

HUDSON, NH BOARD OF SELECTMEN  
Minutes of the January 14, 2014 Meeting

1. CALL TO ORDER - by Chairman Maddox the meeting of January 14, 2014 at 7 p.m. in the Selectmen's Meeting Room at Town Hall.

2. PLEDGE OF ALLEGIANCE - led by Selectman Luszey.

3. ATTENDANCE

Board of Selectmen: Rick Maddox, Nancy Brucker, Roger Coutu, Ben Nadeau, Ted Luszey

Staff/Others: Stephen Malizia, Town Administrator; Donna Graham, Executive Assistant; Kathy Carpentier, Finance Director; Captain William Avery; Lori Bowen; Len Lathrop; Pat Nichols;

4. PUBLIC INPUT

Chairman Maddox asked does anyone in the audience wish to address the Board on any issue which the Board has control of at this time. Seeing none.

5. NOMINATIONS AND APPOINTMENTS - NONE

6. CONSENT ITEMS

Chairman Maddox asked does any member of the Board wished to remove any item for separate consideration. Seeing none.

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

A. Assessing Items

- 1) 2013 Tax Abatement - Map 105, Lot 7, w/recommendation to deny
- 2) 2013 Tax Abatement - Map 182, Lot 46, w/recommendation to approve
- 3) 2013 Tax Abatement - Map 205, Lot 29, w/recommendation to approve
- 4) Veteran Tax Credits - Map 168, Lot 002, Sub 001; Map 177, Lot 005, Sub 164; Map 126, Lot 028, Sub 002; Map 165, Lot 067; Map 177, Lot 005, Sub 019, w/recommendation to approve

B. Water/Sewer Items - NONE

C. Licenses & Permits

- 1) Hawker/Peddler/Itinerant Vendor's License - Glenn Smeltzer
- 2) Raffle Permit - Friends of Benson Park, Inc.

D. Acceptance of Minutes

- 1) Minutes of the November 5, 2013 meeting
- 2) Minutes of the November 12, 2013 meeting
- 3) Minutes of the November 26, 2013 meeting
- 4) Minutes of the December 3, 2013 meeting
- 5) Minutes of the December 10, 2013 meeting

E. Calendar

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|------|------|--|
| 1/15 | 5:00 | Municipal Utility Cte - BOS Meeting Room       |
| 1/15 | 7:00 | Senior Affairs Cte - Buxton CD Meeting Room    |
| 1/16 | 7:00 | Budget Cte - Buxton CD Meeting Room            |
| 1/16 | 7:00 | Benson Park Cte - BOS Meeting Room             |
| 1/20 |      | Martin Luther King, Jr. Day - TOWN HALL CLOSED |
| 1/21 | 7:00 | Cable Utility Cte - BOS Meeting Room           |

1/22 7:00 Planning Brd - Buxton CD Meeting Room  
1/23 7:30 Zoning Brd of Adjustment - Buxton CD Meeting Room  
1/27 7:00 Recycling/Energy Cte - BOS Meeting Room  
1/28 7:00 Board of Selectmen - BOS Meeting Room

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on December 10, 2013

- 1) Motion by Selectman Brucker, seconded by Selectman Coutu, to authorize the Fire Chief to hire Andrew Perkins, Brian Clarenbach, and Brian Schofield for the positions of Firefighter/EMT-I in the Fire Department at starting salaries at the rate of \$14.58 per hour (Probation) effective January 12, 2014 and then to Step 1 upon successful completion of the probationary period. These assignments will be non-exempt positions in accordance with the International Association of Firefighters Local #3154 Contract as recommended by the Fire Chief, carried 5-0.
- 2) Motion by Selectman Luszey, seconded by Selectman Brucker, to forward the Hudson Police, Fire and Town Supervisors Association Contract to the Fiscal Year 2015 Warrant, carried 5-0.
- 3) Motion by Selectman Coutu, seconded by Selectman Luszey, to forward the Hudson Support Staff, AFSCME Local 1801, Contract to the Fiscal Year 2015 Warrant, carried 5-0.
- 4) Motion to adjourn at 9:07 p.m. by Selectman Coutu, seconded by Selectman Luszey, carried 5-0.

B. Votes taken after Nonpublic Session on January 2, 2014

- 1) Motion by Selectman Coutu, seconded by Selectman Brucker, to forward the Hudson Fire Fighters Union, Local 3154, Contract to the Fiscal Year 2015 Warrant, carried 5-0.
- 2) Motion to adjourn at 5:38 p.m. by Selectman Coutu, seconded by Selectman Luszey, carried 5-0.

C. Votes taken after Nonpublic Session on January 7, 2014

- 1) Motion by Selectman Brucker, seconded by Selectman Luszey, to promote Firefighter Sean Mamone to the position of Lieutenant, a non-exempt position, in accordance with the IAFF Local 3154 Contract, Step 1, with an hourly rate of \$20.95, effective January 12, 2014, carried 5-0.
- 2) Motion by Selectman Luszey, seconded by Selectman Nadeau to adjourn at 9:02 p.m., carried 5-0.

8. NEW BUSINESS

A. Hudson Youth Baseball - upgrades to baseball playing area at Greeley Field

Chairman Maddox to recognize representatives of Hudson Youth Baseball.

Scott Power, President of Hudson Youth Baseball. Thanks for having me. You have a proposal. About a year ago at this time, we came with a request to upgrade Greeley Field - new sprinkler heads, new in field, new mound, refurbish the fencing. We appreciate that. That was all great. We did that and everybody played on that in the fall. Families were really excited about it. Players loved it. While we were playing there this fall, we realized our tiny little portable scoreboard wasn't really cutting it. It wasn't visible to players or to spectators. So we're coming back to you now with a request. We would donate an electronic scoreboard to the facility. Our proposal includes the installation of the electronic scoreboard at Greeley Field. We proposed a location of right center field above the newly installed fence. It would be out of traffic in terms of the playground and also the basketball courts. Jay Spooner - Hudson Baseball Board member. He's been working on this project as well.

Mr. Power indicated we've gone through the process in terms of what that installation would like. The post installation stamped by a professional engineer. We would bring in a licensed electrician for the wiring. We already have the power in place in our shed there that when we put the lights at Greeley Field a number of years ago so that is already

in place there. In summary, really we're asking permission to install that electronic scoreboard to enhance the baseball playing experience at that field. In addition to that kind of an addendum to it I guess, when we travel to other fields across the State, we always see Coca-Cola, Pepsi, Gatorade, Powerade have donated those scoreboards to those fields. We would also request the ability to have a sponsor that we would attain to provide that scoreboard for us. I've included a picture of what the potential scoreboard that we've identified and what that sponsor panel might look like at the field. So a sponsorship would also enable us to make additional maintenance areas at other facilities across the league as well.

Selectman Coutu thanked Scott and Jay for coming and thank you for making this proposal. I know Jay you've done a lot of work on this. I'm very familiar with the type of scoreboard you're proposing inasmuch as that we did one for a softball park. I owned a softball team. It was a traveling team and I worked very closely with Pepsi Cola. The only question I have is I think they're great signs. There will be no flashing of the advertiser. It would just be a lit sign with a solid Pepsi logo, or Powerade logo, or whatever it is. Selectman Nadeau stated silkscreen. Selectman Coutu said it's just going to be for numerical score only. Home team, away team - it will have numerical scoring and it's controlled with the small digital panel that you're given, right? Scott Power said right - innings, outs, balls, strikes. Like Selectman Coutu said, I'm very familiar with the sign. I work closely with Pepsi Cola in order to be able to procure one. Aesthetically, they're very nice. I think it enhances the quality of the game in that the score is quite visible to everybody. I'm fully supportive and I hope the rest of the Board would be as well inasmuch as this is a very generous contribution to the Town of Hudson. Thank you.

Selectman Brucker was curious. It looks to be a very nice sign. Is there electricity? Is there power that will go to it? Mr. Spooner said yes. There's currently power into the shed. There's a shed behind the first baseline dugout. There's power in there. There's a control panel if you may and there's spare breakers that we would be able to pull power out of that control panel, run it across the field to the sign location which we've worked with Kevin Burns on how we're going to accomplish that.

Selectman Brucker asked who pays for the electricity? Mr. Power stated Hudson Baseball does. We get an invoice for the lights.

Chairman Maddox had a couple of questions. Your diagram you show here - the sign is 4' by 8'. That is just for the scoreboard and not for the advertising around it, correct? Mr. Power said the panel would be either above or below whatever we think is appropriate. Chairman Maddox asked but it will be in some sort of same dimensions. Scott Power said right. It would look similar to that sign aesthetically. Chairman Maddox said the one you're showing us has one above and one below. That's why I'm just trying to...Mr. Power indicated it looks like they had two sponsors on that one. We would only need one panel. Chairman Maddox was just trying to get some detail to this.

Chairman Maddox asked why did you pick that location as opposed to the other side. This won't interfere with any traffic going down Greeley? The height isn't going to be an issue? As you're driving down Greeley Street and you look over, it's not going to be...Mr. Spooner said there's no reflection, or glare, or anything of that nature. The location as chosen to stay out of the playground area, to stay out of the basketball court, and to stay out of the wetland area which is kind of the right field. It's kind of the best compromise plus it has the most visibility for the players.

Selectman Nadeau asked are you looking for us to accept this tonight that you can go out and do it or do we have a dollar amount that we know. Selectman Coutu said we have a dollar amount. Mr. Power indicated it's on the last page \$6,700.

Selectman Luszey asked why would you limit yourself to one sponsor and not multiples. Scott Power indicated the ones we've seen, I haven't seen one. That was in Braintree but usually in Londonderry and stuff like that it's either Powerade, Pepsi, same company type of thing. They take care of the whole thing. Mr. Spooner said the honest answer is we'd love to turn that whole area into an advertising but you may not allow that. Selectman Coutu asked why not. Chairman Maddox said because it's ours and we get the revenue. Selectman Nadeau said he wanted to see the new all the way around the bottom of the fence with the banners.

Selectman Coutu thought that was a great idea. I think if somebody is going to take care of a field and they're going to do what this organization has done and they've shown a commitment, sincere commitment since they started this project and it was a sell even to get you to pick up where we left off with the Recreation Department and we work well with the Recreation Department to make that connection. I would think that we should not prohibit a private organization who has an opportunity, especially if they show good faith in us. We should show good faith in them and allow them to get sponsors like any other community does. If they can get signs from JoJo's Variety Store, or MaryLou's Computer Service and put a sign up and generate some revenue from that so that they can continue the work that they're doing with maintenance on the park, I think that should not be prohibited. I'm surprised to hear that there may be some prohibition to that as long as we could control the size of the sign and they control what they can

get from the advertisers. It's no different than the team going out there and wearing a shirt - Luszey for Selectman. If you're going to sponsor the team, they can put whatever they want on their shirts or whatever.

Chairman Maddox indicated I do know what you're saying but I guess I'm sitting here going then if I do something at Benson's can I put up a sign all along there? This gets into an area where they don't want to go. Selectman Coutu said this is sports. This isn't Benson Park. This is a sports arena. Chairman Maddox stated its public land. Again, we can go down this path if that's where we're headed. That's not where they want to go. If they want to come back with another proposal. Selectman Coutu said it was a good idea. I'll think about it.

On that note, Selectman Luszey thought maybe we approve it with the single sponsor now but we actually put on a workshop agenda what we need to do with the Town Codes to allow...Selectman Nadeau indicated like removable banners on the fence like they have over in Windham. Selectman Luszey said you're seeing it in school districts now. Mr. Spooner said it's throughout all the towns and cities that we visit. They all garner revenue from the advertisements. No one is going to beat around the bush but if we can propose that our proposal is accepted tonight, we would like the opportunity to present to the Selectmen an opportunity that we could garner some revenue for HYB from additional advertising. Chairman Maddox thought we should have a workshop with the Zoning Administrator. How is he going to administer this? There's multiple questions but you're not asking for it tonight. You're trying to do what you're doing here. Let's put it on an agenda and see where we take it.

Selectman Coutu asked to make a motion to accept the in kind donation of \$6,900 from the Hudson Youth Baseball with thanks. Selectman Nadeau said he's second. Chairman Maddox indicated we're supposed to do a public hearing. Steve Malizia indicated you have to advertise a public hearing. Now that you've approved their concept, what you need to do tonight is any goods and services over \$500 or more, you have to have a public hearing. What you need to do is accept their proposal, allow them to do it, they'll come back and make the donation when they're done, and then you accept it.

*Motion by Selectman Coutu, seconded by Selectman Nadeau, to allow Hudson Youth Baseball to install an electronic scoreboard at Greeley Field and come back to the Board of Selectmen after installation for a public hearing on the acceptance of the donated property.*

Donna Graham asked the Board to make a friendly amendment. Would you like to also add "and authorize permission for the league sponsor's name to appear on the scoreboard"? Selectman Coutu said yes please include that so that doesn't come back at us.

*Motion by Selectman Coutu, seconded by Selectman Nadeau, to allow Hudson Youth Baseball to install an electronic scoreboard at Greeley Field and authorize permission for the league sponsor's name to appear on the scoreboard and come back to the Board of Selectmen after installation for a public hearing on the acceptance of the donated property, carried 5-0.*

B. Trustees of the Trust Fund Budget Request

Chairman Maddox recognized Len Lathrop.

My name is Len Lathrop and I'm a Trustee, together with Ed Duchesne and he's been a Trustee since 2005. We submitted a packet that you received with a letter that's pretty succinct with a couple of graphs showing what we have been checking, what we have, and what we call manage the wealth funds, and a pro forma chart giving you some returns on investment. What we're asking for, and we understand tonight that this is a multi-level process. We're asking for your support to approach the voters at Deliberative to ask for a \$15,000 budget increase which would allow us to use wealth management information funds and systems to increase the return on investment for our \$6.5 million that we currently have only in CDs and other bank related instruments of investment. As you know, the Trustees are elected by the taxpayers. We have two jobs. We are the fiduciary agents for both trusts, which is money that people have given to the town or Willed to the town, and capital reserve funds which is money that the voters have put away for specific purposes. Our first task is when money is asked for - and generally the Selectmen are the agents to expend in Hudson. We review the documents and how the money came to the Trustees and to see if it is in line with what the voters requested. Simply a quick example would be if you came to us and said we understand that you have \$200,000 for police cruisers and we want to use that to buy a fire truck. We'd have to say that's not what the voters said and you couldn't do it. The Attorney General and the Charitable Trust Division would support that.

Mr. Lathrop said our second job is to invest the money that is entrusted to the Town. Right now as you can see from the pro forma chart, we're just under \$17 million. When Ed and I started back in 2005, it was about \$8 million. Now we're not trying to take credit for that because a lot of money has been taken from the different tax agencies and different sewer investments and given to the Trustees to say - the best thing we can say is right now with \$9.2 million that we have of sewer money, we made \$321,000. With \$6.5 million that we had of multi different investments, we

made \$31,000. The cost of doing business with the sewer funds was roughly \$45,000. It's a sliding scale that you pay the wealth management people. For the first \$5 million, you pay 5 percent. The second \$5 million, you pay 4 percent and the third \$5 million, you pay 3 percent. This \$15,000 will allow us to utilize all 15 - well probably after today's market changes, we probably should be saying \$16 million because the market while it went down yesterday went up today. Selectman Coutu said considerably. I watched it all afternoon. Mr. Lathrop said it went up and down today. What we want to do is go to Deliberative with your support and present to the voters there or modified amendment. I think that is the only way to do it if there is another way to do it, we would be happy to go through that. We understand that we're in the 11<sup>th</sup> hour and we apologize but we've been working for many years to try to improve the investment that we get from the banking institutes. When you get a half of a percent or .002, it's hard and it's been hard. When Ed and I started, we were getting 7 or 8 percent at the banks and they were all dying for our money and we'd sit in the meeting in the little room upstairs with no telephone and on our cell phones and call TD Bank and say what will give us? Then we'd call Citizens and say what did you give us? We'd come up and we'd make 7 ½, 8 percent on your money over a 90 day period. That just isn't the world as everybody knows. I know you gentlemen deal with the financials that you have here. So this is the cost of doing business. This is the cost of making more money.

That's pretty much Mr. Lathrop's quick, down dirty proposal. I think it might be more efficient if Ed and I just answered your questions.

Chairman Maddox thought that we just need to take a look at this chart. Len Lathrop cautioned the Board that the return on the 6.5 will not be as great as the return on the 9.2 only because we've utilized the whole \$15 million for the percentages. We are controlled by the Attorney General's Office and a lot of RSAs. We can only have 65 percent of the funds of the Town in the bond market. Of that 65 percent, only 15 percent can be in the stock market. So we've maximized all of our money to get the best return to date. So now the question is well Len if you've utilized all of our money for the best return, what are you going to do with the other 6.5? There are Treasuries, there are government bonds, there are government bills and Treasury Notes that will return - we can't say they're going to return 3.48 but if we can push them to return 2 versus .02, we're doing 10 times better and that's our goal. We also recognize that this money won't be available until July. That will give us some time to look at retooling the whole structure. The Sewer Department shouldn't be paying the 4.7 percent if other people are paying 4 percent. So we're going to have to reformulate all the calculations of how the costs are applied across the different funds. In today's computer world, that's relatively easy and I have to give KC a plug. She's been wonderful at helping us keep our heads above water and I don't think we even got reported for anything in the last audit report. We've been in a few audit reports but lately we haven't even made that. We're excited to try to say we're doing the best that we can and this is a new opportunity that allows us to try something different.

Selectman Brucker asked about the \$15,000. Do you have something in mind? Len Lathrop indicated it would become a line item in our budget and at that point, we would seek proposals from several wealth managers to say okay now instead of having \$9.2 million to play with, we have \$15 million to play with and give us a proposal for the best possibility. I'm sure right now the money that's in the banking industry is with People's United. I'm sure People's United would like to come in and propose something. We've had different Wealth Managers and generally what we try to do is get the Wealth Manager that will charge us the least and do the best for us.

Selectman Coutu said there may be a lot of questions at Deliberative Session. Obviously the Trustees of the Trust Fund are charged with the responsibility of safeguarding the money that's being held in reserve for particular purposes. It's not their fault that the return on that investment has been so low of late. We're all faced with that same situation in our own personal lives. There is money to be made out there. It does cost money to make money. The worst way to invest money is when you're doing it all by yourself and you're just gambling. When you're gambling in any sense when you're going into stocks and you're going into treasuries and other such instruments that generate some revenue. However in order to get the best bang for your buck, you need to seek out a good money manager that will get you into a direction where the return was much greater on the investment. To me Mr. Chairman, it's a no brainer. Unless there's other questions, I think we should be ready for the motion.

Chairman Maddox indicated there really isn't a motion. They're coming here because unfortunately it's past the budget. So they're just looking for our support this evening to go to Deliberative and I can't see why we wouldn't want to maximize the amount of money that the elected officials that are the Trustees of the Trust Fund are going to garner on the investments that the Town of Hudson has. On a consensus, Selectman Coutu said I would support it if you're having a consensus. Chairman Maddox said that's what I'm looking for. I'm just looking at everybody if they have any other questions. So we will see you at Deliberative Session...Selectman Luszey stated with our support. Chairman Maddox noted with our support bringing these documents for the PowerPoint and I think that should sell that. Thank you very much.

- C. Public Hearing - Acceptance of donation to the senior center from Nancy Merz Nordstrom of 396 books "Learning Later, Living Greater: The Secret for Making the Most of Your After - 50 Years", valued at \$6,712.20

Chairman Maddox recognized Lori Bowen.

Lori Bowen stated I am here this evening simply to ask for your permission to accept a donation of 396 books. The purpose of the donation is Nancy Merz Nordstrom is a local author. She wrote this book with her eldest son. She currently lives in Pelham. She's actually looking at homes here in Hudson. The book is about Learning Later, Living Greater and it's about educating yourself after your retirement. So not just saying doing what our grandparents did which was now we can sip lemonade and sit in our rockers. It's educating yourself. It's moving forward. What she would like to do with this donation is come and do a book signing at our open house. A ribbon cutting for the new senior center and would like to donate the books. Any that are leftover after that day, in hopes that there wouldn't be any leftover but any that are leftover she's going to leave with myself and we can pass them out with our new welcoming packet to any registering seniors at that point after that.

Chairman Maddox opened the public hearing at 7:29 p.m. Does anyone wish to speak on this?

Pat Nichols, Pheasant Run Road, Hudson, NH. I am in favor of this. I think it's a great idea this donation and have the signing on the open house. I have a funny feeling that you say there's just 396 books. I think you're going to be short. I think there's going to be more. I am in favor of this. I think it's a wonderful idea. Thank you.

Chairman Maddox closed the public hearing at 7:30 p.m.

Motion by Selectman Luszey, seconded by Selectman Brucker, to accept a donation to the senior center from Nancy Merz Nordstrom 396 books entitled "Learning Later, Living Greater: The Secret for Making the Most of Your After - 50 Years", valued at \$6,712.20 with the Board's thanks and appreciation, carried 5-0.

- D. Acceptance of a donation of \$1,000 from the Southern NH Radio Control Club

Chairman Maddox recognized Town Administrator Steve Malizia.

Steve Malizia indicated this is an annual donation we receive from this organization. It's actually increased. I think in the past they were giving us \$500. This year they've generously donating \$1,000. I believe it will go into the Recreation Donation Account.

Motion by Selectman Nadeau, seconded by Selectman Coutu, to accept a donation of \$1,000 from the Southern NH Radio Control Club to be placed in the Recreation Donation Account with the Board's thanks and appreciation, carried 5-0.

- E. Acceptance of a donation of \$2,000 to the Police Department from the Digital Federal Credit Union

Chairman Maddox recognized Captain William Avery.

Captain Avery stated the Hudson Police are asking for the receipt of a \$2,000 donation from John LaHair who is the Public relations Manager at DCU. This money will be put towards our community policing donation account to be used for the many project or programs that the Hudson Police runs throughout the year.

Selectman Coutu was so glad that they finally came through for us. I have been after Digital Credit Union - It's my bank. It's your bank. I've asked them to step forward. They're part of the community and this is obviously - not that they haven't donated items for different things at the Police Department I've asked for in the past but this is a very generous donation and I'm very pleased to see that they've stepped forward on this matter.

Motion by Selectman Coutu, seconded by Selectman Brucker, to accept a donation of \$2,000 from Digital Federal Credit Union to be placed in the Police Department Donation Account with the Board's thanks and appreciation, carried 5-0.

- F. Town Engineer Job Posting

Chairman Maddox recognized Town Administrator Steve Malizia.

As you've all seen by now, Steve Malizia stated our Town Engineer has given his notice. He will be leaving our employment January 31<sup>st</sup>. As it is a critical position, I need to ask for permission to post for that position. The current

Engineer has been with us just about a year. He is leaving his post and, again, I'm looking for permission to post. For your information, I've enclosed his letter, a copy of a posting notice, as well as the job description. I did amend the job description because back in May, this Board amended his responsibilities as far as who reports to him. So you can see highlighted here what that change was.

Selectman Coutu stated I've had some discussion with the Town Administrator relative to this item on the agenda. It concerns me. It doesn't concern me about posting the job. We should definitely post the job. I think that when you consider what we pay an Engineer in our community as we pay most of our department heads and other positions are well below what the market is out there in other municipalities. We were very, very fortunate in having found Patrick Colburn. It's very sad that he's leaving because he showed tremendous promise and he did an outstanding job. It is what it is and he left. Mr. Chairman I'm proposing that we strike out the highlighted portions which were the changes that we made: "*Provides supervision to all employees in the Land Use Division including the Town Planner, Zoning Administrator, Civil Engineer, Administrative Aides and Engineering Interns*" and instead put back in the original language under "*Provides supervision to employees in the Engineering Department including the Civil Engineer, the Administrative Aide, and the Engineering Interns.*" First Mr. Chairman I would make that a motion.

*Motion by Selectman Coutu, seconded by Selectman Luszey, to strike out the new wording on the Town Engineer's Job Summary under Supervision Exercised, "Provides supervision to all employees in the Land Use Division including the Town Planner, Zoning Administrator, Civil Engineer, Administrative Aides and Engineering Interns" and put back the old language "Provides supervision to employees in the Engineering Department including the Civil Engineer, the Administrative Aide, and the Engineering Interns."*

Selectman Coutu thought that what we did was we inundated the Engineer. I don't think that's the reason he left. There are other reasons. I spent some time with him as did the Town Administrator. He left for other reasons. Simply said, he thought that the public service would be the sector that he would like to go into and realized that he thought the opportunities were much greater in the private sector. A lot of people learn the hard way but a lot of people love the public sector and they like to stay. I did it for ten years on one job and five in the other. They were both great experiences. I'm back in the private sector because I like the private sector better. Mr. Chairman when you're supervising some personnel who are paid more than you, who have been here much longer, it's a very difficult situation to put an employee in. I think that when you look at the amount of work that is being produced from the Engineering Department - and that's with Mr. Webster in previous years when he was the lead Engineer. Now he's part time. The amount of work that's been ongoing since Engineer Colburn took the job; we don't realize how much work there is until we start putting those packages together. Everything he does for Land Use. You're aware Mr. Chairman because you've been in Planning for a long time. You know how much work. It's not just other Engineers coming in and bringing in plans. We have to review those plans and that's part of the process the Engineer does. We have ongoing projects within the municipality. We have the dam project coming up and several others. The highway grants, the road repairs, and all of those things that require engineering our Engineering Department does it and its one person. Now we have 1 ½. Thank God we have Mr. Webster with the local knowledge. I agree Mr. Chairman. I understand why you're making faces at me. I thought it was a temporary thing and thank God he's here. He has that local knowledge and he's going to help with the transition.

Selectman Coutu thought it was unfair of us to go out there. I don't think that for the money that we're going to be paying, I think we can still find a good Engineer. We had some qualified candidates that applied the last time. Mr. Colburn was our first choice for some us. Some of us not so. The point is that we hired him, we brought him in, and then we inundated with this work. I'm as guilty as anyone else who supported doing this. We thought it was the right thing to do myself not realizing what other people were being paid that he was supervising. Not that that's a relevant factor. I think there's enough in Engineering to do without him having to supervise it. If I could get approval on this motion, I would then suggest to the Board that in order to facilitate the supervision, and again I've discussed this with the Town Administrator and suggested to him that this was just a proposal. If he had anything more inclusive that he wanted to suggest and I guess you pondered it over the weekend because I think I texted you Friday night after work, and he said to me no. I can agree to it. I think that we ought to consider that the Zoning Administrator maintain his title but be moved into the Inspectional Services Division. I think most of his work has to do with enforcement and in fact, he's doing an - I've had an extensive discussion with Mr. Oleksak. I'm very satisfied with what I heard. He's cross training all of those people. He has the land use knowledge and he knows the zoning codes. It's all part of enforcement. I would suggest then that the Engineer and the Town Planner report directly to the Town Administrator. He felt that that would not be a burden on him and he could certainly handle that. If I could get support for this motion, then I would ask the Board to consider the other things that I suggested. Thank you.

Selectman Luszey stated even though I seconded it I don't support it at this time. We went through a grueling - about 7 months - of organizational design work in setting up this organization. This change was made as part of that. What I just heard is in a matter of less than 3 minutes, we are going to redesign an organization. Something that, again, took us almost 7 months. I actually dug up those presentations that I presented to this Board that started off all this work that showed a Civil Engineer actually reporting into the Highway Department. If you want to get back to the Civil

Engineer role, I would say that's where that role moves. Then we would need to see how and who we would move into the department head of the land use board that has been established or organization. As it stands right now, I think we are jumping the gun. We're putting the cart before the horses here. I think at our next meeting we should devote to if there's going to be any changes to the job description and posting to work it out then. To come in here and make a request like that without any documentation behind it and any look into what some of the unintended consequences maybe of making those moves I think is irrational at this point.

Before Selectman Brucker, Chairman Maddox wanted to say that the reason why the Town Engineer was made the Supervisor of the Land Use was basically decided by the Town Administrator based on salary. That that job had the highest salary thus that's how you picked them. That's the way when we sat in your office you said the Town Engineer is the top on the pole, so that's where we went. That's how that person got the job. Selectman Coutu stated it had nothing to do with salary. It had to do with the status of the position in the contracts. Steve Malizia said he is the top pay scale but he's not at the top of that scale. His position is the top of the scale. Selectman Coutu said he come in at entry level.

Selectman Brucker thought we made a number of mistakes with the handling of the Civil Engineer. First of all when it was sold to me that he would be supervising, the purpose was so that he could grant vacations to the Administrative Aides...Chairman Maddox asked are you talking about the Town Engineer and not the Civil Engineer. Is that what you mean? The Civil Engineer is Gary Webster who's part time. Selectman Brucker apologized. Town Engineer. I thought they were both Civil Engineers. That to me was how it was presented to me and I thought well that's okay. I did not know that he was going to be having to supervise some of these other individuals some of whom have been here longer and their salary was higher than his, which you know might be all right. Then we dumped it on him after he was here only 3 months. It wasn't something that was agreed to when he signed up. Then when we had an opportunity to give him more money for what he was doing, the 4 of you said no. That was during some negotiations with his union. I think that was a mistake. He's just a top notch employee and I'm sorry that we mishandled this. Going forward, I think that we should strike those responsibilities because it doesn't seem to have worked out with Patrick Colburn so I don't know why we would expect it to work out with whoever we hire next.

Chairman Maddox indicated if it was our mistake, then this would tell them up front that that's what the job will be. As the Liaison, you didn't bring any concerns back to us so we thought all was going well. Again, I could go either way on this. I see the benefits of both sides.

Selectman Nadeau agreed with the motion the way it has been proposed by Selectman Coutu. I think we should go forward from there.

Selectman Luszey asked Selectman Nadeau - so you're willing in the span of 20 minutes to do a major reorganization. Selectman Nadeau didn't see this as a major reorganization. Selectman Luszey said I do. We are eliminating a department head. We have set up a department that this person has started to create. We actually created it. We spent a whole lot of money in creating it and we are now going to basically change the rules of how this department runs and the level of this job.

Selectman Brucker stated the way that we created the Inspectional Services was the Town Engineer never supervised anyone in the Land Use Division except the people who worked for him - the Aide. I don't think that we're creating anything different. I don't think that we created that. Selectman Luszey said yes we did. Selectman Brucker said we later on said that he would supervise these other people but it was not done when we were creating Inspectional Services. Selectman Luszey asked when did we do it. Selectman Brucker said we did it 3 months after he was hired. It wasn't done when all of that reorganization was done. Selectman Luszey stated that's exactly what that did. Selectman Brucker said it made him the...Chairman Maddox thought you've argued that point. Let's see what Selectman Coutu has to put in.

Selectman Coutu said this is much ado about nothing. Mrs. Brucker is correct. When we created the Inspectional Services Division, our focus was on the Inspectional Services Division. It was an institution that we decided to place under the administration of the Fire Department. We brought in the Fire inspectional services in with our inspectional services and created that division. Later there was a discussion about how we could combine the Zoning, Planning, and the Engineer and have one supervisor and relieve that ultimate responsibility from the Town Administrator. In that quest to do that, the Town Administrator had conferred with you what was stated earlier. In the scope of the job listings/postings under the Administrator for ranking when you look at the upper level salary - not the entry level - he would be the top ranking. So we expeditiously felt that okay let's do it that way. It was an error. It's not a major overhaul to return to where we were as Selectman Nadeau pointed out. I wouldn't have recommended a major overhaul. I've been involved with this Board minus a couple of people where we've done major overhauls and they were major overhauls. This what it does significantly is Zoning does zoning; Planning does planning; Engineering does engineering. If they have a problem, they can go to him. If it gets behind him which what he would normally do, he would come to us. We've never had that problem in the past. We were just trying to relieve him of the supervisory



responsibility of these people. As a matter of fact, I can remember having a conversation with you Mr. Chairman where we talked about them coming in and out of the office. It will probably be much better if we could have just one person supervise. In my conversation with the Town Administrator this weekend, I told him you have a whole weekend to think about it and get back to me if you think there's a better way of doing this. I'll gladly entertain it. I just want to make life easy for everybody. This would make life easy for everybody. Everybody is going to do their job. Everybody is going to have supervision. The Engineer is not being relieved of any supervision responsibility. He has a responsibility. He supervises the Civil Engineer and his clerks. I believe that the Planner has an Administrative Aide that works for him and I believe Zoning does as well. Everybody has a little bit of supervisory responsibility. I think it will make peace all around and it will work well.

Chairman Maddox has a concern. The reason I believe that we did this is because we had multiple people going directly to the Town Administrator. It made no sense to have an Admin. in the Land Use reporting directly to the Town Administrator for a simple operation. Steve Malizia stated they never did. In my opinion, at least the way it was run the Engineer, the Planner, and the Zoning Administrator the people that worked for them reported to each of them. They did not come to me. They might have given me something as a courtesy. I did not supervise them.

Chairman Maddox stated so you're saying that the Town Planner will supervise the Town Planner Admin. Selectman Coutu said exactly. Chairman Maddox wanted some clarification before I release the floor inasmuch that are you saying that the Code Enforcement is going to go to the Fire Department with the Inspectors? That's what you originally stated. Selectman Coutu was not recommending that. What I said was that he would work in unison with them because he is code enforcement and we have people in Inspectional Services who are out there enforcing codes as well as doing inspections of construction jobs and the like. A good Zoning Administrator knows all those codes and he's instrumental right now in cross training some of these people. He's not going to be here forever. I suspect that he may retire within a year or less. I just want to have this set up so that there are clear and succinct duties and responsibilities for each of those people and they know what they are by the nature of their title. We all know what they are. I think that the Town Planner is responsible for all of the planning that goes on in this town and entertaining potential investors who want to come into our community. That's clear and succinct and he has an Administrative Aide that he supervises to help him. That's not to say that these Administrative Aides - and that's done by his edict because we would want it that way, that these Administrative Aides work together cohesively to man the desk and other duties as well. We both know Mr. Chairman that there's not enough full time work for one Aide to do one particular task. We need to broaden the scope of their responsibilities and that's done by, as I said, an edict from him through our recommendation that they work cohesively to make sure that department runs fluently which means assisting at the front desk, assisting in answering the phone so we don't have this problem we had a year and a half ago chasing down who was responsible for answering phones. That's all I'm trying to do is make the work flow much easier and a more cohesive unit with each person with succinct responsibilities. The Town Administrator doesn't have a problem supervising the Engineering, the Planner and the Code Enforcement Officer. They're not in his office 5 days a week, 4 hours each. It's not overwhelming for him.

Selectman Luszey had two wrap up comments. One is I really wish that we could pull the minutes to the meetings that we've had these conversations about code enforcement and what the difference is between that and inspectional services. The other thing is part of what we did on this particular job description is we enhanced it to increase the responsibilities and raise this particular position up to really push the individuals to get a better bang for the buck for the taxpayer's money. I'm saddened that because of a particular person decides to resign, we are quickly falling back to well let's go back to the way it was and let's not try to move forward.

Selectman Coutu said I don't like to be put in a position to defend our employees. Our citizens get a good bang for their buck. We've made some changes up there that are commendable. We've made some changes up there that are making the whole process a lot more fluid. With the ongoing attempts to try to get people to do things - to register on the internet and be able to set up accounts, these are all things that will hopefully will take place and will make it more fluid. We're trying to give our citizens the best bang for the buck that they have. To think or suggest otherwise is totally wrong.

Selectman Luszey thought when you start taking and watering down the responsibilities of a particular job code, that's what you're doing.

Selectman Coutu asked to move the question. If there's an objection, we can continue.

*Motion by Selectman Coutu to move the question.*

Chairman Maddox asked what would be the problem with advertising it as it is written and find out if there are people that could handle both sides of that issue. It's only a couple of people. I guess I don't disagree with it. I'm trying to find a way that if we advertised it as its written with the bold that they're going to supervise those other groups

knowing that up front, does that make a difference. I'm trying to garner that breaking it off. I'm just having a somewhat difficult time having all these people that don't have a supervisor going directly to the Town Administrator.

Selectman Coutu stated all these people - one of the three already reports to him. Two more is not an additional burden. That's number one. All of the clerical staff report to their respective areas. I'm not going to prolong this. Let's take a vote and see where it goes.

Selectman Nadeau said one of the things that I remember when we were putting this office together is we wanted all of the Administrative Aides under one person so that they can do everything in the office - cover the desk, answer the phones. If we break this back up, is it going to cause a problem with who reports to who? If each Aide reports to their Planner, Engineer, and well he told me, she told me, he told me, she told me, I think that's where we're going to end up back. I think that's the reason that we combined everything and put them all under one. Selectman Luszey indicated it allowed us to eliminate one.

Selectman Brucker thought that they probably are reporting to their immediate supervisor anyway. My understanding was that if there was a conflict over vacation, or days off that Mr. Colburn would have to make the decision. I'm not aware that he supervises them.

Chairman Maddox said what you're saying is he really didn't have a lot of supervision of these people then. Selectman Brucker said of the Aides.

Selectman Coutu said Selectman Nadeau's memory might be a little cloudy. When we set this up, we wanted to make sure - and if I'm wrong, the Town Administrator has memory as well - we wanted to make sure and we made it very clear that all of the Administrative Aides would work together to make sure that we had coverage at the desk, that we had coverage on the phone. That was made very, very clear. I remember that conversation quite well. Each of the Administrators within that unit would have a clerical person or an Administrative Aide whose specialty would be 1 for planning, 1 for zoning, and we created a new position the Permit Technician. The understanding always was that these people would cover the desk and the phones and each of them knew that each of the upper level mid management people - Zoning Administrator, Planning, and Engineer, knew that that was what we wanted because we didn't want to have the problems with the phone. This does not disrupt that at all.

Chairman Maddox indicated that there's only 2 Aides and 3 people. Selectman Coutu said correct. Selectman Nadeau said I want her 33 percent of the time; I want her 33 percent of the time; and I want her 33 percent of the time? Chairman Maddox said no but it's not as simple as what the Town Planner has his person. He has a good portion of that person but he also shares other responsibility. So having one person over all of that does make more sense if you look at it from that perspective. Steve Malizia said there's been cross training of those people so they can support the functions that are in there and the Engineering, Planning, and Zoning - obviously some people have strengths in certain areas just based on their experience but there is cross training. They also support the Permit Technician when necessary because the Permit Technician gets a lunch break, takes time out of the office. So they also backstop that even though that function reports to the Fire Department and supports 3 or 4 people over there. There is a cohesiveness. They work together. They cross train but in the end, you have 3 people - a Planner, Zoning Administrator and an Engineer with 2 basically Administrative Aides assigned to support their activities. Again, you have a Permit Technician that supports the inspectional activities which are 3 or 4 people depending. I think 3 ½ people.

In closing, Selectman Coutu said he just summarized it quite well. At least we went through the trouble of cross training all of these people so that we could have that cohesive unit. I for one am a person who has come here in the past and so have you, so has Selectman Nadeau, and I don't know that Mrs. Brucker has experienced it or Selectman Luszey but we had complained about the phone service, about how things were being handled at the desk. Since we've coordinated all of these efforts, and we've cross trained all of these people, and we have a cohesive unit that works right now and it will work with or without the Engineer supervising them, they have shared responsibilities, it works well. I have not heard a single complaint. As a matter of fact, I have heard several plaudits about how well it's being run up there. How nice it is to go in there and the service that they're getting. It's changed considerably. It's a more open concept. It doesn't disrupt anything. I think we're at a point now where we should just take a vote. This could go up or down. I'll move in whatever direction this Board wants us to move.

Vote: Motion failed 2-3. Selectman Brucker and Selectman Coutu in favor.

Chairman Maddox noted that we're going to advertise the position as it is written.

Motion by Selectman Luszey, seconded by Selectman Nadeau, to post for the position of Town Engineer.

Selectman Coutu told the Chairman I'm going to be consistent. I don't agree with advertising the position as it's written. I think it's unfair to have someone come in at a lower scale than other people who are presently employed who were well supervised under the Town Administrator. I will not support posting that position with that language in it. I will maintain my consistency.

Vote: Motion carried 3-2. Selectman Coutu and Selectman Brucker in opposition.

Chairman Maddox thought it is something that we do need to talk about and probably further in regards to how this is going to be...maybe we need to look at the value that we put on this. Selectman Coutu indicated we need another 6 month study.

G. Nashua Regional Solid Waste Management District Representative

Chairman Maddox recognized Town Administrator Steve Malizia.

Steve Malizia indicated we are participants in the Nashua Regional Solid Waste Management District which allows us participation for example when you have toxic material, hazardous waste cleanups for example. We have a representative. It's been Mr. Kevin Burns the Road Agent for the Town. We've been requested to either confirm him as the Town representative or in the alternate if you'd like to appoint someone else, you may do so or if you'd like to appoint him and an alternate, you may do so. We are being asked to either confirm his appointment or put forth another name. My understanding is Mr. Burns has represented us in the loop when it comes to the toxic/hazardous cleanups. I think a few years ago we actually hosted one here several years ago. That's basically what the value is of this particular organization.

Motion by Selectman Luszey, seconded by Selectman Nadeau, to confirm the appointment of Road Agent Kevin Burns as the Town of Hudson's representative to the Nashua Regional Solid Waste Management District.

Selectman Nadeau asked what happens if we don't belong to NRPC? Selectman Luszey said they'll kick us off. Chairman Maddox didn't know if it falls under the umbrella of NRPC or not. I think they are the coordinators but I don't know if we leave NRPC where this would go. Selectman Nadeau said this is an important question. Chairman Maddox stated we can certainly ask the question. Do we have to appoint somebody by this meeting? Selectman Nadeau indicated we can appoint them and if all else fails he's there until June.

Selectman Coutu said he went more directly to the point than I was going to. I plan on bringing a motion to the floor to save the taxpayers a wasted \$19,000 that we're paying this Commission that does nothing for us. I read again a new report they just put out today. Hudson is not mentioned once. There's every town - Wilton, and all these other towns are getting all this money and all this service. Hudson, again, is not in it. They're certainly not trying to impress me because they would have found a way to write Hudson in there at least once. I don't think we're getting a good bang for our buck. I think it's a waste of money. I'm not going to vote to appoint anybody to anything that has to do with the Nashua Regional Planning Commission. I don't support it. It's a waste of our taxpayer money. \$19,000 could be put to better use than some agency that's paying some people some high salaries to write a lot of reports that say a lot about nothing and certainly nothing about Hudson.

Selectman Nadeau did think having the collections is very valuable. I don't know how many people from Hudson do these things. If we had to get rid of some of this stuff on our own, I'm sure it would be kind of costly. The question is how many people actually - and I'll have to ask the Road Agent if we have numbers of how many people from Hudson - I have gone to this in the past to get rid of stuff. Selectman Coutu indicated Tire Warehouse does it right here in Hudson. That's the question Selectman Nadeau had. I will make the motion and continue forward with having Kevin Burns.

Selectman Brucker thought we should continue to be a part of it and I don't have the same view of NRPC as maybe some of the others on the Board. They have saved us money on our electricity. They do provide some of their mapping services help us out. The Town Engineer could probably tell you more uses that they have provided us even though we may not be getting a share of some of this other money.

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

H. Budget to Actual

Chairman Maddox recognized Town Administrator Steve Malizia.

Steve Malizia indicated these are the numbers through December which puts us at 50 percent of the way through the fiscal year. The purview of this looks like most of our departments are on target. No major areas of concern at this

point in time. Again, we are half way through the year. As I looked through it again, I didn't see anything to concern me. Obviously we do POs for large things like trash as they skew upwards which kind of changes the percentage a little bit. Otherwise we're doing reasonably well.

On the revenue side, Mr. Malizia said we are trending a little bit higher on the automobile registrations which is good. We had upped the number and we are meeting that number and slightly exceeding it. So that is doing fairly well. Again, you heard the Trustees speak. They're obviously pulling interest because they can invest in certain investments that the Town Treasurer can't. So we are really not making much interest as you heard from Mr. Lathrop - 2/10<sup>th</sup> of a percent I think. It's what you basically get on safe money sort to speak. It's pretty pitiful.

Selectman Luszey stated if you were to take a look on page 4 of the Library, the Library has only spent 36 percent. I don't know if anybody has actually gone through the detail on that. There's a lot of licensing, and software, and even salaries that's not been spent. If they're running this as a run rig, it appears to me that they're going to have a pretty significant surplus at the end of this year. Selectman Nadeau told Selectman Luszey not to worry. They will spend it. Chairman Maddox said it ran like this last year the same tracking. Steve Malizia said we do the payroll for the Library so it shows up on the books here. They account for their own books so we don't get a reconciliation of that during the - they're responsible for their own expenses when we get past the payroll line items. Selectman Luszey mentioned when I went through the detail, all the software, all their licensing and stuff like that is all zeros. Steve Malizia stated correct because they keep their own books for those purposes. In other words, this is the town system. We pay their payroll through here and I think some of the utilities just from an efficiency perspective - they might be linked into us. So they actually have their own bookkeeper and run their own books. We send them a check twice a year for half of their operating budget in July and the other half in January and they account for that operating budget on their books. They're not consolidated on our books at this point in time.

Selectman Luszey thought for transparency because this is what the folks in town look at is that we get when we do the budgets for actuals, they're numbers are rolled up into ours. That should be a straight system transfer of data from their system to ours so that it reflects a truer run rate than what we're seeing here. If I was to look at that, I would think we should be able to cut their budget at the Deliberative Session. Chairman Maddox indicated to Selectman Luszey that he was the liaison. Selectman Luszey planned on mentioning it tomorrow yes. Chairman Maddox noted that they're elected officials. They don't fall under our purview.

Selectman Coutu questioned the ambulance revenue. Steve Malizia pointed out from the ambulance revenue, we are a couple of months behind. Our Town Accountant was out on disability for a little bit so the entries have to be booked. That number is at least 2 or 3 months behind. I talked to the Finance Director and I did look at that. You'll see that booking for the next month. Selectman Coutu was also encouraged Mr. Chairman that our automobile sales are going through the roof across this country. It's evident here. We have \$150,000 ahead of last year for the same period. So we're doing very well. Steve Malizia said we bumped that number. You're meeting and exceeding that number. Selectman Coutu said hopefully we'll be able to tell our citizens we will have some money to put back in the general fund at the end of the year.

I. Petitioned Warrant Article

Chairman Maddox recognized Town Administrator Steve Malizia.

As you are aware or not aware, Steve Malizia indicated today was the final day to receive petition warrant articles. Sometime this afternoon, I believe 1:15 today, a petition warrant article came in. The petition warrant article was verified, i.e. it had the appropriate number of signatures. The Town Clerk verified that. Therefore, it must be forwarded to the warrant and it needs to have either a recommendation or a not recommendation by the Board of Selectmen attached to it. It appears to be a non-money warrant article so therefore it does not need Budget Committee recommended or not recommended. It does require you, the Board of Selectmen, to recommend or not recommend it. It will be added to the end of the fiscal 2015 warrant which will be deliberating at the Deliberative Session and it will show up on the ballot. At this point in time, you have what I have. I don't have any more insight into it. It appears to be - I'll use the word "advisory". It's asking the Selectmen to support something to do something with the US Congress and the federal government. Again, you have to take an action. You either have to recommend or not recommend.

Selectman Coutu thought warrant articles we just moved along. Steve Malizia said you move them and it needs to have your recommendation and not to recommend on the end. You take a vote.

Chairman Maddox said we actually do two motions. We make a motion to forward this to the warrant...Selectman Luszey said with the recommended or not recommend. It's one motion. Chairman Maddox said since we just received it, do we want to...Selectman Coutu was aware of what this says. Just for the people at home, Chairman Maddox...Selectman Nadeau thought we should read it to them. Selectman Coutu asked if this was for the congress.

Selectman Luszey indicated this is to request the congress to make a constitutional amendment that says corporations are not people and do not have the right to influence the political environment.

Chairman Maddox read the petition was: "New Hampshire's resolution to get big money out of politics" as it's headlined. Where would the Board like to go?

Steve Malizia read the following out loud for the public: "New Hampshire Resolution to Get Big Money Out of Politics

To request that the town of Hudson urge: That the New Hampshire State Legislature join nearly 500 local municipalities and 16 other states, including all other New England states, in calling upon Congress to move forward a constitutional amendment that 1) guarantees the right of our elected representatives and of the American people to safeguard fair elections through authority to regulate political spending, and 2) clarifies that Constitutional Rights were established for people, not artificial entities such as corporations.

-that the New Hampshire Congressional delegation support such a constitutional amendment.

-that the New Hampshire State Legislature support such an amendment once it is approved by Congress and sent to the State for ratification.

The record of the vote approving this article shall be transmitted by written notice to Hudson's congressional delegation, and to Hudson's state legislators, and to the President of the United States informing them of the instructions from their constituents by the Town Administrator's office within 30 days of the vote."

That has received the appropriate amount of registered voters signatures.

*Motion by Selectman Luszey, seconded by Selectman Brucker, to forward petition Warrant Article 17 to the Fiscal Year 2015 Warrant as Recommended/Not Recommended by the Board of Selectmen.*

Inasmuch as we're asked to make a recommendation and pass it at the same time, Selectman Coutu said the motion is to move it to the ballot with a recommendation. I cannot support that motion. I will not be voting for it.

Selectman Brucker indicated I signed the petition and of course I'll be voting for it. I think that what we're trying to guard against is diluting the individual's vote by having these outside groups or corporations coming in with big money to try to influence elections. I think that we should protect our right to have one man one vote in this democracy.

Chairman Maddox has a difficult time supporting congress regulating political spending. I think that's going to make our discussion about the Town Engineer look like a love fest. I have no problem forwarding this because we have to. It's a petitioned warrant article but I'm having a tough time getting on that bus.

Selectman Nadeau said I will move it forward to the ballot. Chairman Maddox said so you're not in support of the motion. Selectman Nadeau indicated right.

Selectman Luszey noted the way it would go is the nays would fail so it would move as not recommended. Steve Malizia said the vote tally will be reflected on the ballot. Chairman Maddox said the motion was to move it to...Steve Malizia indicated you have to forward it. Chairman Maddox said it has to go to the ballot so the motion should be to whether you're in support of it or not. Selectman Luszey said the motion was to recommend and that is going to fail so it will go on the ballot as motion to recommend and it will fail 2 - 3. Steve Malizia said it would not recommend. Selectman Coutu said the language will not be to recommend but it failed. It's going to be not recommended by the motion 3 to 2.

Selectman Brucker wanted to say is I'd like to see New Hampshire citizens being able to have the full weight of their vote and not having outside groups outside of New Hampshire coming in and trying to influence what goes on here. That's one of my major reasons for voting for this. It has to go to Congress because it has to do with constitutional rights. I don't have any objection to it.

Chairman Maddox stated it is going to the ballot so the motion is to whether it goes approved. If we like the motion that's there, it's going to go anyway; it's just whether it says whether it's supported by the Board of Selectmen.

*Vote: Motion failed 2-3.* Selectmen Luszey and Brucker in favor.

Selectman Coutu stated it will go not recommended on a vote of 3 to 2.

J. Fiscal Year 2014 Town Warrant and Warrant Article Speaker Designation

Chairman Maddox recognized Town Administrator Steve Malizia.

Up to this point including last night's public hearing, Steve Malizia indicated the warrant has been pretty much in the order that items were received and each of those articles received a letter designation. For the purposes of the Deliberative Session and for the future ballot, we need to put together a warrant that has a number designation. What I've done with this is two things. One I've prepared a proposed Town Meeting warrant which will be discussed at the Deliberative Session and that warrant is ordered in pretty much the same pattern that we've done in the past. You will see election of officers. This year it's my understanding there's no zoning articles so there's nothing between election of officers and our first articles which in this case will be contracts. That's been the tradition of the Town to put the contracts as they've - it depends on who settles first, that's been the order followed by non-union raises, followed by I believe the operating budget. In this case now we'll have the general fund, the sewer fund, and the water fund operating budgets, followed by establishing the revolving funds, capital reserve funds. In this case, this petition will be last. It will actually be amended to be Article 17. That is the proposed order. You are free to change the order. Again, it's just an order that I've put together based on the past practice of the Board. That's how I did it.

Chairman Maddox said there is some statute involved right? Any bonds have to be first. If you had a bond, Steve Malizia said it would be first. If you had a petitioned bond, it would be first but you don't have any of those. Once you got beyond that, the order is what the Board wishes the order to be. In conjunction with that what I did was looked at your liaison assignments and tried to determine who if you have a liaison assignment or if you were the lead negotiator on a contract, you would designate it as the primary speaker for the Deliberative Session. I'm taking the order that we just took, you've basically been assigned to the best of my ability your areas of responsibility. The only one I had a little bit of a question on because we've separated out the water and the sewer, which is a little different, in the past the operating budget has been the responsibility of the Budget Committee. I don't know if that translates to the sewer and the water. In other words, I believe those are their numbers. In the past it was all consolidated - general fund, water and sewer were all just in the operating budget. Now they're separate. There's a little bit of a question. I put Selectman Brucker because I believe she's the liaison but she may not be the person.

Selectman Luszey said technically they're still combined. It wouldn't be after March that they're separate but I think...Steve Malizia said going forward they are separate. They're separate warrant articles so I just don't know who's the appropriate speaker if it's the Budget Committee. Selectman Luszey thought this is fine this list. Mr. Malizia tried to do it and based on your liaison assignments and your areas of expertise. Selectman Luszey said 17 would be NRPC and 18 will be the petitioned one that just came in. I'll take that one.

Selectman Coutu asked what NRPC is what? Steve Malizia said NRPC would be under the operating budget. That's where you would speak to that. Seventeen is the responsibility of the petitioners or whatever other citizens but you wouldn't introduce it. It's not your article.

Chairman Maddox asked about Article 14. Selectman Nadeau is that yours? Selectman Nadeau said he can since I am the one who proposed it. We can change that to me. I'll let Selectman Coutu talk on the other two since they are recreational even though I did proposed them.

Selectman Luszey said all the capital reserve funds and the revolving funds, I suggest you either relisten to the meeting that was last night because there were a lot of questions. I assume that the questions that were asked at the public hearing last night will be reasked given who the questioners were. We need to make sure that we have the answer and we do have some action items that I know the Town Administrator and the Finance Director are working on getting the information for us. Chairman Maddox said the biggest one was the cable revolving fund. Selectman Luszey noted even on the recreation equipment and the town building, they want to know on the building why not a revolving account on that. Same on the recreation equipment - why not a revolving account instead of capital reserve funds. Selectman Nadeau indicated because the Budget Committee has never wanted revolving accounts. Chairman Maddox said it was for equipment and not for the operations. Revolving accounts would be more for operations. If recreation wanted to put all their money in and go through it, we didn't want to do that. This was only for equipment. A capital would make more sense I guess but we need to get those questions. You're going to work on items that are...

Simply put, Steve Malizia said it's your prerogative to do what you did and you did it that way because I believe the belief of the Board is for those types of things such as repairs or maintenance where you've done with fire apparatus, where you've done with some other things, that was the Board's decision. It's well within your purview to do that. Quite frankly Selectman Nadeau was right. The Budget Committee has not been receptive in the past on revolving funds. Matter of fact, they're not always permitted. You could do it for recreation. You could do it for certain other things but you can't do it for everything. There are actually statutory restrictions as what you can do it for.

Selectman Luszey understood it but also the Budget Committee does not vote on the revolving fund creation. Mr. Malizia said correct because it has no money in it. Chairman Maddox stated if we had put \$10,000 in them, then they would.

It seemed to Steve Malizia one of the bigger questions last night was when did they start. What you've got actually is you took the money out of the senior money. You took \$120,000 out so that issue is moot. The cable one you have an appropriation, you have a revenue on the budget. On this side of the ledger, you're asking to establish the revolving fund. People were concerned that if you established that revolving fund what happens to the money over here?

Selectman Coutu indicated that we spoke last night and we made a recommendation and I think it would solve it relative to the cable revolving fund which would be the effective date...Chairman Maddox said of July 1, 2015. Mr. Malizia indicated that would solve your issue. That would provide a sense of closure to a lot of folks that say okay we're going to sunset here and then next year you're not going to raise the money should this article pass. That would resolve your problem. So you'd have to amend the language on the Deliberative Session floor to say that. Should you do that, I would imagine based on what I heard last night that folks would be receptive to it because it would certainly give them more confidence that you're not going to be double spending or double accounting for something.

Chairman Maddox said right. We have \$300,000 that's in the cable budget that would move to this revolving but then that would give us a ceiling in our total budget. Steve Malizia indicated it wouldn't actually move. It would stay in the budget. That's the problem it doesn't move. Chairman Maddox said the simplest solution is to move the date. That would resolve your problem.

Chairman Maddox asked is that the consensus of the Board and that's the way we want to take this. The Board said sure. Chairman Maddox said the only one we changed was Article 14.

Steve Malizia said we'll change that one and we're comfortable and you're approving the order I'm assuming. I don't know if you want to make a motion but I just didn't want to be the only one.

Motion by Selectman Coutu, seconded by Selectman Nadeau, to approve the order of the Fiscal Year 2015 Town Warrant, carried 5-0

Consensus to approve the Warrant Article Speaker Designation as amended.

K. Designation of a Selectman to post the Town Warrant

Chairman Maddox recognized Town Administrator Steve Malizia.

Steve Malizia indicated the Town Warrant must be posted on or before Monday, January 27<sup>th</sup>. Posting means it has to be at the polling place which is the Community Center and other public places which in the past has included the Rodger's Memorial Library, the Post Office, obviously the town building here, and I think we throw one up at the school. That allows the citizens to know the time and place of the meeting and the subject matter to discuss. In the past, I think Selectman Luszey did it last year. Basically you need a Selectman to do it. I can assist or you can go on your own but that's bottom line what you need to do. I can certainly drive you if you need me to.

Motion by Selectman Nadeau, seconded by Selectman Brucker, to designate Selectman Coutu to post the Fiscal Year 2015 Town Warrant and Budget on or before January 27, 2014, carried 5-0.

9. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Nadeau - I have nothing this evening.

Selectman Luszey - Just a couple of things. First of all, I'd like to thank everyone for all the work that they've put into putting our budget together. We had a rocky start but I think overall we ended up in a pretty good position. All of our warrant articles, all of the contracts were reaffirmed last night at the public hearing. They have all been forwarded to the warrant with a status of recommend.

The next thing Selectman Luszey wanted to bring up is the cable utility building, or carriage house, or garage, or whatever we want to call it. That went out for - I won't say for bid because it really didn't go out for a full bid - but with the current contractor, the request for bid came back higher than what we approved that building to be built at. Had we talked with the Superintendent of the School and Bernie Manor, we're wondering if this body would approve having a conversation with the school on having that building built by the trades groups and the town doing the minor site work that needs to be done because most of it is done. It would cost us significantly amount less than what the current bid packages is at and I think it would provide a great opportunity to show the taxpayers that we both can work together at providing something to this community through the use of our vocational school and also allowing the students on the job or on hands training for the different trades.

Selectman Nadeau said I would definitely be in favor of looking into this. I've seen this done in other communities. What happened was in Walpole, New Hampshire, when I was in high school we did a barn raising. It took us two weekends to do it but when we did it the first weekend all the excavation work was done. The framing crew came in and the kids worked hand in hand with local framers, local business guys that did that for a job. Then the plumbers and the electricians went in. So if the kids wanted to go in on a Saturday with the teacher and the tradesman, they could go in and get a crash course in plumbing on the weekend. A couple of these kids ended up going to work for plumbers and electricians as apprentices after this took place. I think that this is an opportunity that we should look into and it could be some good community involvement with local businesses - the electricians get together, the local plumbers get together, and I think this is something that we could look at. It might be over a year spanned. It might be over a 2 year span. I think it's something that the kids would - you know we built that house and moved it to the property. There was a lot of things that went wrong with that but I think this will be a little bit smoother for us. I'd be willing to look into that with the schools.

Selectman Coutu asked are we talking about the house on Pine Road. Yes. There were a lot of problems with that. We were there for the auction. We were there prior to the auction looking at it. I wouldn't have bought it. Mr. Chairman it all sounds great. Certainly not demeaning the reputation of the trades unit at the vocational school but I'm certainly not going to deny an opportunity for our local contractors to come in and bid on a job that employs local people and would provide income for a local contractor to get something built in a month or two as opposed to having this extended over a two year period. My information tells me that this would take at a minimum two years to build. We're opening up a community television access center and we need to be prepared to have a unit to store the sets and the other equipment and the vehicle which is going to have thousands of dollars worth of equipment in it and we don't want that out and exposed and having the opportunity for somebody to steal all of that equipment. We need to have housed. We need to have it in a situation where it's heated. To wait two years for a vocational school to build a garage and we have to hire a contractor to pour the cement, somebody else to grade it, somebody else to do electrical, somebody else to do the heating system or whatever else has to be done. It could go on for 3 years. Let's hire a local contractor. Let's go with our original plan. Hire a local contractor, put it out to bid. We'll probably get a good price and get this thing built this spring so that when that facility is open we're up and running with everything that we need and not piece meal this job out through a vocational school. It doesn't make sense to me at all. If we're going to start doing that, we should have built a senior center with them. It took us that long to get the whole thing going so they might have it built by now. It just doesn't make sense to me. I'm not going to deny local contractors an opportunity to use local people and make a couple of bucks on this project. Thank you Mr. Chairman.

Selectman Brucker thought it's a good idea to look into. I'm not sure how all the details would be worked out and how long it would take. I thought we put it out to bid. Chairman Maddox said we put it out to bid and it came back...Selectman Luszey said higher than what we approved and we had funds for. Selectman Coutu said it went to bid to the contractor that's there and he upped the price. Chairman Maddox indicated we reduced down some of the features. We took away windows and he raised the price. So he's getting to the end of the contract. He wants to move on.

Selectman Luszey said in order to go out to bid, we're going to have to spend more money to create bid packages to go out to bid because those don't exist. Selectman Coutu indicated we're going to have to create the schematic for them to work from this anyways. Selectman Luszey said those exist now. Those exist. The big packages don't. Selectman Coutu asked modified. Selectman Luszey said we never modified them. Selectman Coutu indicated that we did. We did all kinds of changes. Chairman Maddox stated we did not modify the bid package. The Town Engineer went back and asked for some items be scratched out as I remember it. There is a basic bid package the original job went out to is there not? Selectman Luszey said there's a set of architectural drawings that were handed to the current contractor that said how much. Chairman Maddox thought we had to pay \$2,500 for something. Selectman Luszey said that was the architectural drawings.

Chairman Maddox indicated two in favor. Are you in favor Selectman Nadeau? Selectman Nadeau said of the high school yes. Chairman Maddox indicated 3 in favor 2 opposed.

Selectman Coutu asked to use some common sense here. Are we saying now that as a result of an opinion that was just gathered in this short conversation that we are now going to explore this possibility with the schools and we're going to delay going out to bid on building this carriage house for the cable television? Are we now going to sit and spend the next 6 or 7 months discussing this with the School Department and then we might get this started and generated next September, October, November because it's not going to be done this year. This could be 3 years out. Tonight is nonsensical to me. We made a lot of nonsense decisions. This is another one of them. Mr. Chairman I'm asking everybody to come to their senses here. We have local businesses in this town. Local contractors who need work and we're going to put something out and we're going to spend 5 or 6 months negotiating with the school to see whether or not they can do it. There's no guarantee they can even do it. So we're going to waste 5 or 6 months and then we're going to get near the end of the construction period and we're going to out to bid and nobody is going to want to do their job or it's going to come in a high price again. Let's get this thing built. Let's get this thing



done. Why are we piece mealing this job all of a sudden? We hired a professional contractor and now we want to have kids build a building - a carriage house no less adjacent to the barn and replicating the barn. Not an easy task. We need a professional contractor to do that.

With all due respect Selectman Coutu, Selectman Luszey said this is a square box. There's no foundation. It's on a slab of cement. Its 4 walls with a roof with a little cupola. That's it. This is not a house. Selectman Coutu didn't want to wait 3 years. Selectman Luszey stated there is no rush. There is no rush for this thing. If we can provide a learning opportunity for the students of this town and save the taxpayers some money, I think we should do this. I don't think we are in the business of ensuring that local businesses get a piece of the taxpayer's hide because that's what you just said.

One last comment. In all fairness Mr. Chairman and Selectman Coutu said I will shut up. I don't care what he says after this. Mr. Chairman our children in our school system at the high school are not going to be shortchanged in education because we don't award the contract for them to build a square box on a cement slab. They're not going to be shortchanged. They will be educated in other fashions. The build sheds and they do a lot of other things and they build a house. I don't think they relished the idea of ever wanting to build another one. It was a complex task for them to do. They did a relatively good job with several problems. Mr. Chairman I just think that to put this off 2 or 3 years just doesn't make sense to me.

Selectman Nadeau said they might tell us we could have it in a year.

Chairman Maddox asked who's going to take the ball and run with this as far as going to the vocational and finding out if in fact they can even do this. Selectman Luszey indicated I've already asked that question last night and the answer is yes they can do this. The question that's on the table I would like to have a meeting here - a formal meeting with the appropriate people from the School District to see what we would need to do, and how long it would take, and all that. It's not a 6 month process. It's maybe a 1 hour meeting to find out if we go forward with this or not.

Chairman Maddox said we do have drawings that they could reference what we're going to go off of and then we could ask them what their estimated completion time and the cost would be. We need to get to the School Board or whoever is going to take this project on that side and then we'll have a number. Selectman Luszey indicated I can take the drawings tomorrow over and ask them to price it out. Chairman Maddox was with Selectman Coutu. I think this is just going to be a multi school year project based on the fact that it's now January and hopefully they've already got projects set up for the rest of this year. Those are the questions I guess you're going to have to ask.

Selectman Luszey told Chairman Maddox you said to me the other night when I asked you about it you were in favor of this. Chairman Maddox said if we have the answers to these questions. Again, I didn't think about how long it took to build the house on Pine Road. Selectman Luszey indicated your comment to me Mr. Chairman was there's no rush on it. Chairman Maddox said rush is one thing years is another. We don't need t have it by the time the building opens but not a 2 year time frame.

Selectman Brucker asked where is the van stored right now. Selectman Coutu indicated in a heated building that we're renting. Chairman Maddox stated it's in the studio building. Selectman Coutu said we have to be out of that building now by February 28<sup>th</sup>. Selectman Brucker stated no matter who builds this garage, it will have to be...Selectman Nadeau indicated we can put it back where we had it before. We have locations for it. Selectman Brucker indicated that's not a problem then. There will be a place to keep it. Chairman Maddox would also like to talk with Mr. Manor and get his insight. If you can bring the drawings and come back to us with some information.

Selectman Coutu said we wait 3 years for this barn. What a joke this is. I apologize to the local contractors in town. This Board...Chairman Maddox noted you've made your point Selectman Coutu. Selectman Coutu said I'm going to make it again when I have my time to speak.

Selectman Coutu - I apologize to the contractors, small business people in this community because this Board wants to have kids build something that should replicate the barn but we're not going to let them do that apparently. Let's go to comedy night. That will really tickle my bone a little bit. I'm reminding everybody that comedy night is January 25<sup>th</sup>. It's my wife's birthday so we're celebrating it there. She loves comedy night. I'm going with my children. I hope that other people will take advantage. It's something that we do. The funds that are raised that evening - its \$10 a ticket. You can reserve a table. We reserved a table. Mr. Yates I just told you we reserved a table so please mark that down - a table of 8. You bring your own food. You can bring your own drinks. You go in at 7:30, 9 o'clock the comedians come on. Been there before, it's a great time. If you sit anywhere near Ben Nadeau's table, you're assured to have a fabulous meal besides whatever you bring in.

Again, I want to reiterate something that Selectman Luszey said was that relative to the Budget Committee, it was rough going at the start. There were a lot of new members this year. They did an outstanding job. I don't agree with

everything but certainly they did an outstanding job. They vetted the budget. That's important for the voters to understand Mr. Chairman. I've said this many times is that we go through the vetting process here. Each of our department heads does their own vetting within their own department. They ascertain what their needs are. They put them on paper. They come here. They tell us what they have that's out of the ordinary. If it's justifiable through that vetting process, we will allow them to put it in the budget. We vet each and every one of those budgets and then when we're satisfied with the outcome of the budget on our end, we forward that budget to the Budget Committee who in turn go through another vetting process. Usually they're relatively tough - Selectman Luszey has served on the Budget Committee. Selectman Nadeau has served on the Budget Committee as Budget Committee members and not as liaison for the Board of Selectmen. In the years that Selectman Nadeau was there, those were the rough shawed years. Nothing got by the Budget Committee not that anything got by them this time. It's something that they vetted. The taxpayers should be well aware of the fact that it goes through an extensive vetting process. If there was fat, or gravy, or padding in the budget it would have been found. I'm pleased at the conclusion that they came to. They approved our budget with minor modifications. They did remove some money and they also recommended the warrant articles and primarily the raises for our employees primarily because of the concessions on the insurance which in the first couple of years we won't realize much savings.

As the we go into the out years, those new employees coming in are not going to get the JY plan which is a plan that's a Cadillac of all insurance plans. That language will no longer appear in the contract so they will not be entitled to that. The amount of flex pay is going to be limited. It's going to be capped. They will not be getting as much. As the older population retires and moves out and the new employees come in, that's when we're going to start realizing a lot of savings. That's the message we need to tell the voters. These raises are an investment in our community twofold. One the out year savings on insurance and the earned time and two, keeping quality employees in our community and not use this as a training ground. I've had one Selectman say to me well that's the way it is in Hudson. It's a training ground. Ladies and gentlemen and my fellow Board members, hiring a Firefighter EMT at \$14.86 an hour is absolutely insane to think that we're going to keep qualified people. I'll come in at \$14.86 and spend my year here and get my training. I'll m over to the next town for \$10,000 to \$15,000 more of a lateral move. We need to put a stop to that. We no longer want to be the training ground. We want to keep the quality people that we have. I don't want to lose any more. We've lost several. We're hiring what 4 police officers. Captain Avery is here. We know that within the next year we know Bill that 4 or 5 more people are going to be going that we know of. There could be more. In the Fire Department we're hiring a total of 4 and we may be losing more. We don't want this to be a revolving training ground for other communities. They want them because they know the quality training they get in our community. They know that we have vested an awful lot in our Police Department that makes us one of the top 50 highly rated police departments in the country. We received that rating when you and I went down there and I was crippled and you had to hobble me along. I wanted to thank the Budget Committee for what they did.

The last thing Selectman Coutu said is last week I made some comments about Mr. Oleksak and not about him. I made it about the position and about what the tasks were. I was inquiring as to exactly with the restricting, exactly what he does. I don't know if you all saw the report that went out today. There was a report that went out today of the activities. I happened to glance at it because I was looking for another e-mail at the last minute and I happened to spot it so I read through it. Mr. Oleksak and I think I mentioned it to you Mr. Chairman, you were unaware of it as well was out for a while. He had an infectious virus and he had been out for some time in the past couple of months and I was not aware of that number one. Number two when I read the report, the types of things that citizens have been complaining about are the things that he's been responsive to. I guess he removed some 50 plus signs and there are hundreds of them around town. You can only do so many. He's picked up about 50 of them. Lately I haven't seen as many. I know you always comment to me Ben about how many signs there are and haven't mentioned it lately. So they're kind of disappearing. There are several sign violations on buildings. He's been around enforcing that. I had a conversation with him and in all fairness, I want to apologize. I did something that's a little not my way of operating. I like to deal with people one on one. I should have gone to Mr. Oleksak directly before I came here and said anything. That seemed to somewhat demean the position but I was curious about what he was doing and I didn't mean to offend him. I've told him so and I've apologized to him. I told him in the future I will work with you directly and if I have a problem, I would go to the Town Administrator. I think that's the way it should be done and it was an error in judgment on my part or I should have certainly gone to Mrs. Brucker who's the liaison for that department. I'm satisfied Mr. Chairman that he certainly has a good workload, and he's out there, and he is being responsive and he is getting answers. I've receive a couple of e-mails from citizens who had complaints and was wondering why nothing was done.

Selectman Coutu wanted to make this very clear to the citizens of Hudson. When you file a complaint and you have an abutter that you feel is in violation of whatever -the zoning ordinances - he or whatever department it could be the Department of Environmental Services if its wetlands. He could be our Zoning Administrator who makes the first inspection. They go out and they deal with the complaint and with the abutter who is responsible for the problem that the complainant expressed. The Zoning Administrator doesn't deal with the complainant. He deals with the complaint. People often don't hear anything back and they feel nothing is being done. It's not his responsibility to respond to the person who files the complaint. It's his responsibility to go out and try to resolve the problem that

exists out there. If there's a direct communication between him and the complainant, then maybe they an exchange but the Code Enforcement officer, his responsibility doesn't require him to go out of his way to talk to the abutter who filed the complaint. Often times it's done anonymously and he has no way of even knowing who they are. With that said Mr. Chairman, he's doing a good job and I'm satisfied with the answers that I got. That will be it for this evening.

Before I go to Selectman Brucker, Chairman Maddox stated as the liaison I know we talked about a report. Is this the report that some of us haven't seen? Selectman Brucker said yes. As far as if somebody writes to us and says they have a complaint, Chairman Maddox thought the very least that we should send one back that says it is being worked, or it's a civil matter. Selectman Coutu thought he does that. He doesn't go into the detail. Chairman Maddox said as long as we're communicating to the citizens that...Selectman Coutu didn't mean to say that he doesn't talk to them period, he may acknowledge that he's received their complaint and he will look into it. Beyond that...Chairman Maddox said that's all I'm saying. Selectman Coutu apologized. I did mislead you in that direction.

Selectman Brucker - Since I am the liaison to the Land Use Division and all that falls under it, I'll have to say that I've very proud of the employees in there. I think they've been working very hard in doing their jobs appropriately. I do feel a great deal of regret that the Town Engineer has chosen to leave us. I'm sure that we'll get another very good employee in that position. I also would encourage people to support these contracts because they are of a great benefit to the Town in terms of the health care insurance and other ways that it affects the pay for flex pay. I would hope that the citizens would really consider it carefully before they vote. That's it. Thank you very much.

Selectman Maddox - The Chair would just like to carry that a little bit further. It is human nature once you've got something to want to keep it. I think that our employees have looked at the health care and realized that something had to be done. Kudos to all of them that realized that the named insurance plans that have been there for 25 years just doesn't work anymore. Hopefully people will see that when we go to the ballot.

A couple of things Planning Board related. At the workshop the other night, Chairman Maddox said the CIP issue came up and it has been a number of years since we've done anything with that. That is the mechanism by which we collect monies for impact fees. I think it's time that we ask the Planning Board because I think that's the official way it's supposed to happen is the Board of Selectmen asks the Planning Board to put together a CIP.

Motion by Selectman Brucker, seconded by Selectman Luszey, to request the Planning Board to perform a capital improvement program for the coming year.

Chairman Maddox indicated it's a function of we haven't done it because we weren't going to spend any money but, again, there is also a requirement to do this every so many years and I think it's been 4 now.

Vote: Motion carried 5-0.

For those of you who may have watched the Planning Board, there is some discussion about the new methodology that is going to be utilized to collect the impact fees as far as zones. The one that was originally proposed basically went north/south and now they're talking about east/west. The Chair has a pension for one. I don't understand but I guess we got a legal opinion and we know how much we love those. He said you should maybe - I'm wondering because this is going to impact how we collect the monies and all of the paperwork that goes with that.

Selectman Coutu indicated I watched the meeting. I agreed a great deal with Mr. Hall as a matter of fact on a lot of things that was said relative to the methodology. I have the same angst that you have. I would like to see us have one zone and it pertains to all. You did get a legal opinion. I don't like the east/west corridor. I like the north/south. They're two clear and distinct areas of town and it's just finding that midpoint boundary. Is it at T-Bones, which side of T-Bones - north/south? That's usually where it's defined north/south when you look at the geography, that's about the midpoint. Selectman Nadeau thought that was the old center of town. Chairman Maddox indicated it is the geographical center. We should get a copy of this to the Board. Selectman Coutu thought having two zones is sufficient. We don't need to go four. We don't need to go east/west. That doesn't make sense to me. I think north/south makes a lot more sense to me.

Chairman Maddox would just like to have the attorney come in and torture him a little bit and just ask some questions in regards to - I think you need to get a copy of his letter. It wasn't hard and fast. This is a whole new method of doing this so no one is taking this to court. We would be in court for two just as much as being in for one. Selectman Coutu said to go with your gut. Chairman Maddox thought we need to talk to the attorney. I think we need to ask him some questions. At some point maybe we need to talk about the, again, there's always going to be the south that's going to say they didn't get theirs because it went to the...it's the Town of Hudson. If you make an improvement to 111, it benefits all of the citizens. Making that the dividing line going north and south or east and west...Selectman Coutu indicated if we can get away with one, go with the one. I share your anxiety.

Steve Malizia recapped by stating you want Attorney Buckley in for an attorney/client meeting? Any date specific? Chairman Maddox said no when he's available. Selectman Coutu asked why can't we do that out in the open. Chairman Maddox said we can do that out in the open. Mr. Malizia was just asking what you'd like to do. Chairman Maddox would just like to ask him why he believes that this makes more sense to divide the Town. Selectman Coutu said let the public hear it. Talk about it openly. Chairman Maddox said when he has availability. Mr. Malizia stated we could talk about it at the Deliberative Session and save some money. Chairman Maddox said tell him to be prepared then.

Chairman Maddox asked Selectman Luszey about IT and their movement to the Fire Department Administration building. Where is that? If we're not going to do anything there, the Fire Department would like to reutilize it for the conference room and other uses. I'm not seeing any movement there. I'm looking to see where that is coming or going to. Selectman Luszey said I will get status. Selectman Nadeau asked about how long will that be a couple of months, a couple of years. Selectman Luszey said next week with my recommendation because I said the same thing. If we're not going to do it, we might as well stop. Chairman Maddox asked do we want to just go that route and say let's hold off?

Selectman Coutu would be willing to support a motion to nix that idea and give that room to the Fire Chief for a conference area. He's indicated an interest. Again, nothing's been done and it's just out in limbo somewhere. Let's make a decision once and for all and get it done.

*Motion by Selectman Coutu, seconded by Selectman Nadeau, that we rescind the order to relocate IT to the Fire Department.*

Selectman Luszey thought we owe it to the IT Director at least to tell us why it's not happened yet. There may be legitimate reasons. Just to say no because we don't see adequate progress - this Board did not give a deadline as to when that move was to occur. If this Board wants to give a deadline that says if we're going to do it, it has to be done by XYZ date, I will carry that message forward. To say because you're not clear as to what's going on, you're not seeing progress to say nix it, I think is not being fair to the IT Director.

Chairman Maddox was going to say I was under the impression that that was going to happen very quickly because of the need to bring all 3 of them together but that has not happened. Again, I'm kind of going with if it was that important, it would have been done. Selectman Luszey said I can respond partly to that Mr. Chairman is there was delay in the Fire Department getting all of their records, and batteries, and everything else cleared out of there. Chairman Maddox indicated it's been empty for 2 months that I have seen it. Selectman Luszey said at least 2 months that is a true statement.

Selectman Coutu stated one of the arguments that was made about co-location was the argument that was made putting in all the people into that unit. In the interim, it's become quite evident to me that we have one IT Specialist who's working at the Police Department and is required there almost on a full time basis and I don't see that co-location is ever going to happen. We're going to have all of that space that could be used for a conference and classroom area for the Fire Department. We're going to have all of that space for 2 people and the storage of broken whatever breaks and they're going to store it there and try to fix. They haven't done anything. It's been 2 months since the place has been ready. Two months from now we're going to hear a different story. Let's just move along and let the Fire Chief have that space. He feels it's necessary and I think that everything is going to stay status quo with IT because I don't see any movement on anybody's part to co-locate anything.

Selectman Brucker said it was already decided that it was going to happen. I think we at least owe the IT Director a chance to talk with us.

Selectman Luszey stated in response to the need of the Fire Department, I have not seen or heard any conversation at this Board that there is a need for a conference room or conference center for the Fire Department. If that need exists, I would request that the Fire Chief bring a proposal here and make his case just like everybody else has to.

Selectman Nadeau heard a couple of different interesting things tonight. One of them the Fire Department needs a conference room and the other one the place has been empty for two months and we were in a rush to get this all done. Is there enough room for IT in the old engineering office down here?

Selectman Luszey said yes. Again, we agreed upon and voted upon a plan that was to be executed over some unknown period of time. I asked for a deadline and this Board chose not to put a deadline on it. When the IT Department moves over to the Administration building, that area becomes a break area and the Supervisors of the Checklist is to move over here and the doors are to be moved around to make a secure area. That was all part of that plan. If we're saying we're nixing it all, because that's what you're saying, you're going to nix it all when you say don't move IT. As far as the IT support specialists being needed at the Police Department, that is another conversation that

we had in this very room over a number of meetings that we showed we are trying to move this town toward a virtualized environment and part of that was to get the resources in a consolidated area where the IT Director could better utilize and manage and focus the work of her two Specialists and having the person located physically at the Police Department. Again, one of the statements that this Board agreed to is if that person is required at the police station to maintain that equipment, then we have a bigger problem. That's all I have to say.

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

Selectman Luszey asked if the Town Administrator would notify the IT Director tomorrow. So I have no action? Chairman Maddox said no Sir.

10. NONPUBLIC SESSION

Motion by Selectman Nadeau, seconded by Selectman Coutu, to enter Nonpublic Session pursuant to RSA 91-A:3 II (a) The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted; and (b) The hiring of any person as a public employee, carried 4-1 by roll call. Selectman Luszey in opposition.

Chairman Maddox indicated Nonpublic Session is being entered at 9:10 p.m., thus ending the televised portion of the meeting. Any votes taken upon entering open session will be listed on the Board's next agenda. The public is asked to leave the room. Open session is being entered at 9:50 p.m.

Motion by Selectman Coutu, seconded by Selectman Luszey, to authorize the Police Chief to hire Deborah Anderson as the Part-Time Legal Clerk with a starting salary of \$16.78 per hour effective, Tuesday, January 21, 2014, carried 5-0.

11. ADJOURNMENT

Motion to adjourn at 9:52 p.m. by Selectman Coutu, seconded by Selectman Nadeau, carried 5-0.

Recorded by HGTV and transcribed by Donna Graham, Recorder.

HUDSON BOARD OF SELECTMEN

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Richard J. Maddox, Chairman

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Nancy Brucker, Selectman

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Roger E. Coutu, Selectman

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Benjamin Nadeau, Selectman

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Ted Luszey, Selectman