

HUDSON, NH BOARD OF SELECTMEN  
Minutes of the October 23, 2014 Meeting

1. CALL TO ORDER - by Chairman Coutu the meeting of October 23, 2014 at 7:03 p.m. in the Selectmen's Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE - led by Town Administrator Steve Malizia.
3. ATTENDANCE

Board of Selectmen: Roger Coutu, Ben Nadeau (arrived at 7:15 p.m.), Rick Maddox, Nancy Brucker, Pat Nichols

Staff/Others: Steve Malizia, Town Administrator; Donna Graham, Executive Assistant; Kathy Carpentier, Finance Director; Len Lathrop, Chairman, Trustees of Trust Fund; Mike O'Keefe, Chairman, Cable Cte; Leo Bernard, Chairman, Sustainability Cte; Chief Jason Lavoie; Dave Yates, Recreation Director; Charlie Matthews, Library Director; Linda Kipnes; Captain Bill Avery; Sherrie Kimball; Ted Luszey; Arlene Creeden

4. BUDGET PRESENTATIONS

Trustees of Trust Funds (5020)

Chairman Coutu recognized Chairman Len Lathrop. Good evening Mr. Lathrop and welcome.

Good evening. Len Lathrop stated we have a two-fold operation here tonight for you. It might be easier to start with the actual budget presentation and then talk about the warrant article that we'll need to facilitate the transition in RSA 297. As you can see and it's been pointed out to me that our budget is up 365 percent. It is that one line the \$18,000 line. What we've had to do this year because of the way that we elected to reinvest the Town's funds, we've switched from a deposit situation into a wealth management situation. As most of you are aware as last year at the Deliberative Session, we asked for a warrant article change and when it went to default budget, the Selectmen were gracious enough to grant us the money to actually invest all the town funds into wealth management. We've established that fee, again, in the budget for this year in case Warrant Article which we've labeled with Kathy's help "M" doesn't pass. The warrant article that is on the top of the sheet that we just passed out under the new law that becomes effective in June, you can now use the revenue from the investment to pay the operational fees. So when we hire a wealth manager, we can pay that from his proceeds - the money that he's making for us wherein the past we've had to pay it from operational funds.

Other than that, Mr. Lathrop said our budget is pretty flat. If you take the \$18,000 out which we hope that by this time that the end of FY16 we'll be returning to you if the warrant article passes and everything goes well. We sit at \$3,870 which is really basically flat from the other years. If you look at the backup, everything is zero or minus. We've actually taken money out of a few things that we don't need. While we show overall that large increase, that's how the budget sits.

If you recall during the budget transfer, Steve Malizia stated we had the default budget during the transfer that the Board made. We moved \$15,000 into this from other accounts to account for this. It's not reflected here but the reality is you've put \$15,000 for these investment fees into this fiscal year to cover those investment fees.

If we look at the pass out that Kathy gave you, Mr. Lathrop explained that we wordsmith it. A simple warrant article for the voters. I think a lot with this warrant article will be the explanation that I've been advised you can't put an explanation into the actual warrant article and I know that all warrant articles go to the Solicitor for review. What this law allows us to do is to use the return - the money that we've made to pay for the cost. If you go to the next page, this is an interpretation from the Solicitor that Steve got back in May of how to utilize this new RSA. We're basically following what our Solicitor has told us to do. The next page shows how it breaks down through the different departments and also how we pay for this. The top of it when you say tier 1, tier 2, that is what you pay based on the first million, the second million, the third which is 3 million, and then on the balance. The unique thing that I want to point out is that because of our long-term relationship with People's Bank for the next 3 years they're discounting their standard rates by 25 percent for the Town of Hudson which reduces the cost of investment management by \$25,000.

Then we take the \$75,000 and we divide it amongst the accounts. Mr. Lathrop knows the other night when the Sewer Committee gentleman was here there was a question about that line item that I saw on television that I think Kathy clarified. The \$9,700,000 fee is 59 percent of our investments so that we allocate that cost across to the two departments that aren't part of total town budget. We have a school department that we will be doing the same

exercise with the school and then the general funds to get the total of how we're going to allocate the costs.

Chairman Coutu asked do we pay anybody money and if so how much in the past. Len Lathrop said we have been paying - the Trustees prior to this group of Trustees were paying People management fees. The management fees have been paid probably for 15 years on the sewer money. Sewer money has always been in the management realm. The fees have ranged roughly in the 5 percent range sometimes 6 percent depending on the investment manager. We've had Bank of America. We've had Wells Fargo. We've used local people. We used TD Bank recently. We use Mackelson. I think the purpose is that wealth management returns are minimum. We've seen a minimum of like 2.75 percent and this year we're projecting a 7.3 percent return on our investment wherein the deposit end of it you're looking at less than a percent - less than a half a percent. I know that you face it many times with both your surplus and your banking account on the town side. We can through this new law and some of our other investments can do quite a bit better with the town's money because of the long term nature of it. People's Bank has offered - they're projecting between 7.3 and 8 percent return on investment this year on this \$16 million investment.

Chairman Coutu asked do you get monthly statements from them. Mr. Lathrop said we get monthly statements from everybody. If you need to see statements, I have a lot of forms with me not knowing what questions you were going to ask. I would be happy to share them or for efficiency if you want to see what funds we own, what munis that we own, what treasuries we own, what stocks we own, we have that. We get it every month. We get the percentage. Every time something changes we get a form from them. Chairman Coutu said that would be fine except that under a management firm if I understand it correctly they can shift money around on a moment's notice on the basis of what they interpret what's going to happen to the market at any given time. They'll try to protect the investment and move some of the money. Mr. Lathrop said you're correct. That's why we have consistently since I've been a Trustee and I think I'm entering my 12<sup>th</sup> year, we've said we hire the best money manager that we can. We don't tell the money manager what to do. He is a professional. We watch what they do and we look at what their history has been and how they operate. The last company we were with we were in a big mutual fund pool that we owned a percentage of the pool. What People's Bank does is active investment. We actually own different funds. That allows them the ability to change those funds as things look different in the marketplace.

Chairman Coutu wanted people to know Mr. Lathrop that you and two other people serve on the Board of Trustees. You're elected officials. You are not paid and prior to your presenting to us last year the opportunity to invest some capital in having a management firm better manage our money and give us a greater return, I know that we have had this conversation a few times where you and other members of the Board of Trustees have done an awful lot of legwork going from bank, to bank, to bank to always try to get us max out our investment. Back then, we were looking at .002 percent or .003 percent and you're trying to max it out.

Len Lathrop directed the Board to the fourth page. It will show you what we were getting at the top. We still because of good money management, we did leave some money in investments. You see the \$1.3 million, that's the money that we left in there to pay for the senior center. The Town hasn't requested the money for the senior center building yet and we know that it will come by the end of the year. So we didn't feel that we should invest that in the long term because it's going to be needed to pay that portion of the senior center. All three of those funds have been earmarked for something. Because working with Kathy so closely, she's told us that the need won't be there for at least 6 months to pay that bill. The first of October we took those funds out and those went into the wealth management also. Chairman Coutu noted that we're going to be making some money on those 3 funds. Mr. Lathrop indicated you'll be making a lot more money on those three funds. We constantly move. We try to keep the funds as liquid as possible. We advise our wealth manager of upcoming needs as far as two years out. We met this afternoon and the sewer people brought to us the needs, the projected 12 percent of what Nashua will spend for 2015, 2016, and 2017. As we invest those monies, we will tell our manager that this is a potential that if Nashua does this, we're going to need this money. So he might put it in a different type of fund. That's what we hire him for. I can't tell you all the funds. I can show you a list. We can read some of the names and many of them you know. You hear about them on television. There's long term caps, and short term caps, and mutuals, and treasuries. We work with them so that the Town has the money that they need when they need it and that we can invest for the longer run whenever we can.

Chairman Coutu asked if there were any questions or comments from any member of the Board. Before you speak Selectman Maddox, I want to recognize that Selectman Nadeau is present.

Selectman Maddox asked Mr. Lathrop on the draft warrant article. The last line says "no vote by the Town to rescind that for 5 years". That's in the section that says RSA 34 which is for I guess cities but it's not in the one that's in the e-mail on the towns. Mr. Lathrop indicated it did say when I sought advice from our manager that that was part of the...we can check the numbers. That was from your solicitor. Steve Malizia indicated he's allowed to go back to the attorney. The concept is proper. Mr. Lathrop said it was good to point it out. It's brand new legislation that we're all seeing.

Chairman Coutu indicated this will be vetted by the Department of Revenue anyway. Mr. Malizia said it to the Security Department of Revenue, back to the attorney, back to us. Mr. Lathrop stated that's why we didn't really wordsmith it. One of the big things that the Trustees want to make sure is that we have the opportunity to explain this to the voters because this could be a little confusing. If they approve this, we're actually going to be able to reduce the amount of taxes that they have to pay. These fees while they're important fees to make money for the Town have come out of the operational side. When they stopped coming out of the operational side, the return on the investment to the Town will show less. The operational side expense will show less and the overall outcome should be really a wash. Actually by putting a lot of the trust funds in with the capital reserve funds the overall pot is bigger so we will do better for the town.

Selectman Brucker thanked Mr. Lathrop and the Trustees for this hard work. I would be so discouraged if I had all this millions of dollars and was getting only .002 percent. Len Lathrop indicated it has been a long - when we first started, Ed and I now have been together - Ed Duchesne for quite a while. He's up for election. Mr. Schibanoff is our other Trustee. We were getting 7 ½, 8 percent on conventional just putting them in the bank. It was kind of fun because you'd call the bank and say well this CD is up and what are you going to give me. We'd sit there and negotiate. As 208 came and the marketplace really changed, we had to find a way to get out of this almost no return on your investment. Yes we're taking more risks but we're taking a lot less risks than a lot of different avenues. When you speak with the wealth management people, there are many towns that are still just sitting with all their money in the bank and taking .002. It's kind of a tough road but we thank you for your support. We continue to work and Ed will be on the ballot again. He agreed this afternoon to force his name back on the ballot for another 3 years.

Selectman Nichols thanked Mr. Lathrop and the Trustees for the work that you have all put in on this. Len Lathrop had to give Kathy a whole bunch of kudos. She keeps us on the right road a lot of times. We come up with some strange ideas sitting there. After listening to Steve telling about the government funds that aren't making any money, we want to know if he could give us the government funds and not tell anybody and we could just add them to the pot and bring you back 7 percent. Kathy straightened us out on that too today. We're not asking you to do that.

Chairman Coutu said my wife was right. My wife made a comment to me today. I was watching part of the budget deliberation the other evening and she said to me - you know Doris is a lot smarter than me - she said to me I don't care what you say about the Finance Director and the Town Administrator, you got your money's worth in the two of them. I said what did I say about them. She said you're always chiding them at the meetings. Lesson learned.

#### Cemetery Trustees (5025)

Chairman Coutu recognized Town Administrator Steve Malizia.

Steve Malizia said it's a flat budget.

Selectman Nadeau indicated one of the things we have to think about with the Cemetery Trustees is as the years go on they might have a flat budget but the cost of fixing the stones and stuff is starting to go up. Over the next couple of years we might want to look at that and talk to Bob Haffner and Dave Alukonis and talk to them about what they're actually doing with these stones. A lot of the stones if you look by the common which I call our here as the common but that's over by Kimball Hill Road, you'll start to notice a lot of them are starting to lean and starting to fall over. Being the Fathers of the cemeteries, we need to start taking a look at these before they fall over. We're trying to be good in keeping it flat but it's something that we need to look at.

Chairman Coutu asked to invite the Cemetery Trustees at a workshop so that we can discuss - would you send a letter to Bob Haffner and the Board of Trustees and ask them to make a presentation the conditions of the stones and all of the cemeteries that they manage and if they have any kind of a plan and/or concerns relative to rehabilitating some of the stones. I know when I'm heading up to Benson's I glance over and one day I pulled over. I noticed some of the stones were leaning quite a bit. What would they recommend that the Town do so that we can address that problem? We would like to invite them to a workshop perhaps the first one after we're finished with the budget.

#### Cable Committee (5045 & WA L)

Chairman Coutu recognized Chairman Mike O'Keefe. Good evening.

Good evening Chairman and members of the Board. As you know, Mike O'Keefe said each year when the Committee prepares the cable budget we generally base our bottom line budget number on the anticipated revenue from Comcast and franchise fees. This entire budget is funded through the franchise fees and not through property tax. So we have a revenue stream that supports it. In looking at the revenue from Comcast had we used that number, the projected revenue for FY16 would be just a little over \$355,000. When the committee met to formulate this year's budget, we felt this year would be prudent to essentially level fund our budget from the FY15 number which

of course is actually the default number from the year before. We worked with a number of \$321,000 which is the number we've had for the last two fiscal years. With that number, then we fill in the individual line items. Most of the numbers we carry through from our original proposed budget for FY15 as opposed to the default. Some of the numbers in the default don't really even apply any more. There's a rent line item which we don't pay anymore. Given that, like I said we went through and came up with numbers in each of the individual line items and then a small amount leftover - just under \$14,000 we left for a capital reserve line item. That's our recommendation this year to the Board.

Chairman Coutu asked which capital reserve did that balance go into the general fund. Mr. O'Keefe said it's a proposal to put it in. Our proposal would be to put it in the one that was created last year which was the buildings. Chairman Coutu asked did we have any left over last year. Mr. O'Keefe said no. Last year it was all used for the building.

Selectman Nadeau said we're going by the proposed amount that we're going to get from Comcast. Have we noticed people not subscribing to Comcast and going with other subscribers? In the past have we noticed a big change? Mr. O'Keefe said no. To answer your question, it has not gone down. It has not dropped. Again, this number is based on the most recent revenue received. We receive them quarterly from Comcast. This \$355,000 was based on the most recent quarterly payment. This budget being 18 months out, it's likely to be even higher than \$355,000. It's never gone done in the history of doing these budgets. Selectman Nadeau indicated that's what I was going after. Has it ever gone down in the...Mr. O'Keefe said we've always collected more than we've proposed as a revenue.

Selectman Brucker expected to see a much lower budget just because of all the new equipment that was put into the new center and now that you don't have to pay a lease agreement. I thought you'd be having a lot left to put into a capital reserve. Mike O'Keefe indicated we have a new building but we don't necessarily have new equipment. Everything that was put into it was brought over from the existing facility. The small equipment line item is where we buy all new equipment or replacement equipment. There's a significant amount that's aging at this point including the system that plays back all the material on the cable channels and some of the studio equipment. Selectman Brucker thought that's a very large number \$127,600. What would you be replacing?

Mr. O'Keefe didn't recall putting in a specific line items. There's probably about \$30,000 \$40,000 in the system that plays back and manages all of our material that runs on cable channels. That system I think was put in in 2005 or 2006 and is on its last legs. We had money for remote control camera system either for the meeting room over at the Access Center or to replace the one in the Community Development side which is also on its last legs. One of the cameras has already had to be replaced with an old unit. There's potential for some additional video surveillance equipment at the new access center and then there was just another other item I had in there. You have to remember if we don't spend the money it's going to revert back to the town anyway. It's not like we have to spend that amount that's in there.

Selectman Brucker asked about the professional services. Steve Malizia said the Cable Facilitator. He's a contractor. Selectman Brucker asked what does he do. Steve Malizia said he manages the cable utility operation. Selectman Brucker said so he's not in the...Mr. Malizia said no. Those are the camera operators. Chairman Coutu noted those are our camera operators at all of our meetings - school and municipal. There's also times that they will use camera operators in house. What other purposes would you use camera operators? You'd use some at the studio for special projects, municipal meetings, certain events that if you need an extra camera operator you would pull from that line. Mike O'Keefe indicated the Assistant is in that salary line item. Chairman Coutu said we have an Assistant to Mr. McIntosh. The gentleman that we hired that works for Channel 7. Mr. O'Keefe clarified that he was part time. Jim McIntosh is a full time contractor. We level funded those line items essentially. Well level funded from what we had proposed in the FY15 budget not necessarily the default budget. Selectman Brucker noted its \$20,000 more. Mr. O'Keefe said you can see we actually spent more than that last year I believe.

Selectman Brucker asked about your janitorial services. Is that just for cable? Mike O'Keefe said we don't have a firm plan yet on how to manage the janitorial side of things. For the time being, let's say staff have been doing it. We put that number in there as a place holder in the event that we have to hire an outside service or pay people internally to do it. Yes in effect that line item isn't intended to be just the lower level. Selectman Brucker said I know the senior center is also in need of janitorial services.

Chairman Coutu noted we can work on that. I think that's a proper item for discussion. I know Mr. O'Keefe had said in the past and I had mentioned it when we were first opening the building that he's willing to make some concessions in his line item. We were talking about all of the utilities at one point and now we're talking custodial services. I think we can work something out to handle upstairs and downstairs. A couple of half days downstairs. I don't think that volunteer staff should be cleaning the senior center nor should they be cleaning the cable facility.

Selectman Brucker knows the new garage is there. Is that all finished and paid for. Mike O'Keefe said yes. That's all

done and open.

Selectman Maddox had a couple of questions. Now that you're in the new facility, and I know this has always been a bugaboo I ask you every year so you're ready, how many shows are being produced out of the new cable facility? Mike O'Keefe didn't have the specific number with us today. There's generally I would say probably a production a day during the week there. That's in the studio and then there's a number of productions that happen outside not specifically using the studio but using equipment and resources.

Selectman Maddox asked about the 102 account - the salaries part time which your documentation says is the four camera operators. I know Mr. Chairman we are talking a lot more here at the Selectmen's meeting but I don't think to that level. Is there something you're saying you're taking some of this money...Chairman Coutu indicated we hired the part timer - the gentleman from Channel 7. Selectman Maddox said he's only 12 hours a week. Mr. O'Keefe corrected Selectman Maddox by saying 20 hours. Selectman Maddox asked so that increased that line. Mike O'Keefe said yes because the default number didn't have his salary at all in it. That was before he was hired. It was previously just the camera operators who did the meetings. Selectman Maddox noted that is the difference of \$15,000. Steve Malizia said that is the difference.

Finally Selectman Maddox asked about leasehold improvements. Steve Malizia said we no longer rent on Nadeau Park. Chairman Coutu said we don't have anything in that line do we. Mike O'Keefe said we do. We dropped it down. There was originally \$20,000 in there and we dropped it to \$15,000. Chairman Coutu asked why do we need \$15,000 in leasehold improvements. Mr. O'Keefe said it was just in the event that we had to do some additional work within the studio. There's some discussion of probably not to that level but there's some discussion of potential acoustic treatment needed on some of the walls and potential changing of some of the lighting - not necessarily studio lighting but just the lighting in the studio itself is rather dim. These are things that couldn't be done during the construction itself. Again, I'm not sure we're going to rise to the level of \$15,000 but that was the number we left in there. If it's not spent, it just reverts back to the town.

Selectman Maddox said again I know these are volunteers but you're talking hundreds of thousands of dollars. I think that somehow or another whether you get Mr. McIntosh involved as a full time person in regards to the management of this so that again I know you're estimating a lot of stuff and it doesn't have tax impact but we are still responsible is I guess the word I want to use for \$325,000 worth of expenses. I would just think that some of these are a little fuzzy.

At best, Chairman Coutu said my experience in representing this Board as a liaison in the past to the Cable Committee. I think I've stated several times that it is unfair when you consider that all of these people are volunteers and of all the volunteers, I couldn't estimate how many hours that they're in the studio editing. We don't have professional editors. We don't have anybody on staff to edit. We have people on staff that Mr. McIntosh who directs the operations of the facility assists with camera training and operation and we have an Assistant who's working with training and guiding all of the camera operators as well as working as a technician to the people who are coming in from the outside to produce shows. We have quite a few of them locally that are being produced. You don't have Comcast. I get to see them. There are quite a few. I can say that from my experience that Mr. O'Keefe and the members of the Cable Committee who is now happily represented by Selectman Nichols that they are not just throwing money willy nilly around. I know that's not what you're implying. I understand that we have an obligation as we're entrusted with spending this money and we're responsible for the money. We would hope that Mr. O'Keefe and the Cable Committee and using good judgment I know that whenever there's been an expense, an emergency a piece of equipment that went down that affects operations, Mr. O'Keefe has called me or he's e-mailed me and at some time on some occasions we've had extensive discussions about the need and the purpose of the equipment. I told them I wouldn't sign the purchase order unless it was justified. I think that when you were Chair and when Selectman Nadeau was Chair there were similar situations not just with this department but others. You have emergency needs and we either address it or we bring it before the Board. I think that, again, this is his first full year of operation in a new center. We know what the revenue is going to be. He's estimating that it could reach as much as \$355,000. He's suggesting that we take any monies that go unspent and because there's a line item doesn't necessarily mean that that money is going to be spent. He's recommending that we consider taking any excess and putting it into the town buildings major repair capital reserve fund which is something that I know you favor. I think that that is an absolute critical need. I have full trust in their judgment on the money. If at any time you want to do a periodic review, we can do that. If you want to have it more closely monitored, I would welcome that being done. It's a considerable amount of money I agree.

That was Selectman Maddox's point. We are still responsible. That's all I'm saying.

Chairman Coutu thought maybe a periodic review, quarterly. We have the review with the Town Administrator if there's any questions and I'm sure Mr. O'Keefe would make himself available.

Mike O'Keefe wanted to make a comment that any expenditures that the Committee or HCTV were to go and make, it

goes through the standard process that every other town department goes through. We don't have control of this money. We can't just go out and spend it. We generate purchase orders. They all get approved through the Town Administrator and the proper chain of authority. It's not like we're doing anything behind the scenes to spend this money inappropriately I would say.

Like Chairman Coutu said in an emergency situation you've always made it a point to contact me and say this is the problem. This is how we have to address it. I know that you go out to whatever vendors are out there. In this particular field we don't have 100 people making this kind of equipment out there in this immediate area. I know that he monitors who the vendors are and tries to get us the best price. More importantly I notice that when he's doing this and I think Mike and you can correct me if I'm wrong, I think one of the things you look for is what the service plan is. You don't want to buy a piece of equipment. They're not going to guarantee or warranty and we're looking for the best warranty that we can get. I know that he has called other cable facilities to seek guidance on the particular vendor that he may have some concerns about or may just want to know are they a good vendor or are they reliable. I know that he's vetting the process. I understand where you're coming from and if we could spend \$100,000 less, that would be even greater. I'd love to throw that kind of money into it but we don't know what this year is going to bring. This is a good test for us this year both for the senior center and for the cable facility.

Selectman Nadeau heard a couple of things which I like is putting the money in the capital reserve fund for building maintenance. The second thing is we've talked about the janitorial services and \$6,000 seems kind of high to do just the bottom floor but you said that we would talk about what we could do.

Chairman Coutu said that would be easy to make an assessment of. We set an hourly rate - X number of hours downstairs and X number of hours upstairs. Both the cable utility and the seniors would have to tell us this isn't enough or it's too much. We can figure out so many hours per week at whatever number of dollars per week and we come up with a number and we'll split it. I think that if that's fine with you Mr. O'Keefe that this would be the best avenue for us to use a janitorial line for both the upstairs and the downstairs. Mike O'Keefe welcomed the discussion and I think we have different needs upstairs and downstairs. Their space gets significantly more people on a daily basis than we would. Chairman Coutu said the time requirements might be a little greater than downstairs. In this line item, Mr. O'Keefe said we also included supplies associated - the general toilet paper, and cleaning supplies, and all that. It's not just labor.

Selectman Nadeau said another one of the things that I heard brought up tonight is surveillance of the building. Without going into great detail what's there now and what needs to be upgraded? Mike O'Keefe indicated right now the building has a security system on both floors and the garage. Additionally there are surveillance cameras around the perimeter of the building that monitor the parking areas and the entrances to the buildings. There had been talk even before the building was built about possibly adding some additional surveillance particularly at the tops of the buildings. Chairman Coutu thought enough was said. Selectman Nadeau said not for me. I just heard what we had. I want to know now what more we want. It's not more than what we need. What he just described I think covers everything that we need. Chairman Coutu said immediately but there are other areas of the general perimeter that needs surveillance. I can get into detail Selectman Nadeau. I just don't think we should be giving away what we're going to be surveilling and where the cameras are going to be. Selectman Nadeau stated this is where I might stray a little different from you. He just told us the parking lots and the entrances are covered and that we have a security system for the interior upstairs and downstairs. Are we monitoring the park with little drones now? I mean this is - we already covered everything.

Chairman Coutu asked could you cover it generally without getting specifically about where we're going to be putting cameras and stuff. Mike O'Keefe said, again, like I said this was merely some discussion that I had and I think even some of the members of this Board talked about potentially utilizing that location given the nature of the building to maybe monitor a little beyond the parking areas and other parking areas in the park.

Chairman Coutu told Selectman Nadeau we have a historical district that has zero surveillance at present. It would be nice to have something that if something were to happen we have a video recording that we can look at or the police department can look at and ascertain what's going on and who may or may not be in the park that shouldn't be there. Selectman Nadeau thought the Police Department is already doing that. Chairman Coutu questioned the police department already has video surveillance of the historical section. Selectman Nadeau said we don't want to go into details but you know. Chairman Coutu said you told me to spell out details. If they're doing it, then I'm unaware of it. Selectman Nadeau said they're doing it. Chairman Coutu was unaware of it. If it's being done, he's not going to do it. You're telling us something that we don't know. Selectman Nadeau said it's been brought up many times. Chairman Coutu indicated no it has not. Selectman Nadeau told Chairman Coutu I'll be very blunt with you. We've already talked about...Chairman Coutu said don't get mad at me. Selectman Nadeau was going to tell you right now. Chairman Coutu said you're getting angry. Selectman Nadeau said no I'm not but we've talked about this in the past. We've had problems with the dogs in the park. The police have taken care of it. They've used surveillance to do it. Now we're saying that that's not sufficient and now we need more. Chairman Coutu said it depends on what

kind of surveillance you're talking about Selectman Nadeau. Inaudible - surveillance - there's an expense involved in putting up electronic surveillance. Monitoring the dog park I'm sure wasn't done with cameras permanently installed to do that. Selectman Nadeau indicated that's not where it was done. Chairman Coutu said we're talking a different kind of surveillance. What is it you're questioning? I don't understand where this conversation is going. Selectman Nadeau indicated why and how much. How much is this video surveillance is going to cost us. Again, Chairman Coutu thought he had clarified...Selectman Nadeau hates signing blank checks. Chairman Coutu indicated we're not signing any blank checks. He didn't say he was going to spend the money. This is an ongoing conversation about do we need to expand in the park more surveillance and he has a line item in the event that direction is the direction they're going to go into. Because you see a line item...Selectman Nadeau asked how much. Chairman Coutu didn't know. You have to estimate the cost. We can't guess well how many cameras we're going to need. We don't know. That is a study that has to be done. It's a preventative measure to put that line in there in case he needs it. Selectman Nadeau said fine. I'm okay with it. You're right I'm not but it's going nowhere.

Selectman Maddox said this is a unique budget. It is revenue driven by outside sources other than taxes. So they have a lot more leeway than the police department who is coming up. Their revenue, their expenditures are paid from an outside source. I think we should have a conversation but not at budget season. If he is actually going to do something of this nature, maybe we need to have a workshop or whatever. Maybe we put it on some workshop downstream. It's in the budget. He can't spend it until it comes forward to us. Again I think we need to know more than we do now.

Chairman Coutu indicated you have a liaison. The liaison will bring that message back to this Board. If the Board wants to question it further, we would bring in then Mr. O'Keefe. That's the safeguard that we have.

Selectman Maddox said right but any other department - I agree with Selectman Nadeau. We wouldn't say to any other department well you think you want to do something guesstimate. We would want more firm numbers but this is a unique animal Mr. Chairman and that's all I'm driving at. We're kind of strangling the gift horse.

Selectman Brucker noted I wasn't here when Comcast came in. Well maybe I was I just didn't know it. Did the Town have to vote to approve the franchise coming to Hudson or did it just come in? Steve Malizia indicated it was before my time. We did a municipal agreement. I don't believe the Town votes on it. The Board of Selectmen did. Chairman Coutu indicated the Board of Selectmen voted to negotiate with Comcast. Other vendors wanted to come in but because the State said that they had to provide state-wide services on cable, Comcast was the only one that could bid on it. You either go with Comcast or you go...Steve Malizia said anybody else could come in and wire up the town if they so chose to. Chairman Coutu said nobody wanted to do just one or two towns. Mr. Malizia indicated Verizon started to. Chairman Coutu noted it was just the opposite. Verizon wanted to go state wide and the State said no. You have to negotiate municipal. I'm sorry. I misrepresented that. It was the other way around. So we entered into an agreement with Comcast. They were the only ones that wanted to come into town. Originally Verizon wanted to and then they pulled out.

Mike O'Keefe said it was at the time that they were selling off to Fairpoint so they kind of dropped all their efforts at that point. Fairpoint has not really expressed any interest in doing cable television over their lines.

Selectman Brucker said it's a municipal agreement is what it is. Steve Malizia said it's not exclusive. Somebody else could come in and negotiate another agreement to a second cable provider if they so chose.

Chairman Coutu noted we have a 10 year agreement. Mr. Malizia said it's not exclusive though.

Selectman Maddox explained that one of our many titles, you are also a franchising authority. I know it's very high on your resume but that is also one of our other titles. When was that 3 years ago? Mr. O'Keefe didn't know if it was 3. It might have been 2.

Selectman Maddox's question then would be why are we carrying \$5,000 for legal because we mostly only expend that when it comes time for that 10 year cycle. Mr. O'Keefe indicated if you want to move that, I'm fine with that.

Chairman Coutu said legal, again, it's a placeholder in the event that something should happen and he needs legal advice. We don't expect that if he needs an opinion on something or the cable franchise, we need to have an opinion. I wouldn't expect that that should come out of the town budget. I would expect that Mr. Malizia would monitor that and say this was advice given to the cable. We should get the refund from that budget. It's a placeholder.

Selectman Maddox didn't disagree and I said my peace about it but it's been zero for the last 3 budgets. Just \$5,000 anyone else we would have been more active. I think it's a non issue. Chairman Coutu indicated if it doesn't get spent, it will come back. It will go into the building. Any further comments or questions?

Chairman Coutu asked do you want to discuss the janitorial service while we have the budget before us or do you want to put a “W” on that line item and come back to that.

Selectman Nadeau indicated we put a “W” on the senior’s line and we might as well put a “W” on this line.

Chairman Coutu wanted to know if you wanted to get rid of it now or just discuss it later. We can take it later. This might be a long night.

Selectman Maddox hated to push it off to a workshop. We have a number in here Mr. Chairman. I think we need to go out and get some bids to see what it’s going to cost. Chairman Coutu said why don’t we do it internally. Selectman Nadeau thought it might be cheaper to go outside. Again Selectman Maddox said we’re going to have this conversation. It doesn’t need to be done tonight. Again in his budget it doesn’t matter. Chairman Coutu said okay we’ll get back to it - “W”.

#### Revolving Fund - Warrant Article L

Mike O’Keefe indicated that warrant article that we’re asking the Board to support is essentially the same warrant article that was in last year’s ballot. We reworded it to obviously change the date. We changed a couple of the words from “cable” to “community” because I think a lot of people think that this fund is strictly just related to cable TV but at this point we really are more of a community television station. Last year the article failed by 76 votes. I think it’s worth another try. I’m hoping you’ll support it.

Chairman Coutu asked if there were any comments on the warrant article. It’s the same warrant article we had last year and failed.

Selectman Nadeau asked if we don’t propose this warrant article, we’re just going to put the money into the capital reserve fund that you were just talking about. Is that correct? Mr. O’Keefe didn’t know what you mean by the money. Do you mean the excess money? Selectman Nadeau said yes. Mr. O’Keefe indicated that would be the Board’s decision. Near the end of the fiscal year you can see how much is left in the budget and then decide what to do with it. You could allocate it to the capital reserve account or you could let it drop to surplus unexpended revenue. Selectman Nadeau indicated or we could put a percentage into this fund. If we put this on the warrant article and we said that no more than 50 percent would go into this fund and the rest would go...

Chairman Coutu indicated in other words, you’re suggesting changing the language of this. Kathy Carpentier indicated right now all expenses and revenues associated with cable would go into this revolving fund. If this passed starting July 1<sup>st</sup>, 16 which is really Fiscal 17. So it’s the next budget season. For FY16 what you’re working on would be business as usual. At the end of FY15 and at the end of FY16, this Board will be approached with any excess dollars and it’s yours to do what you want with.

Selectman Nadeau indicated I’m not going to support the warrant article.

Selectman Maddox said I think I’m heading that way only for the fact that I’m trying to keep the warrant article numbers down. As painful as this is, it works. It’s doing the exact same thing but I could be swayed depending on how many warrant articles we have on the ballot.

Chairman Coutu noted this is not a budgetary warrant article. I’m not asking for money. Selectman Maddox said it’s just another one on the list. That’s all I’m saying Mr. Chairman. Chairman Coutu said if a whole bunch of citizens don’t come in with warrant articles you’re going to be in a mess. Anything further for Mr. O’Keefe? Thank you for your time.

#### Town Treasurer (5050)

Steve Malizia stated that the Town Treasurer is an elected position. The compensation was set by Town Meeting many years ago. It has remained unchanged. The compensation for the Treasurer is \$7,500 and with the FICA that is loaded on that so the budget has remained unchanged for I think most of my tenure here. Quite a few years. Selectman Maddox said probably the same as the Selectmen’s time. Mr. Malizia said it’s been many years with no change on that.

#### Sustainability Committee (5055)

Chairman Coutu recognized Chairman Leo Bernard and Linda Kipnes. There’s a budget increase request of over the default budget of \$900. Is this as a result of the combining of the two committees? Leo Bernard indicated yes it is. Chairman Coutu said originally - Linda do you remember what your budget request was on the Energy Committee?



Ms. Kipnes said \$800. Chairman Coutu asked Leo what was your original request for Recycling. Ms. Carpentier stated \$3,500. Chairman Coutu stated you're looking at a \$100 increase. Kathy Carpentier indicated with a \$3,000 offsetting revenue. When you sell your pails and compost bins. Chairman Coutu asked we have to buy that stuff. Where does that come out of? Steve Malizia said you buy it out of there. Ms. Carpentier said its expenses in one place and offsetting revenue in another. Chairman Coutu said the \$3,000 is offset. Okay. Is the mileage because that's a new item...Leo Bernard indicated it was in Linda's but it wasn't transferred and I did make that to KC about putting that in to our line item because it wasn't there. That's why that showed up this year. Chairman Coutu knows that you and Linda and several people have gone to a couple of meetings and some of them were up in the Lakes Region. I would expect that we should reimburse you.

Chairman Coutu asked if there were any other questions or comments on this budget. Again to both of you and your committees, you know how I feel. You do an outstanding job. Road cleanup - tremendous success. A great endeavor. You guys have done an awesome job out there. I know that when you decide what streets you're going to do, you give it a lot of thought. There's a lot of discussion about it. The Town of Hudson should be proud of the Sustainability Committee. Everything that you're trying to do to beautify this municipality. People might think it's just a whole bunch of people out on the side of the road wasting time picking up rubbish because it's only going to get dirty again. Well dirty on top of dirty it just gets compounded and it needs to be cleaned. To have a group of volunteers and I noticed more and more people are participating and I know a lot of people have mentioned to me as well as to you and members of your committee how much they appreciate seeing you out there. It could be a dangerous thing depending on what road you're on and I'm glad that the Police Department has been working with you to help and assist whenever it's needed. Again please pass that down to your committee how much this Board appreciates on behalf of the community everything that you do. Thank you very much I appreciate it.

Budget Committee (5070)

Chairman Coutu recognized Town Administrator Steve Malizia.

Steve Malizia indicated it's the same. Chairman Coutu noted no it isn't. It's a \$1 more and I want to know where it is. Its flat lined. Is there any discussion on that item? If not, we will go to the Ethics Committee.

Selectman Maddox indicated that they've only spent \$65 last year. I hope the Budget Committee liaison asks them to take a stern look at that line item.

Kathy Carpentier said most of their expenses are if they have to go out - if they didn't have enough seats filled after the election and they have to advertise and send out solicitation. That's what most of those expenses are for. They haven't been used in a couple of years.

Chairman Coutu asked what would we be buying for \$165 worth of publications. Ms. Carpentier said some chairmen used to have that City and Town publication. Past chairmen have done that. This Chairman right now that's not happening. Chairman Coutu indicated I'm going to put a "W" there but if we're looking for a couple of bucks...can we move on.

Ethics Committee (5080)

Chairman Coutu recognized Town Administrator Steve Malizia.

Steve Malizia said the Ethics Committee is only necessary if there's some sort of charge of unethical behavior in which case they'd have to convene meetings, do advertising. It's \$100 just in case they have to do something. We've been very ethical because we haven't spent any money.

Chairman Coutu recessed at 8:04 p.m. We're back in session at 8:12 p.m.

Police Department (5610 to 5673)

Chairman Coutu recognized Chief Jason Lavoie, Captain Bob Tousignant and Captain William Avery.

Chief Lavoie thanked the Chairman. As you and I have communicated earlier, I haven't been feeling well the last couple of days and I've been out work sick. I did want to be here tonight and as long as my illness isn't interfering with what we're trying to accomplish, I'd like to do my best to stay. If not, I would have to turn it over to the Captains. Originally when our budget was submitted, our budget had an increase of 9.5 percent. You probably saw on the operational side is spending. The Board of Selectmen has already gone through some of it. Specifically in the IT Department area some funding was already cut. That had to do with replacement of cables. Just to clarify one thing, the cabling isn't 15 years old. It's 20 years old and by the time these budget get through, it will actually be about 22

years old. So now our budget you're only seeing a rough increase of about 5.7 percent. Of that 5.7 percent, it does on the surface seem kind of high however I'd like to remind the Board that it's kind of a false number if you will. What I mean by that is our budgets have been in default budgets for the last couple of years. However, that has not prevented contracts and expenses of the things for the department from going up. That's where you'll see our increases. We're not buying anything new. We had requests from people within the department to make new purchases and we're not asking for anything. We're just trying to get up to balance with the way the contractual side of things have gone up. All this budget is that we're presenting to you it's the same budget that really that you've seen since roughly 2003. It's zero based in essence and it's just a maintenance budget. This budget is just purely for maintenance purposes. With that as we've gone through in the past, we can start at 5610 if you'd like and if you have any questions.

Selectman Brucker noticed that salaries are down \$50,000 from 2014. Is that just a reflection of changes in personnel? Chief Lavoie said correct.

Selectman Maddox indicated the Chief kind of hit on it. Of the increase, what percentage is the increase in contractual? Kathy Carpentier said there was a 10 percent increase which was \$68,000 before the cut that you made the other night of \$25,000. His increase would only be \$45,000 right now.

Chairman Coutu said no the question is how has the contracts affected in that percentage. Ms. Carpentier said 6 percent. He's gone up 6 percent in his labor lines and 10 percent is operating. Did I answer the question? Chairman Coutu indicated his budget is not up 16 percent. You said 10 percent here and 6 percent there. His budget went up...Ms. Carpentier said 6 percent. They're weighted differently. He's got \$6 million in his salary and benefit lines and only \$700,000 in his operating. He has almost 6.2, went up to 6.5 in salary and benefit lines. A big portion of his is also New Hampshire Retirement System went up on their rates. The contracts passed so that's out of his control and then only the operating expense is what he has control of which is \$790,000. It's only up \$68,000 and he cut 25 of that last week. That represents a 6.1 percent increase. Chairman Coutu said it can't. His only went up \$75,000 and we cut whatever it was out. How big is his budget a million what? Selectman Maddox said \$7 million. Chairman Coutu said \$7 million, \$50,000 isn't..

Selectman Maddox asked to ask the question a different way. On the percent change it says 6.1 percent. Of that 6.1 percent most of that is driven by contractual agreements authorized by the voters. I'm looking to say when you subtract that contractual amount what is the percent of increase? Kathy Carpentier said it's on the next two columns right over that it just handed over 10 percent.

Steve Malizia thought they're talking overall. Selectman Maddox said of the entire \$7 million budget. Kathy Carpentier stated .006. Selectman Maddox indicated that's where I'm coming from Mr. Chairman. I just wanted to clarify what the Chief tried to tell us but he didn't take away the magic percentage that we're all looking at.

Chairman Coutu indicated that your overall budget with the cut that we made the other night only increases by less than 1 percent after we take out all the contractual obligations which the voters approved. You have no say on that. You had to put it into your budget so we know where you're coming from on the budget request.

Chairman Coutu asked if there were any questions. Seeing none, let's move over to page 6 which would be facilities. I notice an increase over the default of \$10,000 but when compared to 2014, it's a decrease of \$26,000. Selectman Maddox noted that phones were \$6,000 of that. Selectman Nadeau said I was just getting ready to point that out - \$6,000 for phones. Chairman Coutu noted it's a dead horse and I'm not going to bring it up again. Any questions about facilities?

Selectman Maddox thought maybe I'm mixing years here Chief - PELMAC your maintenance, licensing and fees. Didn't we just install that? Chief Lavoie said we did however it didn't do anything for the cause because of the new system. They're actually charging us a monthly service per camera. Selectman Maddox asked if there was a warranty. I didn't think we'd get something. Chief Lavoie indicated the warranty will expire just a few months into the next year because it was already installed in this budget year. So it's like a one year thing. Selectman Maddox noted that we didn't pay this year but we'll pay in 2016. Thank you Mr. Chairman.

Selectman Brucker said I love to ask about these other professional services - outside hire. What would that be? Chief Lavoie indicated those are the things if you take a look on the next page I think you'll see the breakdown there that explains them individually. Those are the things that deal with companies that deal with companies that service our HVAC system, our air conditioning. If you need further explanation, I can do my best but it's all right there. Selectman Brucker asked if it covers contracts with these. Chief Lavoie said yes.

Police Communications, page 10

Chairman Coutu indicated there's an increase there and I think the bulk of that would be the salary line. Any questions on police communications?

Chief Lavoie noted at the end of this discussion regarding the budget I would like to bring something to the Board's attention that we've talked about over the last 2 or 3 years regarding the dispatch console. Chairman Coutu was anticipating that. Thank you.

Selectman Brucker had a question about what is the UPS battery backup. What is that? As Chief Lavoie recalled, those are the things that it's a battery system so that if something were to go down we have these battery backups that if the power goes out it will keep the system running. Every year sometimes you need two sometimes you need three of these backups replaced. IT has that basically on a revolving system each year.

Police Patrol (5630) page 13

Chairman Coutu indicated there's an increase there - approximately \$19,000 over the default. Patrol if you'll notice on the salary line because that's where the bulk of the salaries are a significant increase there. If you look at retirement, there's \$100,000 there - about \$75,000 I would say.

Selectman Nadeau asked about automobiles. Chairman Coutu was anticipating an increase in fuel costs but hopefully the line will be held on that and we'll find some savings.

Selectman Maddox asked to stay on salaries for a moment. Can we go to 105 - overtime. Chief this is predicated on having a full compliment. I'm just asking because your actuals were \$50,000 higher and we now have given step increases and all of that. I'm on line 105 Mr. Chairman and the actuals were 287. He's proposing 223. So I was just wondering if that is based upon a full compliment, how you dropped it? Chief Lavoie indicated there's a couple of things there. One is part of that is I don't have the actual breakdown in front of me but some of that maybe including the grants that we get and we pay the officers with and those totals that would be in there because we pay them out of that and then it gets reimbursed to the town. The full compliment hopefully we won't have as much overtime being paid out if that answers your question. Selectman Maddox just saw with increase in salaries and a decrease in overtime, I'm just making sure how you got there. If he's comfortable, I'm comfortable.

Patrol - automobiles 402

Selectman Nadeau indicated we went from \$92,000 to \$120,000. Are we getting an extra car? Are we getting...Chief Lavoie said no. What you're seeing is when you look at the 92 and the 105 and you look at the 958, what you're seeing is what was actually spent. This line item has been about \$120,000 for umpteen years now and that's what we've been allotted for a number of years. What you're seeing is the history as to how much we've really spent. We only buy enough vehicles that we need. We're not buying extra vehicles. If we have to trade out four - if we have four that need to go because of their mileage is up there, we only buy four. In the cases where you see where we only spent 92, we were allotted 120, sure we could have bought more vehicles but we didn't need them so we don't want to waste the money.

Selectman Nadeau said I'm going to go from \$96,000 to \$105,000, to \$92,000 and we're still putting in \$120,000. I don't know why we don't bring it down to \$100,000? Chief Lavoie said the other part with that if you recall last year we were planning on buying one more vehicle. We had planned to change out four vehicles. We made an error on our part with ordering and usually we do a one for one exchange. We gave one to the town because the town was in need of it earlier on than what we were ordering. When it came time for us to order the four vehicles for us, we were denied the fourth vehicle. So had we ordered the fourth vehicle which we needed, that number would be higher.

Selectman Maddox thought it should stay in the budget Mr. Chairman. I think that at some point we need to have a conversation about how we pass down these vehicles. It's not going to really affect budget one way or the other but again I think that maybe a useful life as a police cruiser but trading in maybe something else. I think the pool if we're going to call it that for other purposes maybe a better resource for your cars that you're going to trade in may make sense. It doesn't need to be made tonight but I think it's something that we'll put onto one of our many adventures at workshops to be able to say it isn't going to affect the police department but it is going to affect how we hand down cars. Chairman Coutu thought we should look at that whole scenario.

Captain Tousignant said if I understand you correctly because I usually take care of the cars, what we're doing now is the give the cars to the Detective. We take a front line car and we strip everything and we give it to Detectives. Also this year Jim Michaud has also put in a request. He said if you're getting rid of cars this year it's a possibility I might need a car. That's what we had done in the past. We had given the cars to other departments in town that needed cars instead of trading them in.

Selectman Maddox thought we're trying to formalize that Captain. I don't think again tonight - this is the first we're hearing about that piece but I think again before we trade in a car - and I'll tell you I think we've all heard it the 54,000 mile trade in. I think we need to take your front line and need to be very reliable vehicles and put them into the pool whether it be Detectives or town cars and then trade in something out of that pool when you trade in police cars. So you're going to take a hit on the trade ins which we can take out of the departments that get the vehicles. Again trading in vehicles with 54,000 - and I understand all the idle time and all that - it's just a tough pill to some people to swallow. It's probably the number one shin herding comment but that's for another night. I think the 120 should stay. It's a number that's been there. How we divvy it up and again, we're also getting hit with when you change vehicles you're getting charged for another \$7,000 a vehicle to change over from what we have as front line vehicles with the Impalas to the new vehicle.

Kathy Carpentier indicated it is one of the projects that you asked us as a town to look at - the mileage and the cars and stuff. It is something that we will be coming back to the Board with. You've already made that request to us.

Selectman Maddox asked about gasoline. You are going up \$17,000. Chairman Coutu noted if you look at the actuals spent on 14, it would only be an \$11,000 increase. Selectman Maddox thought the new vehicles were going to have comparable or better gas mileage than the Impalas. Chief Lavoie said supposedly that's the selling part of it. We're being told that they get about a mile or so more per gallon than the other ones were. This is one of those areas that I spoke about in the beginning where I said a lot of the budget numbers that you're looking at is kind of a false number. We've been asking to increase this line based upon previous year's histories. However because of the default budget, we keep getting sent back to the \$95,000 from 3, 4 years ago.

Selectman Maddox would put a "W" next to this and reduce it by \$10,000 because we are carrying \$25,000 in contingency for gasoline in the Selectmen's line item.

Chief Lavoie wanted to bring to the Board's attention too. This is also one of those line items where we provide the gasoline for other town departments as well as outside agencies. So what happens is KC ends up by getting a check from other departments that pays for this gasoline. Chairman Coutu asked is that included in that - the Sheriff's Department. Selectman Maddox said that's happened all along. That's been going on all the way back. Chief Lavoie was going to it a revenue stream but it's not a revenue stream. It's an offset.

With that being said, Selectman Nadeau asked what is the offset. What do we get from other agencies? Chief Lavoie didn't have a breakdown for all the individual departments. Selectman Nadeau asked to have that number. Chairman Coutu indicated that's a "W". Kathy Carpentier asked for clarification what they're looking for. Chairman Coutu explained other agencies, who else is using our gas pumps...Selectman Nadeau indicated and how much are we getting for revenue. I know the Sheriff's Department comes in and gets gas from us. Ms. Carpentier noted Litchfield used to but they don't any more. There's one other - school. So you're looking for outside entities that use our gas, and pay us, and how much is it for.

Chairman Coutu asked if there were any other questions on police patrol. As a courtesy to you Selectman Nadeau, Selectman Maddox rendered his opinion on the 402 line which is the automobiles. Were you satisfied with what he said or did you want to put a "W" there? I'm extending you that courtesy. Selectman Nadeau said we're going to be talking about all the mileage on all the vehicles and that will be coming up. We'll factor it in then.

Police Investigations, page 18

Chairman Coutu indicated that is an increase over the actual expenses of 2014. An increase of \$600. Chief Lavoie said \$1,650. Chairman Coutu asked what causes a significant increase in professional services. Chief Lavoie noted back to the same thing Mr. Chairman. Some of the services that we used to help us investigate crimes that we utilize with Detectives on a daily and sometimes several times a day. That cost has been roughly the same we've been spending. If you look at the history, it fluctuates \$1,400 and almost \$1,500. I'm just trying to make sure that we enough cushion in there. It's hard because it's based upon the amount of times that you use the service. So we're been trying to change that over the years but because of the default budget, we're still reflected back from 3 years ago.

Chairman Coutu saw that there was an impact in that line in the report that we just got. Can I ask a question? In the investigative services the number of personnel has not changed, correct? That stayed pretty constant throughout having to fill other positions. That has not been affected? Chief Lavoie said correct. Chairman Coutu was looking at the uniform and I want to make sure that...Steve Malizia noted a contract went in for uniform allowance also.

Animal Control, page 20

Chairman Coutu noted that budget has gone up against its original spending of \$6,000 based on the 2014 actuals.

It's gone up \$6,000. We do have a contracted person in that department which has affected it somewhat which would increase. I believe retirement was also affected by that. Yes it was. There may be other areas that you might want to question. There are some increases if you look at the line items.

#### Insurance/benefits

Chairman Coutu said it went up that much for one employee. Kathy Carpentier commented it was a change. Chairman Coutu stated that was the bulk of the impact.

Selectman Nadeau asked about veterinary services. Chairman Coutu indicated that we've always had veterinary services but why \$2,500 this year. Chief Lavoie said that's one of those ones that it just fluctuates. There's times that we've been up at that \$2,500 level. We just don't know what type of situation we could end up with having to bring an animal to the vet center. The doctor has to try and save it.

Selectman Maddox commented that we're spending more on animal control than we are on town poor. It's the nature of the business but it's just amazing - \$100,000. Chairman Coutu noted it was a good observation. I'm not pushing that button. Selectman Nadeau is on the same page I am.

#### Information System, page 23

Chairman Coutu said the increase against actual spending in 2014 is \$13,000. Steve Malizia indicated these are all contractual items. Chairman Coutu said we have no control over that whole package. That's what the voters approved.

Chairman Coutu knows we've had discussion in the past Chief about records and managing of records. We are sufficiently staffed now to be caught up on maintaining our records and having all that...Chief Lavoie indicated if you're going to offer me a position Mr. Chairman, I'll take it. Chairman Coutu wasn't offering you anything. Don't even suggest that because you're going to get sicker by the hour. You won't be sending me messages at 9 p.m. I just want some assurance from you that the records - we're on top of it. If there are no questions, we'll move to 206 support services.

#### Support Services

Chairman Coutu noted there's little impact. A \$900 increase based on actual expenses from 2014. Selectman Nadeau said that ammunition is up. It's the cost of business. Chairman Coutu said he's projecting that he's going to spend less than he did in 2014 on ammunition by \$4,500. So we're doing less practice? Chief Lavoie said we're trying to keep it held.

#### Crossing Guards, page 28

Chairman Coutu indicated we're still maintaining 10. There's still a need for all 10.

#### Prosecutor, page 31

Chairman Coutu said it's a contractual obligation there. Steve Malizia stated you added a part time Legal Aide last year. We transferred the money in. The Board authorized that.

Selectman Brucker was curious about uniforms - purchases for the Prosecutor. Do they wear a uniform? Chief Lavoie said it's a suit. Captain Tousignant noted its contract. Chairman Coutu asked he gets reimbursed for one suit. Captain Tousignant said he gets \$600 to spend. Chairman Coutu said he has a contract that gives him \$600. I don't wear \$600 suits. I wouldn't expect him - \$600 I could buy 6 suits. Chief Lavoie indicated that's pretty much what he does. He's got to wear them every day of the week. Chairman Coutu commented in Manchester they're \$95 a piece tailored. Selectman Maddox noted in your size. Be proud that you can still buy in the boy's department. Chairman Coutu noted that \$600 would get you a pair of pants Selectman Nadeau. Are we done with the Prosecutor?

Chairman Coutu extended the courtesy to talk about the \$25,000 cut. You weren't here to defend it. I know that you communicated with me. I'll give you the opportunity to go over that line. Chief Lavoie wanted to say to the Board is should we have any funds left over at the end of the year - that's one of those things you can say well my wiring has been in my house since the 1970s and it still works. This is different type of cabling. Sometimes the cables don't play well together and it caused us to have some issues internally with videos and maybe with our transcription as well. However, this is one of those things where it's possible that maybe we could look for some of the end of the year finances to help cover that. Those wires are getting older.

Kathy Carpentier commented that is what the Board had said the other night when you made the cut. They were to look at any FY15 excess funds. Chairman Coutu wanted to give him an opportunity. We cut an item from his budget that he was not here to comment on. He had made a comment to me and just wanted to extend that courtesy. Is there any questions you have about the Police Department or their budget? Now is the time to ask. If not, I will move on. Seeing none. Chief thank you very much.

Chief Lavoie noted I have that one warrant article. Kathy Carpentier indicated there's no documentation in the books at this point. Chief Lavoie said we do have the documentation with us. That is the best that we could do from Motorola that has the pricing for it. We can submit that. For a number of years now...Chairman Coutu stated we have no working document and I don't like working without a document. When can you provide this document? Do you have a copy for all of us? Chief Lavoie had a copy of what was sent to me today. There's a lot of literature, reading regarding the system. I'm not sure that it has the price. I'm not so sure how much it will actually tell you. I'm not sure what you're going to be looking for. Chairman Coutu asked can you prepare that for next Thursday and try to get some - the most important thing is bottom line how much is it going to cost. Chief Lavoie had that in here. Chairman Coutu said you said you weren't sure of the price. Chief Lavoie has the price right here for it. The only thing that I'm not sure about the price is the price that's listed here will be a higher end price to be safe. Depending up on when you buy it and you look at WSCA pricing, that could be as much as I believe 15 percent less. You could also depending upon the timing of the purchase, it could drive down the price even further. Meaning that if you buy it at the end of the calendar year, then that price comes down. What I do have is a higher end price for the system. Chairman Coutu asked could you try to get that in our boxes at the latest Monday so that we have time to review it between Monday and Thursday. I think everybody will be in Town Hall at least once between Monday and Tuesday. The latest people will pick it up Tuesday and be able to read it before Thursday. Can you have that in our boxes by then please? Chief Lavoie said yes.

Selectman Brucker said I don't even know what it is. It's a system of...Chairman Coutu explained it's a radio. Chief Lavoie said its dispatch console so it would handle basically from where you see the dispatcher sitting, it would be the equipment that goes from the dispatch stations to where it goes into the server room. The system that we have is end of life. They're not making new parts for it any longer. Some people are kind of surprised that we're still operating on this system. We've been aware of this for a few years now. This has been a topic of discussion during our...Chairman Coutu asked do you also have some backup on that statement. Chief Lavoie could certainly provide that.

Selectman Maddox said he's piqued my interest. What is the dollar amount that you have in there Chief? Chief Lavoie said \$464,343. That system includes the police department as well as two consoles. Three consoles for PD and two for the Fire Department. They're in the same boat as us when it comes to the dispatch consoles. Chairman Coutu said it's whether or not the voters would approve it. We're willing to entertain and listen to your justification for it. If you can have all that information in our box Monday, I would appreciate it. Anything else? Seeing nothing, Chief than you very much. You have a full compliment on the force now which is good. We haven't had that for a long time. Let's hope we can hold. They all got a pay raise. I know morale is high. Very pleased at what I'm seeing out there. Just try to reinforce as best you can that when they're doing special duty that they're not walking around with a cell phone in their ear. They're doing a special duty.

Chief Lavoie said I'd be remiss if I didn't thank the Captains for their help. Our new Administrative Assistant, our new Dorothy if you will, is sitting behind me - Sherrie Kimball. I'd like to introduce you to her. She's going through this process for her first time of learning the ropes of putting together the budget and is picking things up. Thank you.

Recreation (5810 to 5845)

Chairman Coutu commented that this year what's unique to this budget is that we have included in this budget the senior affairs. Here this evening to speak on behalf of the budget is the Recreation Director Dave Yates.

As Selectman Coutu said, Dave Yates said there's three additions to the budget this year. The first one is the senior center 5835, and then there's two capital reserves that were approved at last year's voting. I've added money in them. 5810 - 450 and 5824 - 450. So when we get to them, we can also talk about them. The rec. revenue this year was \$195,870. Also with me tonight if we have any questions I may yield to the Senior Services Coordinator Lori Bowen, Rec. Committee member Keith Bowen is here with us, and the Senior Affairs Chairman Steve Porter, and committee members Dot Jacobs and Joanne Snook are also here with me today if you have any questions.

Selectman Maddox asked if the Finance Director could work her magic to subtract out the senior center and the contractual increases. What does the Rec. Department go from 25.9 down to? While she's doing that, Chairman Coutu told Mr. Yates we're going to deal with 5810 presently which is pretty much the administration of the Recreation Department. Everybody had a chance to review the request versus actuals from previous years and if so, if you have any questions please let me know. The budget is up \$10,000 against your actual expenses in 2014 of which \$5,000 is the request for the capital reserve. Dave Yates indicated all other numbers are either even or down. Chairman

Coutu said by contractual obligation. Some of them went up because of contractual obligation.

Selectman Maddox guessed just for maybe consistency 5810 for 50 should be a “W”. Chairman Coutu didn’t have a problem with that. I had already circled it anticipating that.

Selectman Nadeau told the Board that you can put a “W” there but I’m going to make a motion to cut it by \$5,000 because my intent was when we did the capital reserve funds that we use the money from the sale of our properties to put into this. My intent wasn’t to put money into it at this point. I thought I made that very clear last year that my intent was to use the sale of town properties to start funding these capital reserve funds. Chairman Coutu asked was it your intent or our intent. Selectman Nadeau said it was my intent. If the Board decided it was their intent, then the Board decided that also but my intent when I created these and put these on...Chairman Coutu said the voters created them. Selectman Nadeau noted the voters didn’t create them. The voters voted on them. Chairman Coutu said you’re a Selectman of one. Selectman Nadeau stated I’m not a Selectman of one but I am the one who proposed these capital reserve funds to be created and when I did it, I told you very clearly that that was the intent that I wanted to do. We put them in and now we’re funding them out of our budget. That wasn’t what I anticipated. I will make a motion either whether it be now or when we go back to it to remove the money.

Motion by Selectman Nadeau, seconded by Selectman Maddox, to take \$5,000 out of capital reserve line 5810-450, carried 3-2. Selectman Coutu and Selectman Nichols opposed.

Kathy Carpentier was getting back to the Board. The operating expenses in Recreation are going up \$53,000 after I extract senior activities which is an 11.7 percent of the total budget but 55 of that is the two capital reserve fundings. It’s a level funded budget. You just removed \$5,000. There’s two ways of handling it if you want it. You could increase the revenue by the same \$5,000 of sale of town property. What you did is not wrong but there’s just two ways of handling it. I just wanted to...Steve Malizia said there’s gross appropriating where you’d put the money in but you’d put the offsetting revenue in thereby netting it out to zero. There’s that also a way to do it is what she’s pointing out. So it accomplishes what you want but it shows the money in and it shows the money in the revenue. Chairman Coutu said I’m not saying it shouldn’t. That’s what I expected that we were going to do but he was anxious to remove the money. Selectman Nadeau said I might be anxious to put it back in afterwards. Chairman Coutu noted you better find somebody to reconsider on the losing side. You have to be careful of the motions you make. Robert’s Rules of order.

#### Merrifield Park

Chairman Coutu indicated it was level funded. Any questions? Its level funded against the default. What’s the \$400 increase? Why is there park maintenance? Why is it going up \$300? Dave Yates indicated it was level funded. Chairman Coutu said against the default budget and not against your actuals. Level funding is against you actuals in my opinion not against the default budget. A default budget is something we’re stuck with because the voters gave it to us. The actual expense is in 2014. For example, we’re \$604 and you’re asking for \$1,060 - \$400 more. How many times do we rent toilets at Merrifield Park? Mr. Yates indicated they’re there from April through October. Chairman Coutu knows the cost has gone up on those. That I do know because of Benson Park. There was an increase on all of those. Mr. Yates said the picnic tables - we just stained them all last year and possibly if any playground equipment breaks, we have replaced that in the past also. Chairman Coutu asked what that comes under park maintenance. Mr. Yates said yes.

#### Supervised Play

Chairman Coutu asked if this was the summer program. Dave Yates said yes. Chairman Coutu asked how much did we take in last year for supervised play. Mr. Yates indicated \$80,713. In light of the conversation we had last year Mr. Yates, Chairman Coutu noted it was suggested that you come in here and show us some numbers for the summer program. I believe you said you were going to maintain those numbers. Do you have them for us? Mr. Yates asked what exact numbers are you looking for. Chairman Coutu said we were looking for daily attendance, the number of people supervising on a daily basis as it relates to the number of people that are attending the program. I believe those were the questions that you asked Selectman Maddox. I may be getting old but I do remember some things.

Chairman Coutu commented another thing I was concerned with I had mentioned to you and I don’t know whether or not it was done, I know that I had missed some meetings but we were concerned about the expenditure versus revenue to try to get these things level funded. This is a significant increase over revenue. I’m not saying increases are bad. The cost is \$23,000 more than we’re taking in. As much as I recognize that this is an outstanding program, I’ve told you that. I have no problem with the program and how it’s run and managed and how secure I feel that our children are. That’s first and foremost in my mind when we’re doing something with children. I still feel that the taxpayers shouldn’t be absorbing the cost of summertime babysitting. It should be fully funded by the people who are

utilizing the program. When you consider the activities and everything that goes on in that program, we offer a lot more than babysitting. There's counseling, game play, educational opportunities. Granted there are some and we're willing to make provisions for people who are needy. We have always said that. We would be mindful of that and I know that you've monitored that carefully. A \$23,000 difference in income versus expense to me - I'm speaking for myself - there are four other members here - I think is unacceptable.

Dave Yates stated our numbers did go up last summer. I have the summer coordinator's report right in front of me. Our numbers did go up. Chairman Coutu indicated we had asked for a report and I would have expected that you would have provided us with a report. You should have had it here. Mr. Yates said I have information here. Chairman Coutu said that was something that was requested by this Board and it should have been provided to this Board to disseminate for us to have in front of us so we'd have numbers. Now we're going to have to write everything down. Go ahead. Mr. Yates said the numbers did go up. We had 440 children in the program, 65 more than last year. Our average attendance was 200 a day. Some days we even reached 250. We had 30 out of towners. So that's what we were shooting for to get that number down. The actual number we collected at the end of June on our last sign up date we did collect over which would have bridged this gap but the numbers did not get - and I'm not sure how the Finance Department works - but we were not able to get the numbers in of the last fiscal year. If they had got in, that last fiscal year we would have bridged that \$20,000 gap. I anticipate this year that we will meet this \$20,000 gap.

Chairman Coutu asked KC if she was aware of revenue coming in in June of a considerable amount of revenue. Ms. Carpentier said yes. Unfortunately this program lapses over two years. So they start signing up people. I don't know when but it's like May/June and continues in July. So there's revenues lapsing over two years and there was revenue booked right after the beginning of this fiscal year. Mr. Yates indicated if we could have gotten that revenue in the day before, it would have bridged this gap. You'll see it on this coming up fiscal year which should bridge this gap.

Chairman Coutu commented that the average daily attendance is 200. You've had a peak of 250. How many people supervise 200 kids? How many staff people are in house on any given day? Mr. Yates said we have 16 counselors and there's 4 counselors in training that only work 4 hours a day. There's 16 counselors work 40 hour work weeks. I think our ratios were right on for the number of children this year. My summer coordinator has recommended that some fees go up. He's researched other programs so we will be entertaining that with the Rec. Committee and perhaps making a recommendation to raise the fees for the summer program. Chairman Coutu asked so you'll be coming back with the recommendation on the fees. Any questions on supervised play?

Selectman Maddox was amazed that \$23,000 came on the last day. That is amazing. Steve Malizia noted school got out the end of June this year so a lot of people probably waited until the last minute this year. \$23,000 in one day - should have had a Brinks truck. That's just amazing. Mr. Yates thought our signs up were on June 30<sup>th</sup>. That's when our big signup was. Selectman Maddox thought we need to change that Mr. Yates to the 29<sup>th</sup> or something or other so we don't have this overlap. Again I think that this is unfair to you but it's also confusing to us. The revenue will be next year.

Kathy Carpentier stated as of the end of September 2014, there already has been received \$71,000 which is 89 percent against and \$80,000 budget. So he's already brought in \$71,000. He starts enrollment/registration in June. He's saying he's going to hit that \$100,000.

Robinson Pond, page 11

Chairman Coutu thought we got rid of the...Dave Yates said we turned it in last year to help with the senior programs. This was one of the things we gave up for last year to help to contribute towards the senior center - Robinson Pond. We noticed a significant difference in the trash out there last year. Chairman Coutu noticed it all over the place. Mr. Yates still thought we should have a weekend person there. I know I've talked to Selectman Nadeau about this in the past and it does get trashed if there's nobody there. Selectman Nadeau commented a huge difference this year from last year. Chairman Coutu asked are we talking about the condition of the park. It was horrible. Selectman Nadeau suggested that we use some of the summer counselors to fill in over there and how often did that happen? Mr. Yates said it happened several times during the summer. Selectman Nadeau asked 5, 10, 15, 20. Mr. Yates would say at least every other weekend.

Selectman Maddox thought maybe we can do something with this in conjunction with the Lake Host Program. There's something there that maybe these people can - people come in and maybe they just have to walk around to the launch area. Maybe we can tie some of these together so that we're kind of getting a twofer. Once the people are into the park, they're into the beach area if they could help with the boats coming out. Selectman Nadeau said no. That definitely wouldn't work. Lake Host Program is totally different from pond security. The Lake Host people sit over by the boat launch, pull weeds off. They don't care who uses the pond as long as their boat is clean. The person over at the gate checking IDs to get into the park, totally different animal. We don't pay for the Lake Host



person. Selectman Maddox indicated yes we do. It's in the budget that we just did. Selectman Nadeau stated right but we have an offsetting revenue for the Lake Host Program. Selectman Maddox noted that's why I said maybe we could get a twofer Mr. Chairman. All I'm saying is people coming into Robinson Pond mostly come in before noon time and the boats - all I'm saying is we could take a look at it to get some efficiencies to make this as palatable as possible. If it can't be done, we move on. Selectman Nadeau couldn't see it being done.

Selectman Brucker asked did we have the Lake Host person there this summer. I thought that we...Selectman Nadeau said oh yeah. In the Lake Host part of the pond, you don't find too much trash. You get some worm containers after hours but the pond side, the beach - beer bottles, trash everywhere. The port-o-potty looking like it got trashed because there was nobody there to pay attention to it. It was absolutely horrible there this year.

Chairman Coutu asked how often did we pull out the port-o-potty. Dave Yates said they clean weekly but they're there the entire season. Chairman Coutu said but the company comes in weekly. Dave's is that the name of it.

Selectman Nadeau told the Chairman one of the things that we need to look at and it's at all of our facilities, I think we need to go out and competitively look at other port-o-potty services. Dave's is not the only one out there. I do not feel that we're getting the best bang for our buck. When I was on the Old Home Committee we changed and we got a better value, better quality. We have a lot of port-o-potties in this town that we use during the summer. The Benson Park Committee suggested that we look at this in the past. We're still sitting with the same person. I just don't feel that we're getting a bang for our buck. Chairman Coutu asked to look into that. I know there are other companies out there. I know that my son just had a party this weekend. He looked around. Everybody told him the best bang for the buck was Dave's. So let's look it up. That's what my son was told and that's who he hired to have a port-o-potty in his yard because he had 125 people there. He was told to call Dave's. He did because they said nobody was cheaper than him. Let's verify that. I agree with Selectman Nadeau. If there is somebody out there but I would also vet it to make sure that they're as clean as Dave's are because he delivered to my son's house and it was a nice piece of equipment. Selectman Nadeau said I'll deliver you a nice piece for the first two days. Chairman Coutu indicated that's you. Dave's has no control over who trashes and bangs into him and knocks them over. They come in...Selectman Nadeau said so I tell you I'm going to come in on Monday and clean it and I don't come in until Wednesday or Thursday...Chairman Coutu said I haven't heard that that was a problem. Selectman Nadeau said you haven't. You better watch the Benson's meetings. Chairman Coutu said I have been. That was not a problem. Selectman Nadeau indicated it was brought up probably 15 times over the summer. I brought it up here multiple times. Chairman Coutu questioned here at the Board of Selectmen. I missed all those meetings. I'm not the only Selectman that goes to the Benson meetings. Chairman Coutu said I'm not going to engage other Selectmen in...Selectman Nadeau was just enlightening you in what might have been said.

Ball fields, page 15

Chairman Coutu mentioned the reason why that budget is significantly higher is the last line item 450 which is he's requesting \$50,000 be placed in the ball field capital reserve fund.

Selectman Nadeau asked do you want me to make it easy Mr. Chairman.

*Motion by Selectman Nadeau to reduce by \$50,000.*

Selectman Nadeau's reasoning is the same as it has been in the past.

Chairman Coutu indicated we don't have a second. Do I have to step down to second a motion? Steve Malizia thought that's been the practice.

Selectman Maddox indicated I'll save you the aggravation.

*Motion by Selectman Nadeau, seconded by Selectman Maddox, to reduce by \$50,000.*

Chairman Coutu indicated I will be supporting this motion. I told you last week that we have formed a - it hasn't been formed. We're filing our papers. We're waiting for one more signature. We'll be filing our papers this week. I went to the meeting last night. This will be - I should have brought the paperwork in. It's a Hudson Fields Committee. The purpose of this committee is to procure grants and to go out and do some fundraising to identify lands. We've already been in contact with several people in this community who have financial resources and would be willing to help us to work the land and probably even donate some land. We're working on it. It's in progress. I have stepped down from the committee because I did not want it to be considered to be a political football for anybody. I will serve with Dave Yates and Karen Bonnie strictly in an advisory capacity. All three of us are non-voting members. I resigned. They refused to take my resignation but I told them that I was resigning. I was only serving in an advisory capacity. I'll be attending all of the meetings and I'll work as hard as they do. Selectman Nadeau on this particular one I agree

wholeheartedly because we have also said and to support what Selectman Nadeau said is on the sale of land that we have, this will be one of the capital reserve funds we will look at. I think now that we have an active committee that's going to look to raising funds and we have two members of the committee is sitting here in the audience - husband and wife. They're active members and participants in the committee. I know that we have talked about it at length in the past couple of years about the necessity of having fields and I don't want to do anything to diminish from that. As much as I'd love to put money in this account right now, I think that we are going to have a serious discussion right after this budget season about identifying lands that we're going to sell and then we'll talk about how much money we should put in each capital reserve fund. I'm sure this will not go by the wayside any more than the other one that you removed money from which is the recreation. I will support the motion for that reason and because I think this year \$50,000 is an awful lot of money to ask. I will support that motion.

Selectman Maddox was seconding it for your benefit. I thought originally I would make a motion to make a \$45,000 cut. Based on your enthusiasm, I guess I can go along with the motion as it stands.

*Vote: Motion carried 5-0.*

Chairman Coutu noted the reason Dave is we're going to get some money in there but what I'm doing is I'm presenting to the Board a challenge. We step forward. We step up to the plate and we raise some money and we get that land that we may or may not get. We work as a team. It's going to be a challenge and we need to take it on. This is something that is needed in this community. We've argued this for so long. We're going to make it happen. If we have no further discussion on the ball fields, with that item removed that would bring that down to \$25,315 which against spending for the previous budget full cycle which is 2014. What is it \$1,400 more? Selectman Nadeau indicated it would raises. Chairman Coutu asked ball field - seasonal. Steve Malizia indicated he has umpire costs but he's raising the revenue of \$11,750 to pay for those programs. There's a benefit to that. The users pay for those fees.

Instructional Tennis, page 18

Chairman Coutu knows this is offset by revenues of \$6,000. So this is a \$1,000 gain right here. Any discussion on tennis? If not we'll go to 21 lacrosse.

Lacrosse

Chairman Coutu noted \$14,966 is the request. We have a revenue of \$15,000 last year. When do they sign up for lacrosse Dave? Dave Yates stated January. Chairman Coutu indicated this is based on last January's numbers. Do we have any conflicts with lacrosse this year vis-a-vis the high school or not being able to get as many kids this year for any reason? Would you anticipate we'll have the same number? Mr. Yates anticipated we'll have the same number. The issue is girls and sports in general. The first year we did have a girl's team and the second year. We kind of forced it the first year. We put U9, U11, U13 altogether and it didn't work. The girl's numbers in general are lower in all of our activities. That's a concern for us. Boy wise, we had 7 boys teams last year with 15 to 20 boys on each team and no problem at all getting that...Chairman Coutu asked are there rules that prohibit girls from playing with the boys. Mr. Yates said there isn't. There's different rules. The boys have full equipment - shoulder pads, helmets. Girls just wear goggles and gloves. If they did play with the boys, they would have to wear that full equipment. Chairman Coutu asked if a girl wanted to play on a boy's team we have no restrictions. Mr. Yates said we did research this with our lawyers several years ago. If it's a contact sport, you could say no to them. Lacrosse is considered a contact sport. The girls that were very interested in continuing to play, they went to other towns to play. Chairman Coutu's opinion if a girl wants to play full contact lacrosse, let her play. Mr. Yates stated we haven't had that request yet but...Chairman Coutu said if we do I think the opportunity should be made available to them all inclusive. I'm sure the girls out there like hearing me say that. Are there any more questions on lacrosse? If not, we'll move to page 24 basketball.

Basketball

Chairman Coutu indicated give the process of you were working on that tonight as a matter of fact. Dave Yates said this is our busy season. Chairman Coutu said the basketball program there's an offsetting revenue of \$49,000 against and expenditure of \$51,000. Why don't you tell us a little bit about the basketball program. Dave Yates stated again that's getting closer to - basketball is by far our busiest program but before we're said and done - I mean right now we have about 700 children enrolled. We still haven't done our high school league. We still haven't done our men's league. So we'll have probably 900 people playing basketball before the season is over. The last few weeks we've been selecting all of our travel teams, all of the inter mural teams as of tonight, all the children have been placed on teams. That is definitely a busy one. Thank god we have the use of the schools. We use all of our elementary schools and the Community Center for practices and games.

For the record, Chairman Coutu indicated Selectman Nadeau has personal business to attend to. He will be leaving the meeting. He will be sadly missed.

Chairman Coutu wanted to say for the record Dave based on what I know and what I've seen, we have one of the best basketball programs in southern New Hampshire and I would compare it to northern Middlesex in Massachusetts. We have an outstanding basketball program. The coaches are fantastic both male and female. Even our female announcers in basketball do well. You can attest to it Mr. Malizia. You still coach. Any questions on basketball?

Soccer, page 27

Chairman Coutu indicated the soccer program has an offsetting revenue of \$17,000, a \$4,000 surplus against expenditures assuming that the same number of people will play soccer next year. Has any of the numbers decreased at all in the soccer program? Dave Yates said no. Soccer is pretty level. A couple of years ago it went down. A lot of kids do play for the private club, the Hudson United Soccer Club, but the rec. numbers are still pretty much up there. Chairman Coutu asked the K through 4 which is the bulk of the program we anticipate 172 kids. Mr. Yates thought we did hit that this past fall. Chairman Coutu asked the grades 5 through 8, has that number been going down or is it just staying constant. Mr. Yates said it's constant. We have 4 teams every year. In basketball that's an awful big gap 5 through 8. In basketball we do 5<sup>th</sup> and 6<sup>th</sup> graders together and 7<sup>th</sup> and 8<sup>th</sup> grade together. Because we don't get the numbers in the older division - the 7<sup>th</sup> and 8<sup>th</sup> grade, we combined the 5, 6, 7, and 8 together in order to get 4 teams. Chairman Coutu indicated comparing it with the offsetting revenue, we can't complain about that program.

Teen Dances, page 33

Chairman Coutu asked that we skip over the senior and go to page 33, teen dances. Your teen dances revenue this year was \$6,600 against an expense of last actual was \$1,500. Selectman Maddox asked to have more teen dances. Steve Malizia indicated I'm a chaperone too. That's a long night. Chairman Coutu said I can imagine. That's why I've never volunteered. Any questions on teen dances?

Recreation Community Activities, page 35

Chairman Coutu noted that is fairly level funded against revenues of - we're looking at \$5,800 against revenues of \$7,105.

Selectman Maddox questioned page 37 (skate park). Chairman Coutu indicated I'll entertain a motion. Selectman Maddox wanted an explanation why it's in the budget. Dave Yates explained I left it in there for the reason that at our last Rec. Committee meeting we brought up possibilities to use the park in the future. Some of the possibilities is maybe a small turf field, a basketball court, in line skating. So I had left that money in there in case this was approved to use for this year. If we did use it, we would still need port-o-potties there. For whatever equipment we need, we would still need to maintain it. That's why we had left it in there. At our last Rec. Committee meeting, we did say we will be reviewing it again and hopefully coming up with a plan. That's why we had left it there.

To that end, Selectman Maddox thought that was closed. It's been closed for over a year. What was the 2014 actuals? Mr. Yates said we did have a port-o-potty there for a while. Once we closed it, we haven't done anything with it. Selectman Maddox noted you have \$412. Mr. Yates indicated I'd have to go back to the POs. Chairman Coutu said it wasn't closed the whole year. It had been open for a while and then we had all these problems and we said that's it shutter it. See if we can get a committee to come forward. Nobody came forward. I would think that considering it's been closed that long that the Recreation Committee would have made a recommendation by now especially in light of this is the budget. These things should have been presented to us. I can't see committing any money to something we have no idea what's going to be there and certainly not going to be a skate park because no one stepped forward.

*Motion by Selectman Maddox, seconded by Selectman Nichols, to reduce line item 5840-267 by \$1,140, carried 4-0.*

IT, page 39

Chairman Coutu asked if we had already had this discussion. Steve Malizia said yes. Chairman Coutu noted it's down \$900. That's significant and that would be other office supplies. Are they being picked up elsewhere? Do you have sufficient equipment? Mr. Yates said yes we do.

Senior Activity, page 30

Chairman Coutu invited Lori Bowen to come up. She's the Coordinator for senior activities. Again I remind the Board that this will be our first full operational year. We have no actuals to go on. These numbers were arrived at...Lori I'll let you explain that.

Lori Bowen thanked the Chairman. Good evening ladies and gentlemen. This is the budget and what your actuals are are the first 22 weeks of operation that you're seeing ahead. Kathy Carpentier believed she's looking at the last 22 weeks in this fiscal year and annualizing it out for fiscal 16. I have it in front of me. They have spent \$6,000, 17 percent of a proposed budget of \$37,000 in fiscal 15.

Lori Bowen asked the Chairman how to proceed. Chairman Coutu indicated that you had told us that you had worked with Mr. Yates on the budget. My concern is this, and I think you know what my concern is and I think the Senior Affairs Committee knows what my concern is. I'm concerned that we have an operation and we have a significant number of people who have enrolled in the program for senior activities a lot more than we thought we were going to get. What are we up to right now for example. Ms. Bowen noted we're just shy of 525 registrants as of this afternoon. Chairman Coutu said that's significant and the last report you gave us was at the last meeting and we had just hit 500. So we got 25 more people who just came on in this month alone so far. I'm concerned about bulging at the seams. I'm concerned about I need for you to be up front and honest with us about your expectations and your recommendations. If you don't come forward with an honest evaluation, we have no way of knowing what your needs are and I don't want this Board being criticized by the seniors saying we're not doing enough or the right things. That's a judgment call for you to make and to propose to us so that we're doing the right thing to make sure that all of our seniors are being services properly. Do you know where I'm going with this? Lori said absolutely.

Lori Bowen believed that for the time allotted during the week based on my salary and the days that we're open, we are utilizing every minute. I have roughly every day about 80 people in and out of the building on average and we're open 8:45 to 3 p.m. As far as what Chairman Coutu is referring to is the surplus of people, the excess people, or the bulging at the seams. I think there's a lot of hours in the week leftover from just the few that we're open. I think there's an opportunity to be open more days, more hours, different hours, evenings, weekends, and things like that to utilize the space more than just trying to accommodate 500 people in 3 days 8:45 to 3 p.m.

Chairman Coutu asked how many volunteers do you have actively working in the senior center with you. Ms. Bowen said about 12 doing various different tasks. Chairman Coutu asked who's doing the custodial work presently. Ms. Bowen said presently Leo Bernard is coming up 4 hours a week to help out. Now that his summer duties are done he had a little bit more flexibility with his schedule so Dave was able to spare 4 hours very graciously and sent him up to help me with the custodial duties. During the day on an hourly to hourly basis, it's my responsibility but I also have 4 volunteers that help me clean bathrooms and clean tables. There's a woman who comes up on Friday and helps me clean, dusting, and wiping things down, or whatever small maintenance that needs to be done, and then I'm there on an hourly basis if there is anything that needs to be cleaned up right away.

Since our last meeting with the Senior Affairs Committee, Chairman Coutu's intent was to light a fire. Ms. Bowen said you have. Chairman Coutu was sure I have. It was my intent. I wanted them to take ownership and I think they have. I would hope that you've had some discussion. I would hope that you Mr. Yates have had some discussion with both the Chairman of the committee who happens to be here - Mr. Porter, as well as a couple of other members of the committee. I wanted them to do a thorough evaluation of the budget that was proposed that they had not seen that I felt they should have seen. This was the first year and I understand that. These are citizens of the Town of Hudson who have not been through the budget process. In that time, you've had some conversation. Had there been any recommendations, any changes, is there anything that you feel that should be changed in this budget and if so tell us what it is and articulate the reason why you think we should do it so that we can have that discussion. I want to make sure that yes we're testing the waters with this but I want to make sure we do it right.

As far as the proposed budget, Lori Bowen wasn't sure which page it is but the 5835 we got together on Monday evening. All of the committee members, Mr. Yates and Chairman Porter and we were able to go over this line by line. We discussed all of the line items on here and I explained to them what they were, what they were used for, why they were here. There was some concern about little things like telephone, paper, and where it comes from. I sort of clarified some of those questions. As far as adding anything or making any recommendation to significantly increase this budget or decrease this budget, no not this particular 5835 for 2015.

Chairman Coutu asked are you satisfied to continue the operation as it is would be sufficient for now. Ms. Bowen said yes I am. Chairman Coutu wanted Lori to know, I'm speaking as one and I'm sure the Board would be concerned as well, that as the year progresses if you find that we have a serious situation we need to look at in terms of bulging, I don't want us to be in a position where people are going to start getting hurt because with too many people in the building because we're trying to cram everything into three days. I think you and I Rick have talked about maybe going four days later and stretching the hours out.

Selectman Maddox thought it has matured - funny thing to say for a senior center but okay. You have some volunteers. You don't need to be there every hour that the thing is open. My thought Mr. Chairman is that the volunteers could open it one of those days or two of those days and we could extend the hours on those three days to pick up more people. I know us seniors all go to the early lunch at 4 but you're closing at an hour that shuts off a whole segment of the senior population. I would hope that we would be able to utilize that building from 5 to 8 at least one or two of those days by utilizing the volunteers so you don't have to be there every hour but we could open the facility more time. Chairman Coutu would love for it to be open one night a week. Selectman Maddox indicated that's where I'm heading. If we could utilize the volunteers that are probably very regular that come in first thing in the morning so you don't have to come in until noon to be able to facilitate getting more people interested in it. There is a good population of people that want to use it but they're either working, they're doing other things and 3:15 it's closed.

Selectman Nichols would go for the 5 days because yes that's what it's there for. The building is there. There would be enough seniors and recreation activities to utilize 5 days with help. I'm sure that with the help that you have, I think you should be there. You should have a full time job there. I go in and it's crowded. Granted it's great but I don't want to see you having to turn people away or people saying I can't stand it because I can't get into the program I want to get into because it does get crowded. Some of those programs could be stretched out to two or three days and at least maybe one night a week for movies. Chairman Coutu said it's a good point.

Selectman Brucker had a question about liability. You can't do that in a school building. You couldn't have volunteers there watching the building. Chairman Coutu indicated that was the topic we were just talking about is liability working, are they working, are they volunteering. There's a distinct line there somewhere. Steve Malizia said they are adults obviously so it's not the same as a child's situation but if somebody is all of a sudden in there volunteering and they're working 8 hours, are they working? Do we have to pay them? That could be an issue. If somebody opens the door and everybody just comes in, that's probably not the same but if somebody is in charge or working, you start crossing the line.

Chairman Coutu explained how you circumvent that is that you have - and we can have this discussion - you have organized activity. Somebody opens the door for that organized activity. There's no free roaming. It's organized activities on specific days and those people who are assigned to - you have people who take care of different events. You have somebody that runs Bingo. You have somebody that teaches a certain thing. Lori Bowen said I have an instructor for line dancing and an instructor for aerobics. Chairman Coutu stated those are organized activities that they know what has to be done. They don't need you standing there. Ms. Bowen added in part of that, I am at the desk or in the lobby area taking money the classes. The instructors are not taking the money for their classes. Just to kind of toss that out there, there is a little bit of that too that they're not...Chairman Coutu said that's that activity. There are other activities we don't collect money.

Selectman Maddox guessed I'm going back to the liability issue. Someone opened up the Community Center for the seniors to use for 10 years and there was nobody there for liability issues. They did whatever they did. You didn't open it up every day. Chairman Coutu said Lucille was there and watched the whole thing. What Selectman Maddox was getting at Mr. Chairman is I think that ship has already sailed. I'm just trying to say I'm having a tough time saying that we have to have a town employee watching them when we didn't for all the years that they were at the Community Center. Again I understand you're collecting money but if they're just coming in to enjoy the building, I just don't see why we need to have someone on staff sitting there. Chairman Coutu didn't disagree. People are coming in looking for that illusive couch. Is there anything else anybody wants to add?

Chairman Coutu said the best thing to do is in terms of extending hours, opening a night a week. We'll talk about it and we'll see if we can extend the hours of operation and facilitate/accommodate you with the hours that you have and then we are going to have a serious discussion about the maintenance of the facility and having somebody on a regular basis cleaning whether we contract it or we do it in house. We'll talk about that. We'll have that resolved by the end of the budget. Dave Yates thought that was in Steve's proposal that we go 10 hours a week at the senior center. Kathy Carpentier mentioned the Board put it as a will come back to at the wrap up night. Mr. Yates indicated if you'd like me to come that night I can.

Chairman Coutu had one last thing. I would like to recommend, and I won't make the motion but if you don't want to discuss it, that's fine. I would like to recommend that the senior operations - Lori Bowen as Coordinator, report directly to Steve Malizia and that we create a separate - I talked to KC about it and she said you could have a separate account or budget. It's not going to be part of recreation. I want to create a separate entity. That's what I'm recommending that we create a separate entity exclusively for the seniors. Ms. Carpentier indicated it still needs to roll up under recreation because that's the State function. It's an activity under recreation. There is no senior...who it reports to can stand alone. I can pull it out of but it is a recreation activity. Chairman Coutu asked we have no authority to create a different department. Ms. Carpentier indicated not for the State codes. A different department, yes. You can create as many departments as you want but I roll it up under police, fire, or general government, or recreation programs that are specific.

Dave Yates said after we talked Roger, we thought it last night also that and I've done some research and I actually just received an e-mail from another rec. department today saying that their coordinator is under the Assistant Recreation Director. It was Newmarket. I feel it's a program. We have 800 people in basketball. We have 700 people in soccer. We have 600 people in our summer program. We have 500 people in our senior activities program. Lori and I have worked good together. I think I support here well. I don't micro manager her. She's out there doing here thing and I pop in here and there. I feel it should still be a program and not a separate department and I think we can give her better support this way too. I'm not speaking for Steve but I think Steve has a lot on his plate too. I enjoy the people aspect of it and getting to know the seniors and seeing the seniors also. That's my two cents. Whatever the Board would like to do I'll support but that's my two cents. I think it's a senior program. It's not another department.

Chairman Coutu asked would the Board want me to discuss this now or put this off later. Selectman Maddox thought we should be a Board of five. Chairman Coutu indicated we'll bring it up later. Is there anything else on the seniors? If not, thank you very much.

Library (5060)

Chairman Coutu looked at the bottom line. If you looked at the 2014 expenses, it was \$980,000. This year they're requesting \$1,037,000. An increase of \$57,000 I believe. You can pick it up from there.

Linda Kipnes said the overall budget is up 1.7 percent as Selectman Coutu mentioned. The individual line items, there are big discrepancies year over year because we worked very hard to put the amount in the right column. We've been on a default budget as everybody has for a while and so some of these things got skewed because we weren't able to make the adjustments in the line items. So the percent change on the columns looks big but it's all kind of a wash.

Chairman Coutu asked I don't know what you mean by the numbers all got skewed. It's a budget that we approve every year. Linda Kipnes said I don't mean skewed. I mean we were not able to move money into the correct line items. The budget line items stayed the same. We were not able to budget different amounts in each line item. The amounts that we wanted. They stayed the same from year to year. The actual expenses were not reflected in the line items.

Chairman Coutu noted we had a default budget last year. That does skew a lot of things. Your actuals for 2014 I'm going to go and look at just the second item, 102 - library salaries part time. You're asking for a \$26,000 increase in part time salaries. Why \$26,000 in part time salaries? Charlie Matthew indicated we are recommending some increases for our part time people. They are well under the average for comparable libraries. We also had a labor shortage last year too. We had some people that were out for long periods of time. We didn't expend our part time salary money last year. Chairman Coutu said the increase is like 12 or 13 percent. Are you planning on giving them a 12 or 13 percent raises? Mr. Matthews said no. I don't actually have that detail either. Linda Kipnes indicated the percent changes 2.2 for salaries. Chairman Coutu said \$180,000 to \$206,000 is a 2.2 percent increase. Ms. Kipnes didn't have those numbers that you have. I have what I thought we submitted as a budget. Chairman Coutu was going by the actuals of 2014 versus the request today.

Chairman Coutu told them what I'm doing. I'm looking at the 2014 actual expenses. We have a full year's expenses versus your request for FY2016. The default budget is a default budget. We don't know what's going to be spent in those line items. From the 2014 budget to your request now, you're asking for \$26,000 of additional money in part time salaries. I'm wondering why. It can't all be pay raises because that would be significant. Do you see what I'm saying? Do you have the June 14 actuals? Charlie Matthews indicated we do see what you're saying. I can't explain why that increase is there. I know we were anticipated a 3 percent increase for our part time employees to raise them so much. I can't answer that question Mr. Chairman.

Selectman Maddox asked a clarification of that statement. You're asking for a warrant article which is asking for 3...Linda Kipnes said that's for full time. Selectman Maddox stated you're planning on giving your part time automatically a 3 percent. Arlene Creeden stated we put a 3 percent into the budget because we can for part time. Selectman Maddox said you're giving a 3 percent raise to those people. Even that with 3 percent doesn't equal up to anywhere near...Arlene Creeden thought it's just that we were fully staffed. We plan on being fully staffed this year but last year we were not fully staffed for a lot of the year. People were coming and going.

Chairman Coutu asked do you use heating oil in both buildings. Charlie Matthews indicated no just the Hills building. Chairman Coutu said it's going to double from 2014 you spent \$4,600 and now you're asking for \$9,500. Ms. Creeden indicated in the old budget it was my error several years ago and so it's taking us a while to catch up. The \$9,500 is gross budgeting. That's how much we spent over the year for the whole building. We get 65 percent of that

back. When I first budgeted, I budgeted the wrong amount. I budgeted only the part that we paid. I was supposed to budget the total amount. Chairman Coutu asked do you have an offsetting revenue page. Ms. Creeden said the revenue is on the line above where it says "heating oil". The total of all the revenues that we have offset is \$30,000. On the heating oil line item, you'll notice right above it where it says "offset by Hills Memorial Library revenue of \$6,175". It's in the same 209 line item. It's next to the word "heating oil". You'll see in parenthesis. Chairman Coutu asked where does that \$6,175 - if we're budgeting \$9,500, does the town get the \$6,175 back? Ms. Creeden said the town gets that from the School Department. That's the 65 percent under a contract with the School Department that they pay the library and we put it back into our budget line item. Chairman Coutu asked Kathy Carpentier if we got a check from the School Department for \$6,175. Ms. Carpentier indicated she's saying the town meaning here. Ms. Creeden said Library does and it goes back into our working account to offset the charges against that account. Ms. Carpentier indicated they do have a \$30,000 revenue at the Library that is rolled up into our town revenues also. Ms. Creeden agreed. We get \$30,000 less from what the town appropriates and that's the \$30,000 in the revenue line item that we offset items with.

Chairman Coutu said I'm truly confused. Under 2014 actual expenditure for oil, they listed \$4,678. On the basis of what they were saying, I should add another \$6,000 to that. So they actually spent \$10,000. So you spent \$4,678, the school gave you how much? A percentage of that? How much does the school pay? Arlene Creeden said the library portion we spent \$4,678.29 last year in 2014. We actually spent about \$10,000. The school gave us back the 6 which we offset our expenses.

Kathy Carpentier explained this is similar to Conservation. She is supposed to put in a \$10,000 expense and \$6,000 revenue she's trying to correct that that's been done incorrectly. Chairman Coutu got it. It just jumped out at us.

Chairman Coutu asked what is an expense for registration fees under 235 - library registration fees. You're asking for \$3,200. I don't know what you spend money on for registration fees. Ms. Creeden said we go to a lot of conferences and we do a lot of our library and take part in the State reading programs and the young adult programs all around the State. They have conference so that we can see what the projects are and the things that they're going to be presenting for this year. So we have certain expenses incurred with sending our staff to these meetings. Chairman Coutu indicated you're going to increase that by \$1,400 worth of conferences. Ms. Creeden said we're actually decreasing that. Chairman Coutu said you spent in 2014 \$1,845. You're now requesting \$3,200, an increase of \$1,400 against the actual expenditure. Ms. Creeden stated we spent \$1,845. Yes we are requesting \$3,200. Chairman Coutu said \$1,400 more worth of conferences. Charlie Matthews indicated we wanted to increase the amount of money we have for staff development. There's a lot of changes going on in the library industry so we wanted people to go to State conferences, to go to regional conferences, to meet with their peers all within the State of New Hampshire and I think we go to a one regional conference in New England.

Education reimbursement - Chairman Coutu noted you didn't have any expenditures in 2014 and you're asking for \$3,500 this year. Who are we reimbursing education? Arlene Creeden said we have one staff member who is taking an IT course for us to help us with our Evergreen Program and our being able to keep our database up and running. We do offer the program to our staff. If they get continuing education, we pay part of it. Some years we have people that take advantage and some years we do not. Chairman Coutu said it's an agreement the library has with the employees. We can offer you educational benefits. Ms. Creeden said if you apply for it and we so choose yes. If it's related to your job. It has to be related to the job that they're doing.

Chairman Coutu commented that you're requesting overall from your expenditures for 2014 to your request this year an increase of \$57,000 and you know how frugal we try to be. We have no control over this budget. I've had this discussion with Arlene Creeden relative to my wanting the warrant article for the library to be separate. The reason why I want it to be separate, and I want to repeat it, is apparently it wasn't too clear the first time. I don't believe that our budget should reflect monies we have zero control over. We have absolutely no control over this amount of money. We can't cut it. We can't do anything with it so it shouldn't be reflective in our budget. If we approve this and we were to cut everybody else in the town down to where they were last year, we would still have a \$57,000 increase in our budget that we have zero control over unless we were to ask you to remove it and I remember the last time we asked you to do something you said no we're not going to do it. We asked you to cut back on the raises to make them consistent with everybody else, you said no we're not going to do that. You can do that. You have every right to do that. So on the basis of that, I feel that it should be a separate budget and the voters should vote on it separately.

Chairman Coutu said I can remember when I first moved into this town I can remember that there was a warrant article or a budget request to buy a lot of computer equipment in the library. The voters said no and you bought it anyway because you can do what you want with the money and there was an uproar about that. I was one of the people that was upset about it. I didn't know we couldn't control that but apparently you can do what you want with the money. I don't think that the Board of Selectmen should be responsible for a budget that we have zero control over. It should not be part of our budget. Is it justified? Maybe. I'm not there every day. I can't criticize the budget. Maybe you have these needs but when you look at part time salaries going up \$26,000 and the justification the very

first words were oh that's a pay raise. Well when you look at it, that's 10 or 12 percent. It's got to be more than a pay raise. Now you're saying well we're bringing in additional staff and then you say development - the educational portion or the registration fees is for development. They want to go out and talk to their peers. The library is really no longer a library. It's a building filled with activities. How many classes do they have to go to watch movies, and make popcorn, and play games with the kids? It's not so much about reading as it is activities for young people. I'm not saying that's a bad thing. I think it's a great thing because libraries would all be closed otherwise. I think we offer great programs here in Hudson. Do we need to spend another \$1,400 to send people to seminars for what how to play checkers? How to do crafts? I can't see in this day and age as tight as we're trying to keep our budget that we should be stuck with a budget with a \$57,000 increase. I think we could have been a little more frugal than that.

Selectman Brucker commented I'm not going to argue about the increase but these are people who have Masters Degrees most of them. It's very similar to being in the field of education. You have to stay current with what's going on in your field. The only way you can do it - I mean they're not getting paid outlandish salaries. It would be pretty hard for them to dig into their own pockets for the staff development. People with Masters Degrees, there's a custodian who's getting paid more than staff members. That's because he belongs to a union I'm guessing. Ms. Creeden said no he's been there for 25 years. Selectman Brucker thought it's their way of staying current with their field and being able to provide the people of Hudson with the state of the art library computers and other reading materials.

Chairman Coutu asked how many full time employees do you have in the library. Charlie Matthews indicated 9. Chairman Coutu asked how many have a Masters Degree. Mr. Matthews believe 5 in Library Science. Chairman Coutu indicated that was impressive.

Selectman Maddox thought you're playing in the weeds Mr. Chairman. That's small potatoes in the overall budget. I am going to agree with Selectman Coutu to the point that I kept on hearing that when you got the new library you'd be downsizing your part time staff because you didn't have those out buildings to monitor. That hasn't happened yet. If you reduce some of the head count to get your number under \$1 million I think would be much more appealing I guess is the word I would use. You've broken that limit. You've gone over \$1 million. It's just a tough number for me to understand for a library. I know you do good things in the library I don't disagree. You've broken that \$1 million ceiling especially when you've always heard when we get a new library we'll be able to reduce staff and that number has gone up. You've gone from \$300,000 since you've moved into the new building. For my two cents, I don't care where they go for improvement because I don't disagree that you should do that. I just think that your head count must be too big and an increase that you're saying there is what \$30,000 for part time salary. It's excessive.

Chairman Coutu was trying to make this budget as transparent as I can because we do have no control over it. Another question I have is how much revenue is generated in the library? Late fees, fines and all these things that you have that...according to the chart that was in the beginning of your book, the revenue for 2014, Arlene Creeden said was \$72,152. We put in about \$30,000 automatically into the budget but some of this other money goes in also to defray the cost of other things. That's fine money, or small equipment money, or donations that we've received. Chairman Coutu asked if the \$72,000 included monies from the Friends of the Library. Ms. Creeden said yes. Chairman Coutu asked if book sales and all that stuff. Ms. Creeden wasn't sure about that. The Friends are a separate organization. They give us a lot of money for things but they don't actually give us the cash.

Kathy Carpentier said the \$72,000 that Ms. Creeden is referring to, \$30,000 is the budgeted revenue so we just give them \$30,000 less. They gave \$7,000 which was a phone. You had too much for postage or something. Ms. Creeden indicated we returned the postage money. Ms. Carpentier indicated there was postage money and then there was \$28,526 which was your excess from Fiscal 13 that they gave back. So there was a revenue in Fiscal 14 of \$72,000 that the library gave back to the taxpayers. Selectman Maddox said \$30,000 is from the School Board. It's still taxpayer money. Ms. Creeden indicated the whole 30 is not. Some of it is from the Trustees money. Ms. Carpentier indicated the town is required to hand over the whole budget to the Trustees. What they let us do is deduct \$30,000 so we give them \$30,000 less for them to operate on so right off the top I book a \$30,000 revenue. There's a one-year lag but there was \$28,000 returned of excess on 15 from 13. They didn't use their postage or is it phone? Arlene Creeden said the \$7,000 is the postage money that we put in several years ago when they were going to do away with the library van and we feel since they didn't do away with the van and because we're in default budget and we keep getting it every year, we just write a check back for it.

Chairman Coutu wanted especially Charlie to know because you're the Director of the Library. I don't have a lot of opportunity during the day to do much except work. I have a habit of going by there often and I stop in the library in the evening. I may or may not have had this discussion with you at Old Home Days. I go in the evening and I walk around. I see activities going on. I see two or three staff people. I know who they are. They don't know who I am. They all look at me like who's this guy. Without exception, I'm approached is there anything I can help you with? No, I'm just walking around. You have a beautiful library. I pretty much say the same thing every time. They obviously don't watch Selectmen's meetings which is good. They shouldn't. There's a smart audience out there as well. I'm



impressed and I've told you that. We've had a discussion at Old Home Days you and I. I'm impressed with our library. I'm upset that we don't control the budget. That's the only thing I'm upset about. I would rather have a discourse with you and say can we review this number. I can ask you to do that. More than likely they'll say no it's up to the Board. Obviously I know you're governed by a Board. I understand that you're trying to build in some safeguards to make sure that if there's a need that arises there's money there. We know we can transfer money around. You do it like everybody else does. That's no different than anybody else does. That's not a putdown. Arlene I know that you're like the overall general manager. You want everything to be perfect, and I listen to you at the meetings and you've got your hand on the pulse and it's working. Can't take that away from you. The library is working. They're doing an outstanding job. I understand Mrs. Brucker's comments about these people have Masters for god's sake. Well my boss has a Masters Degree and he makes probably half the salary of some of these people. Be it as it may, it's their chosen career. They're obviously liking it. They're staying there. It's not just the job it's the people that they work with. There's a camaraderie. Again I've said it year after year. You do an outstanding job with that library. You were a great catch. We were lucky to get you. You had big shoes to fill and you did it well. I'm proud of my library. I still hold my card. I never take out a book because I buy all my books. I'm trying to get my wife to learn how to download books from the library.

Chairman Coutu said I talk to people whose kids go there and participate. Their parents go there. Then you also let the room out for a lot of other activities. I'm sure the Republican Committee is grateful that you let them use a room. Whenever it's available, people can apply and use it. I appreciate that. Thank you.

Selectman Nichols wanted to say thank you also for the library. I love it. I haven't been able to go in lately because this is my bed reading. I haven't been able to get a book. My husband goes in and he's renting books all the time. I haven't been able to. Until this is done, I'll be back. Thank you.

Chairman Coutu noted you have a warrant article request. Do you want to go over that? Wage and benefit increase for non union full time employees of Roger's Memorial Library. Linda Kipnes stated as we have mentioned, many of our staff have Masters Degrees. You can see from the comparisons on this sheet and on the second sheet, the second sheet has comparisons to comparable towns in the area. Towns with populations between 20,000 and 30,000 which is our population size. Hudson is lower than the average of all the other towns. We would like to make some effort to start to bring our staff up to these average salaries. We hope we can keep this staff. We are fully staffed now. We have wonderful staff and we would like to keep them. They work together and they work well for the town. We would like to appreciate them and hope that they will stay with us.

Selectman Maddox thought as a professional courtesy I would motion to forward it to the warrant inasmuch as we don't control it but it is ours to put on the ballot. I will tell you I won't vote for it. A 3 ½ percent again and we're giving police officers 2 percent. It's tough for me to say a librarian deserves 3.5. I think as far as just a procedural thing Mr. Chairman, I think its again professional courtesy to put it on our ballot. Chairman Coutu didn't disagree. The voters should make the decision. When was the last time these employees got a pay raise? Ms. Creeden thought 4 years ago. I don't know. We haven't put it on the ballot a while. Chairman Coutu asked we didn't grant them a raise in the last 4 years not a single one of these salaries. Ms. Creeden said they have fluctuated. Some of them have taken schooling and have gotten their Masters so we have given them a slight raise. We did make a slight adjustment when we reorganized our jobs because certain people were doing too many jobs so we reorganized their jobs. So we gave some people a little bit more money for picking up other extra jobs. Chairman Coutu asked if they changed the job descriptions to justify the raises. Mr. Matthews said yes. Ms. Creeden indicated we didn't give raises. We gave adjustments for the job description changes depending on how much more...Chairman Coutu asked if anyone got less money. Ms. Creeden said no. They got a salary adjustment.

Chairman Coutu agreed with Selectman Maddox on extending the courtesy to forward this to the ballot. Do you want to wait until we have a compliment of 5 on that motion as a courtesy? Selectman Maddox said yeah. Chairman Coutu said we will be forwarding it to the warrant for the voters to make that decision. Is there anything else?

Selectman Brucker wanted to point out that a 3 ½ percent raise is a small amount per hour results in - it might sound like a huge raise but if you gave a 3 ½ percent raise to a police officer, they're already making \$50,000 a year plus. Chairman Coutu said really. What police officer makes \$50,000 here in Hudson? Steve Malizia said they make \$50,000. I'm not saying they start but police officers make \$50,000. Chairman Coutu asked but they've been there for how long. Kathy Carpentier said about 4 or 5 years they can get to Master Patrol Officer. Mr. Malizia indicated police officers can make that kind of money. Selectman Brucker indicate the charts I was looking at, they are.

Selectman Maddox noted the Childs Librarian makes more than a paramedic.

Selectman Brucker indicated well there's something with the paramedic.

Selectman Maddox said just raise everybody's salaries to where the taxes are. That's what Selectman Brucker was

saying. Let's float everybody's boat. I'm just kidding. I'm just saying that it may sound outrageous to say 3 1/2 percent but in reality...Linda Kipnes said the total amount of dollars is \$15,397 as it says in the warrant which is not...Selectman Maddox indicated we agonized over giving a 2 percent to our police and fire. I'm just having that difficult leap. Again Mr. Chairman so be it.

Charlie Matthews asked to say one thing. I am concerned about employee retention. We have lost 3 employees since I've been here. When I see job announcements come across the internet, I cringe sometimes when I see announcements that the abilities that some of our staff members have. I think that it's prudent to bring our salaries up so they're at least approaching the minimum salaries that some of our comparable libraries are offering to kind of retain the people, the talent of people that we have. I hate to train people and then have to replace them because they go to Londonderry or to Nashua where they can get more money and more benefits. That's another rational in my mind for granting the raises.

Chairman Coutu had one question just to satisfy my curiosity. How many Library Assistants do we have? We have more than one? Mr. Matthew indicated we have more than one. Chairman Coutu asked that's why there's a range on the basis of when they came on board. Mr. Matthews said pretty much so. We start them all at...Chairman Coutu said the longer they were here the more they make now. Mr. Matthews indicated \$11.25 an hour is where we start them. Chairman Coutu noted it must be the same thing for the reference librarian. There must be a couple of those. There's a range there. I was just wondering why there was such a discrepancy. So a newer person versus someone that's been on for longer. That's common sense as it should be. Any other questions or comments? Seeing none, I thank you.

6. ADJOURNMENT

*Motion to adjourn at 10:23 p.m. by Selectman Maddox, seconded by Selectman Nichols, carried 4-0.*

Recorded by HCTV and transcribed by Donna Graham, Recorder.

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