspecting it and approving it. I think that's what Mr. Dhima is asking us to do is approve it.

Elvis Dhima said that was correct. As long as they connect to our system, they have to construct based on our standards. You do make a perfect point though. The Town Administrator and myself are in the process of coming up with a different format that is going to separate the sewer acceptance versus a sewer acknowledgement form. So we acknowledge that it meets standard but will remain private versus in the past currently the same form is used. That's what's making it a little convoluted. You're absolutely right. It came up at the MUC. Yes and you won't see this form again. This will be the last time. We're in the process to have legal look into it and we have some comments for them.

Again Selectman Maddox said we're accepting something that we're not going to accept.

Chairman Coutu commented he's just trying to cover all his bases. To your point, Mr. Dhima said the second paragraph when it says "public" it says not applicable. We are coming up with a second form that's going to take care of all of this.

Vote: Motion carried 4-0.

D. Annual Report Dedication

Chairman Coutu recognized Town Administrator Steve Malizia.

Steve Malizia said we're going to be publishing the Annual Report in the near future now that we've had the Deliberative Session. Generally speaking, the Board is taking the opportunity to dedicate the Report to a person or persons who contributed to the community, could be a committee member, a former Board member, someone who the Board feels should be honored. Last year for I think the first time you actually dedicated it to Mr. Seabury. He's still an active member. In the past you've dedicated it to folks who have passed along. If I think off the top of my head, Coleman Kelly and Jenny Guill who was a long-time Moderator Assistant at the elections. Those are two notables I know that were very involved in the town that may be worthy. The Board may have other choices but it's your choice as to who you'd like to dedicate the report to.

Chairman Coutu stated only two I could think of all year. Can you think of anybody else? Would there be any objection to dedicating the Annual Report to Coleman Kelly and to Jeannette Guill? Selectman Nichols had no objection.

Motion by Selectman Nichols, seconded by Selectman Maddox, to dedicate the 2014 Annual Town Report to Jenny Guill and Coleman Kelly, carried 4-0.

9. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Brucker - I know we're all still dealing with all the snow but I just wanted to thank the Highway Department for all the hard work they've been doing. The streets are clean. It is still hard to see around corners but you just have to deal with it with the height of the snow. How about those Patriots. I am so excited. I've never had such an up and down evening as it was watching the game. We came out on top and everybody in my house was very happy. That's it.

Selectman Maddox – Thank you Mr. Chairman. A couple of things. Number one – Deliberative Session was last Saturday and great questions. I think that a number of those people that were in the audience should sign up for the Budget Committee. Excellent questions. They came with their facts and figures in hand and did a nice job. I will say that the high point of the meeting for me was Lt. Dyac. I got to tell you that you listen to national television and they don't do half as good as he did at our meeting. It was kind of downhill after that. We presented to the voters. You know folks, there was 300 seats and they weren't all full. That was your chance to be able to ask the questions, to make modifications. I hope people watched the meeting and hopefully take away that the Budget committee and the Board of Selectmen were on the same page and that's unusual so enjoy it.

Next thing Mr. Chairman, Selectman Maddox commented with all the snow that we've been getting our resources are taxed. That's not a hidden tax. It's a straight out. Those guys are working long hours doing whatever. I saw an e-mail from the Road Agent that concerned me I guess is the word I'm going to use. The School Board utilizes our services to clear the parking lots and all of that. Why do they have plows and sanders if they're not using them? Give them to Kevin so that he can utilize them as equipment breaks down. Mr. Chairman I don't know how you want this as a motion or how you'd like me to say it but I think that the Town Administrator should have a conversation with the Superintendent. If they are not going to use the vehicles, can we have them for the winter or can they take responsibility for clearing, sanding the lots at least during the say when they are there. If you read that memo from the Road Agent, again, we're just taxing resources that we don't have to be able to facilitate

school needs. Again I know the taxpayers pay for it all, I just think that again I don't know all the facts but it would be nice to know that if they have plows and sanders that they're plowing and sanding.

Chairman Coutu said I didn't get to read the memo. I know I've had conversation in previous years with the Road Agent relative to the cost of removing snow from the schools. What he said made a lot of sense. It's still taxpayer money whether it's one side or the other. So there's no sense because I suggested we should bill them. He said why. He felt that when he makes an assessment, he usually speaks with the Superintendent of Schools early in the morning making the decision whether or not they're going to open or keep school closed. Two things are factors – what's the condition of our roads. That's his first priority. Does he have time to get to the school parking lots? This other information that you told me and I think Pat and I had a discussion before the meeting about some e-mail from Kevin that I never saw. I didn't realize she said they have 3 trucks with plows? Selectman Maddox thought at least two. The way I understood it was 2 with sanders. Chairman Coutu didn't know that they had any plows. I didn't know that they had any sanders and if they do, I would think that they could at least especially in the storms that are this big, should be out there doing something or if they're not then like you said suggest that we use them. A consensus of opinion, as the Town Administrator to get a hold of the Superintendent of Schools and see if we can work something out between – find out what he does with these trucks. Steve Malizia said I'll ask. Chairman Coutu noted he doesn't have to answer you.

Selectman Maddox was just trying to support our Highway Department. If they're overtaxed, equipment breaks down, they have a couple of spare plows that if the school is not using them, then why can't we. Chairman Coutu said our vehicles are highway type cleaning vehicles. I've seen the School Department trucks. Selectman Maddox stated they have pickup trucks but still Kevin uses pickup trucks. Steve Malizia noted but he needs bodies to put in the pickup trucks. Selectman Maddox said if we have a broken truck. Mr. Malizia wasn't aware that he had broken pickup trucks. We had a Mack truck that dies. Some of it is a function of time. I'm not defending it. I'm not familiar with all the assets. We deploy some outside contractors to assist us with the clearing of parking lots. Everything needs to be done at the same time.

Chairman Coutu asked shouldn't Kevin be having this conversation with the School Department. They owe us. Mr. Malizia thought he's had a conversation with at least the Facilities Manager. At least he's expressed his concerns. Whether that gets him anywhere, I don't know. Chairman Coutu thought maybe if we have you talk to the Superintendent on behalf of the Board of Selectmen making that inquiry. Mr. Malizia indicated I can certainly communicate to this. Chairman Coutu asked would you please try and if that doesn't work, we'll go another avenue.

Selectman Nichols said that one part of it was he said that they had to go out and use other people. They had to hire other people to help with the plowing. It comes out of his budget. Chairman Coutu asked who we had to hire other people. Selectman Maddox said we've hired contractors to plow the school parking lots for years. Selectman Nichols said Kevin has to hire and it comes out of his budget I guess. Of course it comes out of everybody's budget but I think if they have trucks there and nobody is using them, why are we paying for someone to come in and help? Chairman Coutu said I must have been sleeping these 8 years. Are you serious? We hire contractors to do plowing. Steve Malizia indicated this has been a practice for decades. Chairman Coutu commented never heard of it. It's the first I hear of it. I thought we did it all. Selectman Maddox said the road yes – the 200 miles...Chairman Coutu said the conversation I had with Kevin is if I get a chance to get to the school parking lots I get to it. I didn't think it had anything to do with private contractors. They've got 3 plows. Well maybe we should tell Kevin to stop plowing over there and let them figure it out. Selectman Maddox thought we need to have a conversation before we do that. I'm just saying that again if we're taxing our people so much and our equipment and they have stuff sitting in a garage, let us use it.

Selectman Brucker indicated that taxpayers have paid for them. I think it's a shame that they're just sitting there. Selectman Maddox said they may not be sitting there. They may be doing something with them but I'm just going on what I got from the Road Agent. Let's at least look into it Mr. Chairman.

If that one went over well, Selectman Maddox said I can't wait for this one. I'm going to him "will". Will work. There's a gentleman that is camping I guess is the word I'm going to use out at the end of Wason Road. I understand the Board and the Police Department's reluctance to deal with the ACLU and the free speech issue. Chairman Coutu indicated I don't have an issue with that. Selectman Maddox was just saying that the town seems to. This gentleman is stepping out into the roadway. He's on Lowell Road. I saw him almost get clipped by somebody. Again I understand the free speech. If he's standing on the corner and asking, that's what is allowed by when he's stepping out into the roadway, I think that at some point somebody is going to hit this person and that just shouldn't be. I think that again we've bent over backwards to try to worry about the issue of free speech. There is traffic safety that needs to be involved here Mr. Chairman. I would hope that you as the liaison will express the Board's hopefully consensus to corral this person out of the roadway. Chairman Coutu said gladly. Consensus of the Board you don't mind my calling the Police Chief because this has been – I have been reluctant to say anything only because I've been advised that the courts are waiting for me to say something and they're going to arrest me. I'll say something.

Selectman Maddox commented we have a duty to the people that are just driving into Wason Road. This guy is going to be in the roadway. Chairman Coutu said agreed. I've watched him. He does it as Walmart as well. He stands right out on that island and he jumps right off it out into the street. This man – and it's a shame. I've watched people stop and give him money. I think I've said this publicly before. If I didn't, then I'm going to say it tonight. Two houses down from me there's a woman

that owns a home. She owns the house and whether her husband is deceased or divorced, it's none of my business but she stopped at Walmart. She said to the gentleman – she felt bad for him because the sign said will work have two children. She said what is your trade. He said I'm a carpenter by trade. She said you're just the man I'm looking for. I have a lot of remodeling I need to do at my house. When can you come over and look at it. He said oh I can't do that Mame I have a bad back. I can't work. He's lying to people. Just sit and watch him and watch him go to his vehicle. Look what he drives. Look at the briefcase he has. It's not a cheap one. The Dunkin Donuts coffee, the cell phone he has – what did one of the guys say to a reporter in the newspaper – on a good day I take in \$300. Where's the IRS? Why isn't the IRS going down there. Remember I said all of this in nonpublic. Now it's all going to start coming out because you lit a fire under me.

Selectman Maddox said that was not my concern. That's free speech. I'm not into that at this point. I am into the fact that someone – it's going to be a bad situation someday and I know we're concerned. This man is out in the roadway. Chairman Coutu said I'll ask the Chief of Police to do something about it.

Selectman Maddox indicated that the Fire Department got their squad truck. Hopefully that works out. Again I think that as people asked me after the Deliberative Session, again, we're trying to think outside the box. We're trying to sell the box at this point. We're trying to look at avenues that save taxpayer monies. I think the squad truck will prove to that end. Hopefully that is in service and doing the things that we thought it would do, i.e. taking mileage off of half a million dollar front line vehicles. Applaud the Chief for all of getting that thing in here and again to the voters that approved it last year seeing the value. I hope they see the same value in our presentations at Deliberative. Thank you Sir.

Selectman Nichols – I have kind of a little apology from Lisa Nute. The citizens who use the on line pay program was up and down for the past few weeks. It was down while their vendor Harris Computer was working on their piece of software that interfaces with invoice cloud. She regrets that a small portion of the customers received an influx of duplicate e-mails last Saturday morning. She apologizes for any inconvenience while the system was down. Harris was able to resolve this program bugs and invoice cloud is available once again for the citizens who would like to use the online bill service. She's very sorry but she managed to get it fixed but it took a little bit.

On that subject because we did get an e-mail, Chairman Coutu asked Selectman Nichols to ask Mrs. Nute was it the contractor's fault the thing went down or was it our fault. If it was his fault, is he going to reimburse us for the time Mrs. Nute and her staff had to put into fix it? Selectman Nichols said I will ask her because it says here that their vendor Harris Computer was working on their piece of software and it went down again. I don't know whether it was because of him or not but I will find out. Chairman Coutu said if the software had malfunctions in it, then Harris should be reimbursing us for the time that we put in to fix their problem. I'd be interested to knowing that. I read the e-mail that she sent out and I was confused whether we were at fault or Harris was at fault. Selectman Nichols thought it was him but I'll check. Chairman Coutu said if was, then we should demand payment for the time that she put in to fix the problem and we should sue him for the aggravation the taxpayers had to put up with. Just give us our money back and I'll be happy.

Selectman Nichols noted I attended the Hudson Community TV meeting on January 20<sup>th</sup>. They spoke about Warrant Article 12 to establish the Hudson Community TV Revolving Fund. We discussed that. They talked about purchasing new hand held cameras because they'll be easier to get to different places – to get down on a floor or whatever. They have some new lighting that was upgraded. We got a tour of the studio with the new lights. It's beautiful. Absolutely beautiful.

Seniors. Selectman Nichols was up there the other day and I watched the show – the Senior Affairs Committee. They were talking about the Able Network. They said they had a part time person who was allowed to work 15 hours a week at the senior center. I spoke to this person at the senior center and I asked her if she was getting paid for this more than \$8 a day? She said yes she was getting paid. She didn't say how much but she was getting paid. We don't know – I always thought that had to come before the Board of Selectmen because that is a person who is – like everyone else, we have to come here with our paperwork and be seen and interviewed by this company. I didn't know if this approval is needed by the Selectmen. Is there paperwork that needs to be signed? Should this have been posted so that other people might have maybe gone to the Able Network and signed up more than one? All I just know is one. Nobody else was aware of it at all. I don't even think anybody else knows other than what was said at the committee meeting the other night. So I worried about that.

Chairman Coutu asked if I might on that subject. You mentioned that to me this evening that I did not make that committee meeting. That was the night of my wife's 70<sup>th</sup> birthday that Wednesday evening and I promised her I take her out for a steak. I watched it that Saturday morning and I got on the phone immediately to find out who got hired. Oh no this is the answer I received and I relayed to this to you because you posed the inquiry. No they're not really getting paid. I said how can they work for able and not get paid. They have to get paid. I was lead to believe it was a nonpaid position. This is the way it was presented to me. They've also applied because Able is looking to create jobs. Now they're posting for a custodian and that all came to because you said something to me about custodian. I said no, no the custodian is in the budget. Nope you're right. They're looking for a custodian through Able and a food service to work there Able. Another part timer to work with able and I said succinctly I believe the Board of Selectmen are the only people who have the hiring authority in the Town of Hudson but none of these people are going to get paid. I said then that's not the Able Network. That's some sort of a volunteer group you're working with because Able pays their people. Now I'm hearing or what I heard later was well there's a mix up in the paperwork. We'll get it to the Board of Selectmen at your next meeting. That was three weeks ago and we still have no paperwork from the Recreation Director. Correct?

Steve Malizia indicated I don't have any paperwork.

Chairman Coutu said if they were going to hire somebody from Able, they have no authority to right? We have the authority to do that because we have to sign the contract with Able and not the senior center. Mr. Malizia indicated if you want to enter into an agreement with anybody, one would presume the Board would enter into the agreements. I'm not sure you're hiring anybody but if were saying that we're going to use Able Network if that's a conscious choice of the Board, I would assume the Board would do something to that affect. I'm not sure you're hiring anybody. I'm just qualifying your answer because I don't know if somebody is coming in from Able. I would assume that if you have an agreement with Able, you'd want to approve it. Chairman Coutu said we'd also want to know who the person is that's filling whatever positions they are approved for. Steve Malizia said it is certainly up to the Board what you'd like to do. Chairman Coutu would think that at this point considering we have conflicting information Pat and I that the Recreation Director should be asked to provide some information. Did they in fact hire somebody? What is the salary? How many hours and why wasn't it brought before the Board of Selectmen? If they say well it doesn't have to, I would think the direction of this Board would be at this point yes you do.

Selectman Nichols indicated Selectman Massey at one point had suggested using the Able Network for the senior center before we even had our own senior center just to use it down here to give some help. They paid. He said they will pay a person to come in because they were using someone in Lowell I believe from one of the Able Networks there that they could go in and they'd work X number of hours a week. The Able Network would pay them and they would be there maybe 6 months, maybe a year, maybe only 3 months but then they were in looking for a permanent job an older group. This was what was happening then. It was Mr. Massey that spoke about that. We looked into it but we never got very far because they couldn't find someone that wanted – it was never posted but trying to find out a little bit more information on that. I'm wondering if maybe someone here could call Mr. Massey and...

Chairman Coutu said I'm very familiar with the Able Network program. Very familiar with it. I think I'm the one that introduced it to the Board initially. It was something that we should do. They do pay. It's a transitional program. The program – and from what I heard – they have a lot of money and would like to create more jobs. That's why they encourage the senior center to create more jobs and tell them what the positions are and they'll hire people for us and they'll pay them. I'm not opposed to having a free custodian. I'm not opposed to having free clerical staff, maybe two people to help her, maybe we can extend it an additional day. There's a lack of communication and I'm going to get criticized for – they're going to want to recall me again because I'm making statements. There's a lack of information coming back to this Board. I go to these meetings and I get frustrated. I get upset because I hear things for the first time that I know nothing about. I get no information from the Recreation Department about any dances or any comedy nights. I used to get reports on a regular basis about that. I serve on the Recreation Committee so I haven't been to a couple of meetings. He always sent me e-mails. I'm not getting those either. I'm at wits end. I know that the Able program – like I said it's transitional employment.

Chairman Coutu noted originally it was intended to be a two year job. A person who has clerical skills who is older in age, not young people, it's not geared towards young people. You have to live in subsidized housing. That's one of the qualifications. It's to assist older people who have a hard time making ends meet and they bring them into a position. They may have worked in the mill all their lives. They learn secretarial duties – filing, a little bit of typing, answering the phone, directing people around. The purpose of the program is to give them a skill set so that if the community or the company ever decides to make that a permanent position, they would hope and with good reason that the person that we've been training for a year or two transits into that position. They've done that with several municipalities. Let's use this as an example. She works 16 hours a week say and she gets \$10 an hour. So she gets under \$60 which supplements her income and then we decide that we're going to make the Director a full time position and we're going to put on a part time position paid for out of the fees that come in to be a member every year. We have 600 members; we get \$10, that's \$6,000 so we hire a part timer out of that money. Able will give us another person to train. There's always that additional staff that you can get from them. If the seniors looked into Able a few years ago and got nowhere, they didn't look too hard because Able is ready, willing, and able to go out there. It's a program designed to take people who are able to work but don't have the proper skill set, get them the training so that they can transit into the job that they learn to do. It's a very, very well run well organized program. They pay all the wages – FICA and everything. They come down and they actually monitor the job and the person has to go to school so many hours I think in a month. They actually pay to send them to learn secretarial skills, how to talk to people, your mannerisms, your demeanor, how to make you better suited for the position that you're being trained for. It's all paid for by them but they have to contract with the municipality. The senior center I think is being treated as an independently owned operation and it isn't. It's part of our structure. I'm still finding fault with the way it's set up. It should be somehow or another put under other than recreation. I'm just getting fed up.

Selectman Maddox asked why wouldn't we call in the Rec. Director and say why aren't you doing what is expected rather than saying give it to somebody else. Chairman Coutu said okay. I thought we had already been there. Selectman Maddox thought this brings back the issue that I thought you were going to start on. Good or bad, the five of us are the higher and firing authority. We can't have departments going out and saying oh let's just bring in somebody from Able. Let's just bring in somebody from wherever. That has to come through here. At least we know about it. At least it's controlled somehow. There could be five people working snow plow trainee drivers. How do we know? So I think again the Memo should come out from the Town Administrator to all the department heads saying all hiring has to go through the Board of Selectmen. Again if this person works out, that's fine but have they made a commitment that we're going to hire this person downstream. We don't know.

Chairman Coutu said Able doesn't make you commit to doing it. They ask you. As I recall the contract because I saw one a couple years ago in another municipality. Should there be a permanent position established similar to that which we are training, they ask that you give them first preference. You may know something that Able doesn't know and you might not want to transit that person and they wouldn't have a problem with that as long as we can justify it. They don't ask for a commitment. There's no strings attached. The only string is if we're going to make it a permanent position that we consider that person first to transit it into it. Look I ran a federal program – I ran two of them – Emergency Employment Act and the Comprehensive Employment Training Act. That's what it was all about hiring people and transitioning. I worked with the City of Lowell and seven surrounding communities – Tyngsboro, Dracut, Billerica, Chelmsford, Tewksbury, Dunstable, and there was one other. There were seven towns in the City of Lowell. Not a single hire, not a single hire could I bring on until I got the signature of the City Manager, or the Chairman of the Board of Selectmen, or Town Administrator in any one of the seven towns. I was not the hiring authority although the City of Lowell had control of the money; I was not the hiring authority. The governing agents of all of those municipalities were the hiring authority. It shouldn't be any different here. I'm sure she's going to get paid. They're saying she's not getting paid because the paperwork is held up somewhere. As you said, maybe she was the only person that met the criteria because she does live at Buttercup which is the only recognized subsidized senior housing in Hudson. She's a wonderful person but like anything else, jobs should be posted. If they're going to be talking about hiring 3, 4 more people, no not without our authority. We want to know about it. We should know about the first employee and not the 6<sup>th</sup> one. We should know it right up front.

Selectman Nichols wanted to thank everyone who attended the Town Deliberative Session. The weather was so cold and windy. I'm thrilled that the people that showed up did. We didn't have that many but thank you to those who did and to all the Budget Committee, and the Board of Selectmen who showed up, and the Women's Club for providing the food and sweets to sell. I had a great time over there. The questions were great and everybody was asking great questions. It was a very, very nice day and I'm sorry that we didn't have as many people. I expected more. It was a cold day. I got out of my vehicle and the wind blew and I almost fell over. I was going to get back in and go home but I was there so I went in. That's all I have for tonight Sir.

Chairman Coutu asked Steve Malizia to look into asking the department heads if there's anybody that's gone beyond or nearing having employees on 6 month's work time for review. I don't know that we have any that are due. Wasn't it that we wanted to be notified after the 5 month review we wanted to have a report on how they were doing. We don't want this thing just rolling to 6 months and then we have no opportunity. I believe that was the motion that was made that we would want to see them in once they've reached 5 months of employment at least have the department head tell us they're doing a good job, or I'm going to make a decision within the next month. At least we get some heads up. If they're working out fine, they're working out fine just tell us so. We were going to do that by memo – it would be nonpublic or a memo. We can't do it in public obviously. If everything is fine, I think what we send just send the report to us through you and you just say everything is fine. If the department head has problems, they should bring it to our attention and what the corrective action is going to be.

Selectman Coutu – I was very disappointed. I was disappointed that it was a low turnout. I don't think people understand that that's where everything can take place. When I see 30 – 40 people in the hall and most of them are town employees, or department heads, or whatever because they're there to answer any questions, I feel as though people are saying we're doing an outstanding job. They're doing well. I don't have to go down there and cut budgets or recommend things which they can do in essence. Somebody can go in there and cut a whole salary line out if they wanted to. I was very disappointed in the turnout but I want to say this. I have a real understanding of the budget process and what it takes to put a budget together, vet the budget, go through it with department heads, and then have a Budget Committee of people who run for this position. They don't get paid and they put in countless number of hours and sometimes long sessions in through the fall to get us to the point where we have a budget prepared and presented to the voters at Deliberative Session. There was a lot of work that goes into that. I'm very appreciative to the Budget Committee and to anyone who serves on the Budget Committee, and the various department heads, and obviously the board and the School Committee for preparing these budgets. We have a Deliberative Session coming up this Saturday for the School Committee. God willing I will be there. There's a couple of things that have piqued my interest and I'm going to be there and speak on at least one of them anyway. They're very important. It gives you an opportunity before things go to the ballot to make changes or to vote on changes that might be recommended.

Chairman Coutu said I was very pleased with the outcome. I think we presented the investment that we feel that this town should make with the new fire station and obviously the refurbishment of the Lenny Smith Fire Station. I know that Selectman Maddox and I are going into this election with a little bit of consternation about this whole fire thing and whether or not the voters will vote for just one or vote for two. I truly feel I've listened to the Fire Chief's presentation here. I've listened to basically your presentation at Deliberative Session. I've mulled over the discussions that we've had and I truly, truly believe that the taxpayers of Hudson are going to make a \$2.1 million investment this year in our community, something that we haven't done at least since I've been here and probably since you've been there other than – you said the last thing was the water. Steve Malizia indicated we built the highway garage in '99. We bought the water in '98. Chairman Coutu said other than that, we've made no capital improvements. We've invested no money...Selectman Maddox noted the senior center. Chairman Coutu indicated well have of that was paid for by the Cable Committee. If it wasn't for their funding, we wouldn't even have one today. People were wondering what are we going to do with the extra cable money. We built a senior center or half of one anyway. I think that the people are going to be convinced and I think we're going to work with the Fire Chief and we'll put something together to push that. I think it's a very, very important investment in our community and I think the

citizens of Hudson – when I think about \$2.1 million, it's actually going to be \$3 million but \$900,000 is not going to affect the tax rate at all because we're going to come up with the money to do that. It's obviously taxpayer money but it's in reserve. We're going to spend \$2.1 million we're going to affect the tax rate. How much did you say it was a year Chief? Selectman Maddox indicated \$26. Chairman Coutu said \$28 a year would be the affect of the tax rate. It's a third of a cup of Dunkin Donuts coffee because I know what they charge for these things. A third of a cup of coffee a week and you've got this thing paid for. Over 10 years, \$282. I was willing to write out the check for \$282 and say don't put that on my tax bill. I'll pay it even if I sell my house. I'll prepay the thing. I think it's a bargain. This is a major commitment to infrastructure. We will never, never beyond this Election Day, beyond March 10<sup>th</sup>, never be able to get that same deal down the road. That \$900,000 we're putting into the Lenny Smith is going to give us about \$700,000 worth of product two years from now. It won't be because remember what they're voting now doesn't kick in until later. We still have to go out to bid so there's time and prices can go up. To get this bargain now, it behooves us to do the right thing. It's a great investment in our community and I think it's going to pass. I think the voters are going to see the value in what is being proposed. Again I thank you for all the work Selectman Maddox that you put into it and you Chief Buxton. I think we're going sell this and the voters are going to.

Chairman Coutu indicated the election is March 10<sup>th</sup>. Selectman Brucker you chose not to run for re-election. You know I have a great affection for you and for your husband. I get emotional when I think about this. You and Selectman Nadeau have been good friends and you were there when I was down and out. You and Will out there putting up signs for me in an election I couldn't work. You took them down. You brought them back to me. Ben did the same thing. He took out a lot of signs. Both of you have chosen not to run for re-election. I hope you keep in touch. We'll have a few more meetings before Election Day so I'll get to tease you some more between now and then. I hope you and Will keep in touch. Doris and I have a tremendous amount of respect and affection for you and Will. God love him the guy had his own health problems and you had your problems with your legs and you're out there banging signs in the middle of the winter for Coutu for Selectman. Selectman Brucker indicated it was worth it. Chairman Coutu appreciated it.

Speaking of elections, Chairman Coutu said on the Budget Committee only one candidate, and I really like the guy Ted Trost who was a former member of the Budget Committee, I mentioned to him the other day Ted you should run for Budget Committee. He said yeah my name is going to be on the ballot. I didn't know he had signed up for it. So he's running. There are two other seats. All you have to do is get 10 write in votes. A young person today wants to serve his committee, here's a good way to learn about politics and people and what it takes to run a government – money – and how to manage that money. Good position to run for. We're going to have Ted Trost. I'm sure he's going to get elected. Certainly has my vote. Anybody who's willing to put their name on the ballot and run for Budget Committee deserves a vote. If you want to run for it as a write in candidate...the Code of Ethics, there's a real good position you can run for because they don't meet. We have two positions for three year terms. Just have a title after your name. I ran for the Code of Ethics unopposed and I got elected or I ran as a write in candidate and got elected. Think about that. Just give yourself a title. You don't even have to show up for meetings. Nobody ever calls for a meeting.

Interesting Chairman Coutu stated there are two seats open now on the Board of Selectmen and we're going to have 6 candidates. On the School Committee there's one seat open and they have 3 candidates so an equal disbursement on both sides. It's going to be an interesting election. I applaud everybody who put their name on the ballot. I wish everybody a lot of luck. I will be in touch with all of the candidates both Selectmen and School Board. I will be conducting this year a debate. I will invite them all to come and if I end up with just one candidate for either of them, I will sit there and talk with that one candidate but I will be hosting a debate. I've already spoken to Mr. O'Keefe and we're going to arrange a time to have all of the candidates come in and I'll ask them some questions and I'll be fair and impartial. I haven't even made up my mind. It's going to be a tough decision this year.

10. NONPUBLIC SESSION

*Motion by Selectman Maddox, seconded by Selectman Brucker, to enter Nonpublic Session pursuant to: RSA 91-A:2 (a) Strategy or negotiations with respect to collective bargaining; and 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, carried 4-0 by roll call.*

Chairman Coutu indicated that Nonpublic Session is being entered at 10:17 p.m., thus ending the televised portion of the meeting. Any votes taken upon entering open session will be listed on the Board's next agenda. The public is asked to leave the room.

Chairman Coutu entered open session at 11:22 p.m.

*Motion by Selectman Maddox, seconded by Selectman Nichols, to authorize the Fire Chief to hire John Collins for the position of Dispatcher in the Fire Department at a starting salary rate of \$15.51 per hour (step 1) effective Monday, February 9, 2015. This assignment will be a non-exempt position in accordance with the International Association of Firefighters Local #3154 Contract, carried 4-0.*



*Motion by Selectman Brucker, seconded by Selectman Maddox, to authorize the Fire Chief to hire Justin Tracey for the position of Firefighter/AEMT in the Fire Department at a starting salary rate of \$17.08 per hour (step 1) effective Monday, February 9, 2015. This assignment will be a non-exempt position in accordance with the International Association of Firefighters Local #3154 Contract, carried 4-0.*

*Motion by Selectman Maddox, seconded by Selectman Brucker to pay Gary Webster 127.49 hours of earned time, carried 4-0.*

11. ADJOURNMENT

*Chairman Coutu adjourned the meeting at 11:25 p.m.*

Recorded by HCTV and transcribed by Donna Graham, Recorder.

HUDSON BOARD OF SELECTMEN

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Roger E. Coutu, Chairman

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Richard J. Maddox, Selectman

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Nancy Brucker, Selectman

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Pat Nichols, Selectman