

HUDSON, NH BOARD OF SELECTMEN
Minutes of the September 24, 2013 Meeting

6:30 p.m.

Attorney-Client Session, pursuant to RSA 91-A:2 I
(not open to the public)

7:00 p.m.

(or immediately following Attorney-Client Session)
Selectmen's Meeting Room at Town Hall

1. CALL TO ORDER - by Chairman Maddox the meeting of September 24, 2013 at 7:10 p.m. in the Selectmen's Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE - led by Selectman Brucker.
3. ATTENDANCE

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

Staff/Others: Stephen Malizia, Town Administrator; Donna Graham, Executive Assistant; Leo Bernard; Chairman Recycling Cte; Linda Kipnes, Chairman Energy Cte; Chief Jason Lavoie; Chief Shawn Murray, Lisa Nute, IT Director; Deputy Chief Rob Buxton

4. PUBLIC INPUT

Chairman Maddox asked if anyone in the audience wished to address the Board on any issue which the Board has control of at this time.

Marilyn McGrath - I've prepared some remarks. If you don't mind, I'm going to just kind of read from them. I've been spending a lot of time on that today. I'm here to talk to you tonight about the recent realignment of the Community Development Department and by what I deem to be a questionable decisions made by those of you approving those changes.

The Community Development administrative staff has been realigned and I believe that one of those employees has been treated unfairly. One of the administrators has had her duties reduced and changed yet was rewarded with an increase in pay yet another has had her responsibilities increased substantially yet her salary has gone unchanged. That clearly is not fair. The administrator who has had her duties increased has been employed by the Town of Hudson for more than 20 years. She is one who has demonstrated what a valued employee should be and who is truly an asset to our staff and our town. She treats all with professionalism and in a friendly manner. She I can assure you wasn't the one referred to as Ms. Cranky pants in the recent Thumbs Up Thumbs Down. I've worked with and evidenced her work ethic and abilities over the years. She is one of our best employees and deserves to be recognized for her efforts and not penalized.

In spite of spending close to \$40,000 to redesign and renovate the Community Development Department space, a majority of you decided to extract the Town Planner from his office and relocate him to what would be best described as a closet within the Sewer Department. This Board has made it clear over the last months that economic development for Hudson is crucial for the financial benefit of our town as evidenced by the recent letter by Mr. Malizia written at your direction to the Land Use Boards to expeditiously review and approve plans in a timely manner in order to enhance the Town's chances of successfully being chosen for, in this case, a specific project but also as an overall policy to show Hudson is a business friendly place. Mr. Cashell has been tasked with focusing his efforts on economic development and redevelopment and he has headed that effort by reaching out to companies across the United States who may be seeking relocation and/or expansion of their businesses. John has taken on this mission as a personal and professional challenge. We recently reviewed a copy of a letter addressed directly to Mr. Cashell which I have with me this evening from one of those companies that he had contacted expressing their appreciation of his interest in recruiting their business for Hudson. They also stated, and I quote, "We are tremendously impressed by the job you and your team are doing to attract new businesses to your area." As someone who is called upon numerous times daily to talk to and meet with developers, the representatives, engineers, attorneys, officials from other communities, State personnel, citizens, as well as his fellow co-workers, it is imperative that he is provided with the office space which reflects his prominent role in the Community Development Department as well as the space to adequately review large plan sets with anyone of those individuals.

Additionally, how much time do you think is wasted by those employees who must interact with Mr. Cashell over the course of each day when either they or he must move within Town Hall to locate one another? How efficient is this and does it manifest and cost reductions for the town? Can you not see that your decision was short sighted? The inadequate space that he currently inhabits sends a clear message on your behalf thus the taxpayers that you were elected to represent that he is not a valued employee and that his position is not supported. Is that really the message that you want to send to those individuals that may want to relocate their businesses to our town? Mr. Cashell, in my opinion, is one of the best employees that Hudson has had the good fortune to employ. His professionalism, pleasant demeanor, and work ethic is without question. Over the years, we have had the misfortune to employ town planners, town engineers, zoning code enforcement officers, et al who not only were incompetent but who caused untold damage to the Town and the citizens who paid their salaries. John is the one employee over the 20+ years that I've been involved in the Planning and Zoning that I felt has had Hudson's best interests at

heart. That truly is a rare quality especially for an employee who does not reside in our town. If you cannot or will not consider relocating Mr. Cashell to his previous office, which by the way is currently being utilized as a small conference room, let me make a suggestion. There currently exists another office that is being underutilized and would be a comparable space for Mr. Cashell. That is the office that is used by the Board of Selectmen members when you do come into Town Hall. I can say without hesitation that of all the times, and there've been many, that I've been in that department, that office has always been in darkness. It is wasted space. It makes far greater sense that Mr. Cashell be relocated to that space and to be reassigned to report to the Town Administrator rather than the newly employed Town Engineer who by the way has been with us for barely 6 months and who has no demonstrated supervisory experience that I'm aware of.

Normally as evidenced by other towns, the Town Planner and Town Engineer are peers and not as you have determined. This realignment of Mr. Cashell reporting to Mr. Malizia would make far greater sense as they both are tasked with focusing on economic development. It is a rational connection and partnership that would truly benefit the town. Shouldn't we all value and be grateful to have employees such as these. Please do what is in the best interests of our community by recognizing that you've made a mistake and take the corrective action necessary to rectify it. In the event that you question where your office should be located, let me close by suggesting that you as temporary and transitory officials, when needed, could utilize the office currently occupied by Mr. Cashell in the Sewer Department. I'm certain that none of you would mind that. Thank you. If anyone would like to see the letter from that company, I'll provide it to you. Thank you.

5. NOMINATIONS AND APPOINTMENTS - NONE

6. CONSENT ITEMS

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

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

A. Assessing Items

- 1) Current Use Lien Release, Oakridge Condos - Phase 2, Map 184, Lot 32, w/recommendation to approve

B. Water/Sewer Items - NONE

C. Licenses & Permits

- 1) Raffle Permit - Friends of Hudson Dog Park
- 2) Raffle Permit - Hudson Fish & Game
- 3) Raffle Permit - Friends of Benson Park, Inc.
- 4) Request to Solicit Funds - Pack 8 Boy Scouts
- 5) Request to Solicit Funds - Veterans Support Organization

D. Acceptance of Minutes

- 1) Minutes of the August 13, 2013 Meeting

E. Calendar

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| 9/25 | 7:00 | Planning Brd - Buxton CD Meeting Room |
| 9/26 | 2:30 | Trustees of Trust Funds - Buxton CD Meeting Room |
| 9/26 | 7:00 | Zoning Brd of Adjustment - Buxton CD Meeting Room |
| 10/1 | 7:00 | Board of Selectmen Workshop - BOS Meeting Room |
| 10/2 | 7:00 | Planning Brd - Buxton CD Meeting Room |
| 10/3 | 6:30 | Recreation Cte - BOS meeting Room |
| 10/8 | 7:00 | Board of Selectmen - BOS Meeting Room |
| 10/9 | 7:00 | Planning Brd - Buxton CD Meeting Room |
| 10/9 | 7:00 | Benson Park Landscape Cte - BOS Meeting Room |
| 10/10 | 7:00 | Zoning Brd of Adjustment - Buxton CD Meeting Room |
| 10/14 | | COLUMBUS DAY - TOWN HALL CLOSED |
| 10/14 | 7:00 | Conservation Cmsn - Buxton CD Meeting Room |
| 10/15 | 7:00 | Board of Selectmen - Budget Review - BOS Meeting Room |
| 10/16 | 5:00 | Municipal Utility Cte - BOS Meeting Room |
| 10/16 | 7:00 | Senior Affairs Cte - Buxton CD Meeting Room |
| 10/17 | 7:00 | Board of Selectmen Budget Review - BOS Meeting Room |
| 10/17 | 7:00 | Budget Cte - Buxton CD Meeting Room |
| 10/21 | 7:00 | Recycling & Energy Ctes - BOS Meeting Room |
| 10/22 | 7:00 | Board of Selectmen - BOS Meeting Room |

10/23 7:00 Planning Brd - Buxton CD Meeting Room
10/24 3:00 Trustees of Trust Funds - Buxton CD Meeting Room
10/24 7:00 Board of Selectmen Budget Review - BOS Meeting Room

7. OLD BUSINESS

A. Votes taken after the meeting of September 10, 2013

- 1) *Motion by Selectman Coutu, seconded by Selectman Brucker, to hire Ed Peterson as the 2013/2014 Instructional Program Basketball Coordinator for the fee of \$1,100; John Brower as the 2013/2014 Boy's League Basketball Coordinator for the fee of \$2,200; Frank Girginis as the 2013/2014 Girl's League Basketball Coordinator for the fee of \$1,600; and Paul Durham as the 2013/2014 Teen League Basketball Coordinator for the fee of \$750 effective September 1, 2013, carried 5-0.*
- 2) *Motion by Selectman Luszey, seconded by Selectman Coutu, to adjourn at 9:10 p.m., carried 5-0.*

Selectman Coutu indicated that if there would be no objection from the Chair before we get into that business, Ms. McGrath took the time to come here and to offer her concerns and her recommendations. I know that we're not going to take action this evening but I know she stayed. I don't want her to feel that her remarks are being ignored. We allow people to come in and speak to us on matters of which we have control. I would like to say that I can only speak for myself. I will be in Town Hall - not this week, I'm booked solid this week - but next week I will spend some time in Town Hall. I will be taking to certain individuals because there's one statement that you made relative to a female employee that I don't think is correct but I want to check all of the facts. I'm going to look again personally at his space and some of the recommendations that you made, and it will not be ignored. I'm not saying it's going to change, I'm saying it will not be ignored and I don't think any member of this Board is going to ignore your remarks. It's just that I don't want you to feel that you came here and you said something and we're just going to ignore you and wait for you to walk out. That's not going to happen. I'm going to look into it I promise you that.

Ms. McGrath thanked Selectman Coutu but said I'd like to stay.

Selectman Brucker said she had put on the agenda that item to be discussed - Item 8. K. - discussion relative to Community Development office space. It will be discussed.

B. Combining Energy and Recycling Committees

Chairman Maddox recognized Leo Bernard, Chairman of the Recycling Cte, and Linda Kipnes, Chairman of Energy Cte. I guess you've decided that it makes sense to combine.

Good evening. Linda Kipnes indicated that we have been working very well together the committees. We've been doing some extra projects. I think it's been a motivation for both committees to be joined. We think that it will be good for both of us. We have a suggestion at the suggestion at one of our members. We would like to be renamed the "Sustainability Committee".

Leo Bernard said that's what the Committee discussed last night at the meeting and decided that was the best name for the two groups being put together.

Motion by Selectman Brucker, seconded by Selectman Nadeau, to combine the Recycling Committee and the Energy Committee and to be renamed the "Sustainability Committee" and to hold their meetings on the fourth Monday of the month at 7 p.m.

Selectman Luszey said the only question I would ask is in a year from now if someone was to move into town and they were to see a Sustainability Committee would they intuitively know what that is. Linda Kipnes would guess that anyone who might be interested in joining it would know what it was.

Selectman Coutu stated that Selectman Luszey just raised an interesting point. I think if somebody were to go on our website and look for recycling or energy, that they certainly wouldn't think of going to look for a Sustainability Committee. It's at the request of one member. Mr. Bernard indicated it was the whole group that decided and not just one member. Linda Kipnes said it was suggested by one member and the other members concurred. Selectman Coutu asked what was the argument if I may. Can you remember? I vaguely remember. I'm sure I watched that meeting hearing the word "sustainability". What was the argument presented to call it "sustainability". Ms. Kipnes said that it would encompass both recycling and energy and wouldn't be just the Recycling and Energy Committees combined. Selectman Coutu said it would be. By any other word, it's recycling and energy. Ms. Kipnes mentioned and anything else pertaining to sustainability. Selectman Coutu noted it was a pretty broad range. I hope you'll sustain our budget.

Leo Bernard said also in the applications that you would get, in the back it does give an explanation to all the different committees. I'm sure there would be something said about this title if you so choose that it's recycling and energy and so on. They do give an explanation to each when we get the application.

Selectman Nadeau said I wouldn't be opposed to making it Recycling/Energy Committee but sustainability just doesn't cut it for me. A lot of people don't know what that means. If they're looking for information on recycling, a lot of them would understand Recycling and Energy Committee better. I'll go along with combining with the two, we just have to figure out 1) the amount of people on the committee...Chairman Maddox indicated that was his next thing. I was trying to get through the first effort to combine them. So the Board is going to amend their motion to say combine them but not sustainability. Is that the...

Selectman Coutu said I wasn't the maker of the motion.

Selectman Brucker indicated I was the maker of the motion. I think "sustainable" is pretty commonly used these days and it involves energy. Chairman Maddox said you're going to stick with your motion. Selectman Nadeau indicated he was going to withdraw my second.

Motion by Selectman Coutu, seconded by Selectman Nadeau, to combine the Recycling Committee and the Energy Committee and to be renamed the "Recycling/Energy Committee" and to hold their meetings on the fourth Monday of the month at 7 p.m., carried 5-0.

Chairman Maddox noted that we have 7 members on the Recycling and 5 on the Green Team. What is the Board's pleasure? Selectman Coutu asked Leo and Linda if they've had that discussion. Leo said yes. Since there's only right now officially 3 members of the Green Team and 7 on Recycling, that would make a total of 10. What I'm recommending is that we make it 11 so it's an odd number and maybe an alternate or 2 alternates just in case somebody goes on vacation or calls up sick. That's the recommendation I'm making. Whatever you guys decide is...

Selectman Luszey asked if it was 9 with the 2 alternates or is it 11 with 2 so you're a total of 13. Mr. Bernard said yes. The alternates can't vote unless they're a seating member. Eleven would make an odd vote. Selectman Luszey though 11 was too many. I think the 11 is the right number with the 9 and 2. Steve Malizia indicated there's 4 on Energy. Mr. Bernard stated no you don't. There's one person who's signed up has not attended one single meeting. Timothy Boland has signed up but he has never shown up for one...Selectman Coutu indicated that the rule is if you miss 3 consecutive meetings you can be removed. I don't think Tim is interested otherwise he'd be there. Leo said we've contacted him, we've e-mailed him. Linda's e-mailed him. Selectman Coutu indicated that he and Ben know him very well. He's undertaken a new job and it's quite involved. That's probably why.

Motion by Selectman Coutu, seconded by Selectman Luszey, that the Recycling/Energy Committee consists of 11 members and 2 alternates.

Chairman Maddox asked if the terms to be the same as they have existing. Selectman Coutu indicated correct.

Before we have a vote, Selectman Coutu asked for the record I want to have something said. Leo as you know, I watch the meetings. I appreciate the fact that everybody that serves on these committees are volunteers. However, I want to make a couple of statements. I find that the committee everything that's been done in the past year has all been going in the recycling area and there's been not much attention to energy. Linda you've expressed that concern in the past. I've been watching the meetings to see if there's going to be a discussion about energy and there's been little to none. I would hope that out of respect to the fact that the Board has agreed to do this in order to have more people involved in sustaining our electrical usage and our properties by cleaning them up that if you have something that comes along that is energy related, you will be certain to get it on the agenda and that they will give full attention to that as well as much as they're giving to recycling. I know that having listened to you and having heard from people, your involvement with recycling, it's been tremendous. I hope the reverse is true. That's number one.

Number two Mr. Chairman if Selectman Coutu might. Leo you need to control your meetings. They have been out of order. I can't hear what people are saying when there's 7 of them talking at the same time. You need to ask them to respect the Chair and to speak through the Chair. It's imperative that people have full attention to what other - it's just a matter of respect. People have full respect to another person when they're speaking. The only person that can do that is the Chair. You are presently the Chair. I think you know they've been a little bit out of control. I appreciate their enthusiasm. You can't hear what's going on. Just try to control the meetings a little more. Thank you Mr. Chairman.

Leo Bernard added on the agenda we do have a report list and I do make sure that Linda has a chance to talk about energy that she has coming up or anything she'd like to speak to. It's been on the agenda ever since March. I make sure energy is always on there. I know that was an important piece and me and Linda agreed to that. I always make sure that Linda talks about energy or anybody from her committee so we can all be well informed in energy and getting involved. We have talked about the Northern Pass.

Selectman Nadeau said one of the other reasons with Selectman Coutu's comment is its very hard for the camera operators to move the cameras to the different speakers. That was one of the things the other night when I was watching the meeting. It was hard to follow. I know who was talking but the camera was on that side of the room. So that was very hard to understand. The other thing is there's not been a lot of excitement with the Green Team because when there's proactive things that she's done in the past have saved us quite a bit of money and we've gone into some contracts that are 2, 3 4, 5 years out. That's

one of the reasons you don't see a lot of excitement about that type of stuff because we've already done a lot of the energy saving things that she in her previous committee have suggested which saved us a lot of money in the long run. I'd like to thank you guys for that.

Vote: Motion carried 5-0.

8. NEW BUSINESS

A. Acceptance of Sewer & Water Main Extensions - Oak Ridge Condominium Development

Chairman Maddox recognized Town Administrator Steve Malizia.

Steve Malizia noted that you have in front of you a Memo from the Town Engineer recommending the acceptance of Phase II sewer and water and construction at the Oakridge project in town and recommended by the Municipal Utility Committee, the Town Engineer, and the Road Agent to accept these.

Motion by Selectman Nadeau, seconded by Selectman Brucker, to accept Phase II sewer and water main construction at Oak Ridge as recommended by the Municipal Utility Committee Chairman, Town Engineer, and Road Agent, carried 5-0.

B. Acceptance of a donation of \$300 from Luke Levesque to the Recreation Department Donation Account

Chairman Maddox recognized Town Administrator Steve Malizia.

Steve Malizia indicated that we've received this donation. I would recommend that the Board accept it with the Board's thanks and appreciation for the Rec. donation.

Motion by Selectman Brucker, seconded by Selectman Coutu, to accept a donation of \$300 from Luke Levesque and put into the Recreation Department Donation Account, carried 5-0.

C. Acceptance of a donation of \$100 from Cheryl Melzar to the Animal Control Donation Account

Chairman Maddox recognized Town Administrator Steve Malizia.

Again, Steve Malizia said I would recommend that the Board accept this with their thanks and appreciation. This is a \$100 donation for the Animal Control Donation Account.

Motion by Selectman Coutu, seconded by Selectman Nadeau, to accept a donation of \$100 from Cheryl Melzar and put into the Animal Control Donation Account, carried 5-0.

D. Public Hearing - Acceptance of two donations from the Hudson Seniors Council on Aging - approximately \$17,481 to be used to purchase equipment for the senior center kitchen; approximately \$85,528 to be used towards the balance of the building fund

Chairman Maddox recognized Town Administrator Steve Malizia.

Steve Malizia stated that you're required to hold a public hearing to accept these so I would recommend that you conduct a public hearing to accept these two donations.

Prior to doing that, Selectman Coutu said he'd yield to Selectman Luszey. I think we're both going on the same page on this item.

Before we do the actual donation, Selectman Luszey said we need to have a discussion about the \$17,481. The reason being is Bernie Manor who's our Clerk of the Works requested that we ask the Council on Aging for these funds probably 6 or 8 weeks back so that we could procure the kitchen equipment specifically that's going to be I would call basically plumbed and hardwired into the facility. It's the stove, the vent, the countertop, and the dishwasher. The question that came up though in the last week or so is who or how this particular donation should actually occur so that one we're following proper protocol and procedure and we're fully transparent to the taxpayers of Hudson. The reason we made the request that the cash be donated is so that the equipment could be made part of the building purchase if you will - the building of it - so that we could hold the contractor liable for the installation and all that so if there should be any warrant work, we're going to one person. The cleanest way would be to have the Council on Aging actually write the check to the vendor of the equipment but then who do we go back for warranty and things like that. I'm really looking for guidance on this board on how we do this so that it's proper? Whose name goes on this particular check?

Steve Malizia understood that you want to buy equipment. Selectman Luszey indicated very specific equipment that the Hudson Council on Aging picked out based on the specifications that the Clerk of the Works provided and the architects through the building design process. Mr. Malizia indicated that there's very specific equipment that you need to procure based

on I assume also licensing at the State. I thought there was some licensing...Selectman Luszey said it is because of the commercial kitchen grade and all that. Steve Malizia said there are a couple of ways you could do it. One you could have the Senior Council on Aging buy the equipment and donate it but your concern is the warranties somehow wouldn't be effective. Selectman Luszey said it would have to be installed and Bernie correct me if I'm mistaken, if the Council on Aging buys it, it would go in after the building we can put it in prior.

Chairman Maddox asked where the price was from the \$17,481. Selectman Coutu said it was a quote from a vendor that was selected for that particular equipment. Chairman Maddox stated that that would not be the price from the builder. He would put his mark up on that? Bernie Manor said no. Whoever buys the equipment will get it there in time for our contractor to install it. We're going to pay him as part of the contract to install that equipment. However we buy, we'll get it there and we'll have them put it in.

Selectman Coutu said it begs the question where you were going. Is this an increased cost from the contractor to install it? Mr. Manor said we have to pay somebody to install it. It's either the vendor we pay him to come and install it or a contractor. I'd rather have our own contractor do the installation. We have everything there and he has his subs do the work. It's going to be a cost to install but it should be better if we do our own contractor.

Chairman Maddox said the \$17,481 even though it says approximately, that is going to be the monies that the Council on Aging is going to donate to buy the equipment. Somewhere, we're going to have to take out of the existing contingency to install this donated equipment. Am I going in the right direction? Selectman Luszey said it would be part of the building cost. Bernie Manor said it's not right now. Chairman Maddox asked if it was planned in the original plans to put in a hood, fire system, gas line, and all of those things. In the original plan, Selectman Luszey said the cost to put a kitchen in but not of a commercial grade. Chairman Maddox indicated that they're going to ask for more money to install this. So this money is only for the actual equipment that someone else will then install. We accept the donation to which then we can buy this and we just need to get a price to or if it's under the \$5,000 I think you can approve that. Is that the number we have? Mr. Manor said yes. The Town Engineer can go up to \$5,000. The equipment that we're buying in this donation, there's only that equipment that has to be installed. There's other equipment that needs to go in the kitchen that's not part of that price.

Selectman Coutu stated one of two things needs to be done here Mr. Chairman. One is either we accept a donation and we deposit the money into the account and into the town funds and then we go ahead and purchase it but we would have to go out to bid which would extend it. The other option we have is that we can entertain a motion to sole source it because apparently they are the only ones in the area that do equipment of commercial grade.

Steve Malizia said real quick just to read the purchasing and contract section of the Town Code. Under 98-1 C. - "Requirements for bids may be waived in specific instances by majority vote of the BOS and attendance at a duly advertised meeting". So if you felt that this was the best and most appropriate way to handle that, you could waive that requirement to go out to competitive bid. You could theoretically award the bid for this particular equipment to this particular vendor who specked it out and conformed to all the State licensing and all the other requirements and then make the purchase but you'd have to take a vote to waive the bid process which is for goods over \$10,000. I'm assuming this is over \$10,000. Selectman Coutu noted it was certainly not my first choice. My first choice would be to have the Council on Aging purchase the equipment and have the vendor deliver it. I think the warranty would be in the hands of the Council on Aging. If something goes wrong with the equipment or they can purchase it and say they're purchasing it in the name of the contractor so that the warranty goes to them. It doesn't matter. I think we can work out the details on that rather than go to a sole source.

Selectman Luszey asked am I hearing the Board's preferences to have the Council on Aging do the actual purchase. Selectman Coutu indicated that's my suggestion. Chairman Maddox looked to Mr. Manor. If I buy a beautiful front chrome bumper for a Chevy and you guys have set up through your process to build a Dodge, we're going to have a problem. That's my only concern with this setup. Knowing that the size of the hood, the openings for the vent, all of those things are compatible with the building we already have designed. Mr. Manor said the design of the kitchen that we are purchasing the equipment for came from this vendor. So the equipment he's providing fits that design. That design had been sent to the State for their review. They've come back with no comments what essentially says there's no problem with our design and equipment. What we have in the pipeline is work. The only problem we have is having a contractor install it. It can be installed to the building size and the room we have.

Chairman Maddox asked the Board does the Board want to have a donation of the equipment itself or the monies and we go out and buy it. Selectman Coutu said he already gave my opinion. Mine was to have them buy it and have it delivered to however they work it out. There's no problem with that is there Bernie? Mr. Manor said no. I've talked to the vendor. Either way is fine. Selectman Luszey knows you talked to the vendor but if the Council on Aging actually makes the purchase and a month after we install and open the building and Council on Aging decides they're going to cease to exist, who's the owner of the equipment that the warranty will be registered to? Is it the Council on Aging or is it Town of Hudson? Mr. Manor said it's your question to answer but my assumption would be that they're going to bring the equipment to you and make a donation to you so the equipment would be yours. Selectman Luszey said it would be ours but from a manufacturer's point of view, the Town of Hudson is not the purchaser it's Council on Aging. This is commercial equipment. It's not like a TV. It is different.

Chairman Maddox said we still have to have a public hearing to accept. We just have to have it whether it's going to accept equipment or monies.

Selectman Nadeau asked what are the exact equipment that we're talking about. Bernie Manor stated there's a 6 burner stove, a hood that goes over it, dishwasher, lots of sinks, stainless steel countertops, a grease trap. That's about the most of the items that are there. Chairman Maddox asked if that includes a vent to go out the wall or is it going through the roof. Mr. Manor said the roof vent is being installed by our contractor as an add. It will mate with the hood that we're buying.

Chairman Maddox stated that we'll accept a donation of the equipment then valued at \$17,481. Selectman Coutu said yes. I would say that's the way to go. Bernie I think what you ought to do is get a hold of the vendor and let him know that we want the warranty to be passed onto the Town of Hudson. I know they'll do that. Mr. Manor said he was pretty sure they will. Selectman Nadeau felt okay with that then.

Steve Malizia asked about the other piece of money. Are we going to have a hearing at the same time? Chairman Maddox said he was going to combine them together.

Chairman Maddox opened the public hearing at 7:49 p.m. Anyone in the audience wishing to speak on this item? Seeing none, I'll close it at 7:50 p.m.

Motion by Selectman Luszey, seconded by Selectman Luszey, to accept from Hudson Council on Aging a donation of equipment valued at \$17,481 to be used for the senior center kitchen and \$85,528 to be used towards the balance of the building fund with the Board's thanks and appreciation, carried 5-0.

Bernie Manor indicated there's still some equipment that will need to be bought and brought in. This stuff that we're buying now is to be installed but there's 2 refrigerators and freezer and some other shelving that can be just installed if we get it there but it's a later item. The seniors are intending on providing that as well.

Steve Malizia asked if they'd be donating that in the future. Selectman Luszey indicated that the kitchen fit up was the original request was for about \$24,000. The Council on Aging is aware of that. This is the amount that Bernie requested ASAP because of the need to hard wire and plumb it in. There's also other items and we actually discussed that at the budgeting meeting that I had with the Council on Aging, the Senior Affairs Committee, and the town Finance Director. Going forward, the Council on Aging will be providing other things for fit up and we requested that they actually make the purchase and not donate the money. It's the tables, chairs, and other items for the center. So we'll see more than this.

Chairman Maddox asked if anyone wished to see the dollar amount that it's going to cost to do the install as long as it's below the threshold. Mr. Manor thought it would be below \$5,000. Chairman Maddox thanked Mr. Manor.

E. Public Hearing - Acceptance of a grant from Department of Safety for three (3) portable radios in the amount of \$10,613.52

Chairman Maddox recognized Chief Jason Lavoie.

Good evening. Thank you. Chief Lavoie said this has been an ongoing grant. I've been before the Board on two other occasions if you recall. It will be the first time the State said hey we're giving you some money to purchase to upgrade your radio system, your portables. Strictly portables. We were able to take advantage of that. We purchased 25 radios. We then received a follow up letter from the State saying we still have some available money left. We have enough money for you to purchase 5 more portables. Some months have gone by. We just received another letter from the State saying congratulations, we have an additional \$10,000 for you folks which will allow you to purchase 3 more radios. That's why I'm here today is asking the Board permission to continue to move forward with this acceptance.

Because this is over \$10,000, Chairman Maddox indicated we have to another public hearing. I will open the public hearing at 7:52 p.m. Does anyone in the audience wish to speak on this item? Seeing none, I'll close it at 7:52 p.m.

Motion by Selectman Coutu, seconded by Selectman Nadeau, to enter into a Department of Safety Homeland Security Grant in the amount of \$10,613.52 for the purchase of three (3) additional portable radios, carried 5-0.

G. Acceptance of Fire Chief Shawn Murray's Resignation

Chairman Maddox indicated that the Board is aware and I believe there was a great front page article in the HLN stating that Chief Murray has decided that he wants to get back to his roots of training and is leaving us as Chief and will be moving on.

Selectman Coutu thought he might be disappointed if I don't make the motion that we accept his resignation with our thanks for his many years of service - bye, bye.

Motion by Selectman Coutu, seconded by Selectman Nadeau, to accept Fire Chief Shawn Murray's resignation.

Selectman Coutu said there are times that every department head, every person in business that are in a position of authority they go through some great times and they go through some rough times. Shawn Murray is no exception. He's seen both. I think he's handled both admirably. I had the opportunity to have served as his liaison. You are presently doing it now. I found him to be very cordial, very agreeable, and very responsive to the citizen's needs. The accolades that we see regularly about the people who work in our Fire Department reflect greatly on the administration of the Fire Department. I know that we've become friends over the years. I know that Shawn Murray understands and appreciates my jocularity relative to his departure. I'm happy for him. I wish him the very best in his career. He's not moving out of Hudson. He's still going to be around to haunt us and be available to help us. I know with the transition in administration, I want him to know that as a member of the Board of Selectmen and one of the Town Fathers, I truly appreciate your service to our Town and I wish you the best of luck.

Again, Selectman Nadeau said I've been very involved in the Town for many years. I remember when he came on and seen him go all the way up to the Chief's position. I got to work with him at many major incidents, many storms, and different scenes. Again like Selectman Coutu says, you have your ups and your downs and you work through it. I would like to thank the Chief for his years of service and I would also like to wish him good luck in his future and I'm sure that I will see him around at the grocery store and different places so we can still chat. Thank you.

Selectman Brucker stated I've probably known him the shortest amount of time as a Selectman. As the Chief, I felt that he was always very welcoming to questions and offering lots of helpful information to me as a new Selectman. I personally have regrets that you're going to be gone but I've enjoyed very much this association and good luck.

Vote: Motion carried 5-0.

H. Request to post for a full-time firefighter position

Chairman Maddox recognized Deputy Chief Rob Buxton.

Good evening Mr. Chairman and members of the Board. Deputy Buxton indicated that tonight we have a resignation of one Firefighter/EMT I from the Department. We're requesting to couple that with currently an opening hiring process that we have going on with the Department right now. We were before you approximately a month ago to post another Firefighter opening. So we're certainly within our realm of hiring practices and just looking for permission to continue on with the hiring process.

Selectman Luszey said the last time we did this, we also had a discussion on the job code description. Are we going to fix that before we go forward? Selectman Nadeau said if you look at the posting that's on cable, it's posted as that. Selectman Luszey said we're not going to change the job description to the new job description. Deputy Buxton said it currently is posted. We did that at the last meeting. Selectman Luszey indicated that we didn't accept that new job description. Chairman Maddox, Selectman Nadeau, and Selectman Coutu all said we did. Selectman Luszey said I would check the minutes. Selectman Luszey noted there was a paragraph that we did not agree with. Selectman Coutu said within the context of the job description Mr. Chairman. I don't recall that. I thought we had..Chairman Maddox indicated there was much discussion about having the waiver if you did not have that certification by the timeframe but we are still requiring it as a requirement for hiring. Selectman Luszey said he would review the minutes because I believe we did not accept that job code as stated.

Motion by Selectman Coutu, seconded by Selectman Nadeau, to allow the Fire Chief to fill the newly vacated firefighter position from the recent firefighter posting, carried 4-0-1. Selectman Luszey abstained.

I. Request to post for a full-time dispatcher position

Motion by Selectman Luszey, seconded by Selectman Coutu, that we defer this item to post for a full-time dispatcher position into the discussion with combined dispatch.

Selectman Luszey said we had the discussion to come up around the possibility of combining dispatchers and I think before we start posting positions, we should have that discussion and then we'll know what position we're actually posting for.

Selectman Coutu stated at the present time the person has vacated the position as I understand it based on the letter that I saw. How much overtime is being consumed at the present time because of a full time vacancy? Deputy Buxton said 40 hours. In the end, Selectman Coutu said we're paying time and a half now for one 40 hour shift. What concerns me Selectman Luszey is I fully understand where you're going with this and I agree with you. If we're going to look into combined dispatch, and there's a lot of questions relative to that including the price. I don't know that we're going to go there. I don't know if I want to continue as a member of this Board to want to continue authorizing them to go without advertising for a dispatcher - putting it off for a month or two until this is resolved and paying our people time and a half. They're going to have to work in some cases double shifts in order to fill the void. If anybody gets sick, we're going to be pulling in firefighters to do dispatching. Deputy Buxton said you are now.

Selectman Luszey was not asking to postpone after tonight. I'm just asking to postpone just after the discussion. Selectman Coutu indicated he would support your motion. It makes sense to me.

Selectman Brucker said she knows the timeline for the combined dispatch is pretty long. It would take a while to get this resolved. Chairman Maddox indicated it will probably take us some time to get it decided.

Selectman Nadeau asked we have a current opening for a dispatcher already. Deputy Buxton said yes. You have a dispatcher that was hired 6 weeks ago who's currently in probation and you currently have an opening. So you have two new dispatchers within the Fire Department. Selectman Nadeau asked if this was a second opening. Deputy Buxton said yes. Selectman Nadeau said we have two vacant positions. Deputy Buxton said no, you have one vacant position. Selectman Nadeau wanted to make sure I have the total number right. We already did the testing? Deputy Buxton said correct. We have a hiring list available. What we're requesting is to move forward with the interview portion of the hiring process.

Selectman Coutu asked how long was this employee on that just resigned in dispatch. Deputy Buxton believed she was with us a little over 2 years.

Vote: Motion carried 5-0.

J. Acceptance of the Emergency Management Plan

Chairman Maddox recognized Chief Shawn Murray.

Thank you Mr. Chairman and members of the Board and for those kind words. Chief Murray said I'm before you tonight and in front of me here is the Emergency Management/Emergency Operations Plan. This is a document that is continually changing and literally we've been over the past two or three years modifying it to bring it up to federal standards so that the Town of Hudson is eligible to apply for federal grants. The Emergency Operations Plan for the Town is the roadmap that we use during disasters. This is known as an all hazards, all risk type of plan. The plan is designed that regardless of the disaster whether it's weather related, manmade, terrorism, radiological, biological that the contents of the plan itself can be used. The plan also melds with the State of New Hampshire Emergency Management Plan. More importantly if we ever have to seek resources from the federal government, the plan mirrors that of the federal government obviously at a smaller scale. Over the past couple of years, we have revamped it. Secretary Helen Cheyne deserves all the credit for putting the manual together. It's very time consuming. Unfortunately any time we had a change in employees, she'd have to go back and make changes to organizational charts. I'd really like to give her credit for putting this together.

Chief Murray said he's asking the Board to accept the plan tonight and there is a concurrence form that I need all the Board members to sign off on. Our plan is to make a limited number of hard copies. It will be posted electronically on all government websites and department heads will be given if you will a memory stick or electronic form of this document. I'd be happy to answer any questions.

Chairman Maddox asked Chief Murray how long is this good for. Chief Murray said it was good for a long time until the federal government decides they're going to use a different format or plan. It just needs continual updating and we do look at it once a year to make any necessary changes. We'll also be conducting training with the Town staff so they're sure they know what their different responsibilities are within the plan.

Motion by Selectman Brucker, seconded by Selectman Nadeau, to accept the Emergency Management Plan as recommended by the Fire Chief.

Selectman Luszey noted that that is in the document system right? The electronic approval document system so that all employees have copies of it. Chief Murray said in the DMS? It will be. We're just awaiting approval of the Board and it will be posted there.

Vote: Motion carried 5-0.

K. Discussion relative to Community Development Office Space

Chairman Maddox recognized Selectman Nancy Brucker.

At the last Planning Committee meeting, we had a spokesperson from DRED, the economic development group. After listening to what he had to say and watching his slide show, a couple of things came to mind. He did say that we should have one contact person when it comes to economic development. Logically, that is our Town Planner. I don't know if we have to officially make that designation. Steve Malizia indicated that he thought we already did. Also, Selectman Brucker wondered you know you only have one chance to make a first good impression. I started to think about what these professionals, these business people might think when they come into our Community Development Department and they're asked to meet with someone in an office that's away from it and also not a lot of room to meet. I thought maybe we should do something to improve that. Ms. McGrath did mention maybe that our Town Planner should be in a different location.

Selectman Brucker also thought that it's important for there to be very smooth operation within the Community Development. I'm not sure that that's happening between the Town Planner and the people that he interacts with just because he's removed and his Administrative Aide is in a totally different location. I thought that might be better to have him closer. I realize that the

space considerations - there's not enough room or everybody to be there who we'd like to have there. We've been working with an older building for years and trying to work out the best that we can. I think that the new Inspectional Services Division is working very well there. Everybody seems really happy with that. I wondered if we shouldn't bring the Town Planner back into that area perhaps in that office that right now is being used by the Deputy Fire Chief or whoever will end up in the Fire Department in charge of the Inspectional Service when they come over. I guess I was told Deputy Chief Buxton comes over a couple of times a day. He does need a good place to meet as well. I thought we should discuss if there's something we can do. I would really like to see a change take place there.

Selectman Nadeau said one of the things that was brought up with Selectman Brucker is when people come in to meet the Town Planner. A lot of them make appointments to meet with them. He knows that he needs these plans. You have a beautiful Community Development room downstairs - the Buxton Community Development meeting room. It has the proper places to lay out the plans and stuff like that. The computers are all set up down there which are not set up in his office. If a developer comes in and wants to meet with him or a perspective new business, they usually come in with 2, 3, 4 people. I think the proper place to meet with him would be down in the community room. So his office space really doesn't need to be in the Community Development area per say. It's something that we need to look into but maybe we can put it on a desk in the Community Development area for him if that's the problem. I think the person who's in charge of the Inspectional Services Community Development area needs an office with a closed door. I don't think that is something that we can do because I was just in there the other day walking around in there and talking to the employees. I think everything was running very efficiently the way it was myself. If the Town Planner needs a desk in there, maybe we can find some room for a desk in there for him. I think when he meets with these people, he should be downstairs in the Community Development room when he's meeting with them. I think having an office 40, 50 feet away from the actual place is not a problem.

Selectman Brucker thought that was fine with meeting to look at plans and everything. For me it says how do we value this position when you have him away from everybody else in an office that is small and dark. Do we value Inspectional Services more than we do the Town Planner? Inspectional Services wouldn't have anything to do if it weren't for the Town Planner. I think that some consideration needs to be given to this.

Selectman Luszey had a couple of things. One is we took almost 6 months, maybe a little longer to work through the whole reorganization of Inspectional Services, Code Enforcement, and town planning. We also engaged a team of folks that included the Town Planner, all Inspectional Services, and the design and the layout of the current area. It wasn't blindly done and done just by us. I think what I would like to see if we're going to have this discussion, I would like to have Deputy Chief Buxton, the Town Engineer, and the Town Planner here as part of the discussion and tell me what are the issues and complaints by the employees and what are the issues and complaints by the user community, the people coming in to talk with Inspectional Services and the Town Planner, if any. I don't have any data that says we made a mistake doing what we did. The whole intent of what we did was to improve the overall effectiveness and productivity of our employees to provide a better level of service to the community at a given cost. I think we achieved that goal.

Selectman Brucker thought you did for a portion of it. I don't think it's wise to have the Town Planner and his Administrative Aide wasting time looking for each other or the Town Planner has to come into the Community Development area if he wants to speak to the Engineer or anybody else in there. When everybody else in that department has their jobs made easier, they're able to see each other, talk to each other, why should one part of Community Development be left out of that?

Selectman Luszey indicated the whole purpose of the exercise was to take a look at work flow analysis and we did that. We optimized the communication and work flow of that area. The Town Planner isn't removed. His work is slightly different than Inspectional Services and that whole area on how and who they interact with. That is a permitting place where contractors and residents of the Town come in and get electrical permits, building permits, gas permits, road permits, and all that. The Town Planner doesn't do that type of stuff. He is into long-range planning which is a total different set of activities. Yes he may need some support from them every now and then but I don't believe unless we totally missed the boat on the task analysis portion that he has a majority of his day interacting with the folks in that area. Selectman Brucker said that's not what I'm hearing. Selectman Luszey said let's get them in here and have that discussion.

Chairman Maddox wanted to say that I have talked to the Deputy and to the Town Engineer and they're telling me there isn't a problem. We haven't given it much time. As much as we're reacting here to something, it's only been less than two months that this thing has been operational. It took us 5 times longer than that to get a decision. I think we ought to at least let it play out, see what the issues are, and address them if there are issues.

Selectman Brucker understood. We did give it 90 days we were going to look at it again after 90 days or something like that. Chairman Maddox said we haven't even hit that. Selectman Brucker said we haven't hit the 90 days. My concern there is because of the interest in Hudson as far as economic development. What we're seeing from businesses outside of the area looking at us. I just want us to present the best foot forward that we possibly can for this. Chairman Maddox said we know this Board supports it. I think that's why we're trying to do something with our website. That's the first thing that probably anybody is going to see. The Planner's office is probably 92nd on their list of things that they would assess whether this is the place they want to move to. I think our website would certainly be an area that we should absolutely hit before we worry about an office size. If he needs more lighting and that was a concern, we can certainly look into that. You want to make a motion? Selectman Brucker said she wants further discussion.

Selectman Coutu said it was evident that we're going to have to take this to the next level. When the Town Planner was on the day that he moved into his new office, I happened to be there and I walked in. I asked him if he was satisfied and he said he was. I've heard nothing to the contrary. I've heard professed here this evening that we have a couple of people one with added responsibilities, no increase in pay. I don't think that is correct. I think that we adjusted the salary if it's the same person I'm thinking of and the other person has little to no responsibility. I don't understand that. I think that Deputy Buxton has had a handle on it. I've not heard a single complaint. This is the first that I've heard but I'm still going to make an effort to go in there and talk to people. If people are talking to other people that have no decision making power about not satisfied with their office, not satisfied with their job, not satisfied with their pay, they're talking to the wrong people. They shouldn't be complaining to outsiders. They should be coming in to see the Town Administrator. That's what he's there for. If it's serious enough, then they'll bring it before us. In light of all of that, I would ask to make a motion.

Motion by Selectman Coutu that we ask the Town Planner, the Town Engineer, and the Deputy Fire Chief to attend our next Workshop.

Chairman Maddox said the workshop is full. We've crammed a lot of stuff into the Workshop. Selectman Coutu said to bring them to the next meeting following the workshop and we'll have that discussion. The discussion will be about. Selectman Luszey said he would second that motion. Selectman Coutu said that's the motion to have them come in for a discussion.

Motion by Selectman Coutu, seconded by Selectman Luszey, that we ask the Town Planner, the Town Engineer, and the Deputy Fire Chief to attend our next meeting.

Chairman Maddox indicated he was going to vote in opposition. I think that we need to give it at least the 90 days we talked about. I think we're going right over the same thing we already did.

Selectman Luszey said we're right on the 90 days. It's a perfect time. It's almost right to the day. Chairman Maddox indicated August 6th is when they moved in. Selectman Luszey said we'll be coming in a few days late. The point is we need to tell them exactly what we want them to come in with.

Selectman Coutu wanted to qualify why I made the motion because I knew the 90 days was going to come up. It is apparent to me that a citizen in this town, whether the volunteer on a board or committee or they just come into pay their taxes doesn't gather all that information by observation. Somebody's been talking. People are talking to other people and complaining. I want to hear those complaints. If they have a problem with their job, with their physical location, or how employees are not satisfied with their pay, they need to address it to us directly. My observation was that I thought the room was small and I asked the Town Planner how he felt about the space. He said I'm fine. I'm fine means I'm fine. I don't think moving him to the Selectmen's office or other - the first thought I had was he has the Community Development room downstairs or even this room available to him. These are not occupied too often during the day to lay out his maps, to entertain people. It's not the size of the office. It's the heart of the town. It's the core of the town. It's what we have to offer. No developer is going to come in and say I'm not coming to Hudson. Look at the small office he has. That's not relevant. What's relevant to me is the moral. If there's a problem, then they should have told us about it a long time ago and not have a citizen come in here and tell us that there's a problem with people not being satisfied with their position, their pay, the amount of space they have. That's not the way for us to hear it. Somebody didn't go through the proper channels. The Town Administrator should be bringing this to our attention.

Chairman Maddox said, again, that's why I'm going to vote in opposition. I think this is not something that we're going to get into where you sit and how much you think you should be paid. I think that's really the function of the Town Administrator. I don't think we want to get into everybody that's unhappy with whatever coming to this Board. That's what we have the Town Administrator for.

Selectman Luszey half agreed with that statement. That's what I'm saying. If we're going to have that discussion, I want to know specifically what the complaints are and not about someone's salary or where they're sitting. I want to know what the issue is with the layout of that area and whether or not we are servicing the community that we are to service and that look and the feel that we provided there is doing what we expected it to do.

Selectman Coutu told the Chairman you made me rethink my position in light of the fact that you said I half agree. I would think it would be more appropriate that we ask that these people meet with the Town Administrator and that the Town Administrator report back to us. Selectman Luszey noted the ones that have the issues. I agree with that but if we're going to have the discussion with Deputy Chief Buxton, Town Engineer, and the Town Planner, I want to know what the issue is with the new layout and the new organization if there is any and what the specific issues are. Selectman Coutu would rather that we have him preface that kind of a meeting by having him look into it and I'll withdraw my motion.

Chairman Maddox indicated now that there's not a motion on the table, anyone wish to recognize Ms. McGrath? She's had her hand up a couple of times. Selectman Coutu said sure. I have no problem with it.

Thank you. Just to be clear, Marilyn McGrath said I made those observations myself by going into the town Community Development office over a number of issues. Number one, I'm on the Planning Board. Number two, I'm on the Zoning Board, and number three, I'm a citizen who is going to be seeking a building permit. So I've been in that office a number of times. I

was shocked when I walked in one day and it was under construction and found that Mr. Cashell was being moved to another office out of that space. I also went in another day and found that the administrator that I was talking about that has had her duties increased, I met her at the counter and she told me that she was now assigned not only Planning but Zoning. She wasn't complaining. She made it a statement to me. I think it's excessive. I know that goes into preparing Zoning Board meetings for the Zoning Board meetings. I know what goes into getting the Planning Board packets ready and what she does on a daily basis. I worked with that individual for more than 20 years. That's how long I've been on Planning and Zoning within this town. I know that department well. I'm not a stranger to it. I'm not a stranger to Town Hall. No one came up to me and complained. It was my observations and when I saw the office that Mr. Cashell was being move to, I was appalled. I couldn't believe that you were sticking him in a space that was so small for a person that's a professional.

Deputy Buxton, Ms. McGrath said I've met him over the years a couple of times. We say hello. I have absolutely no problem with him being in that department but you mentioned tonight that he comes over to the office maybe twice a day. Does that tell me and the citizens that he has two offices? I think that it does. In answer to your comments Selectman Coutu and to others, those were my observations, my observations alone. I'm not the least bit shy about telling you what I think. I think that the decisions that were made by this Board were wrong. That's my opinion. Chairman Maddox said thank you very much. Ms. McGrath said it's an opinion that isn't likely to change. Thank you.

Selectman Nadeau said yes Deputy Buxton has two offices. He's in charge of the Fire Department. He's also in charge of Inspectional Services. Two different buildings, two different places. The other day I was in there, I was talking to the Code Enforcement Officer. I was talking to the Building Inspectors and Deputy Buxton was in the office with 3 different people in the hour and 20 minutes that I was in that office. He was taking care of issues that came up with building inspections. He was taking care of issues that came up with Code Enforcement and other issues in that office. I think that he needs that office in there. I don't think he needs a desk space in there. I think he needs an office with a door. I'm not likely to change my opinion if that seeing how I saw what happened in there with how things are going. People at the front entrance of that area has been changed. It's definitely more customer service friendly. I think that we'll go onto the 90 day mark and I think that the Town Administrator should if there's any problems with these people, take care of it, and then bring it forward to this Board.

Selectman Brucker said no one has complained to me about their position, their pay. I'm the one who's bringing this up. I don't want you to think that there are individuals complaining. I just happen to think that we made the wrong move there. I don't think that it's respectful enough of the Town Planner's position in terms of how it looks to anybody outside. I sort of feel like we stuck him in almost not an attic room but a basement room or something. Something that's not appropriate for his position. I don't disagree that the person in charge of Inspectional Services who may be a different person in a month of two but should have a place to meet but why can't that person meet in the community room. What's the difference?

Chairman Maddox indicated that was also meant to be a small conference room if a building inspector had a discussion with a client, homeowner, or builder. They could go into that space right there rather than being out in the bullpen. So it serves multiple functions rather than just an office for the Deputy who shows up when he needs to be there.

Real quick Mr. Chairman and members of the Board. Chief Murray said your last point right there is critical. While the Deputy goes over there a couple times a day and he does use that office, part of that consolidation plan was to have that space available. They often all get together and look at developments and plans. They do that a couple times a week. They also go downstairs also. The other problem is since - it's not a problem. Since we brought everyone together, remember we brought two - a Fire Inspector and a Fire Prevention Officer over. That space now as it was designed is a noisier area because of all the people in it. I would think that the Town Planner if he is meeting with someone potentially that wants to move in town, certainly doesn't want to be in the area with phones ringing and all the activity that goes on there. As a matter of fact if you ever go in there during the summer when the interns are there and they're in that back corner office, there is an increase noise level in that area. So I just wanted to bring it to your attention that they whole context and area of that room has changed based on our wanting to consolidate and bring everyone together for the efficiencies of that division.

Chairman Maddox asked Selectman Luszey that huge corporation that you used to work to. What was the average...Selectman Luszey said 46 square feet per person.

Selectman Brucker did appreciate that they have their needs for room and privacy and quiet. I'm just saying I think that we should come up with a different solution and I liked the idea of maybe using a Selectmen's office except that doesn't put the Town Planner near the people that he needs to be near. I don't know. Chairman Maddox indicated there is an open cubicle in there. Based on the 47 square feet, we could...Selectman Luszey said you can use it any time you want. Selectman Brucker questioned that there was an open cubicle that nobody's using. Chairman Maddox said there's nobody assigned to it. There's 4 desks and only 3 people. I guess that would be something that we can have the two department heads take a look at and get back to us.

Selectman Coutu asked if you're saying putting him in Inspectional Services cubicle. Chairman Maddox said no. There's 4 work stations behind the counter. Selectman Brucker said there's one empty one I know. Selectman Coutu asked are you suggesting now that we put the Town Planner there. Chairman Maddox said no. I am suggesting that if he needs to be in with his Administrative Assistant that there is a space that he could combine for whatever they need to talk about. I think we're getting once again into what cars people can drive at this point. We're going to have the Town Administrator look at the issues that were brought to us? Selectman Coutu indicated apparently there's none. Chairman Maddox said it was just an

observation by a citizen. Selectman Coutu said it was an observation by the citizen and a Selectman. As I recall Mr. Chairman when this was all said and done, with all due respect to you Mrs. Brucker, every member of this Board had nothing but accolades for the Deputy for the work that he did and what we accomplished there. Now suddenly it's a problem. That's what's baffling me to understand. It wasn't a problem when it was done, now it is a problem. There's a lot of things I don't like about Town Hall but if every time I don't like something I bring it up and we get into the weeds, we need a bigger building. The taxpayers are not going to pay for a building and before we need a bigger building, the Fire Department needs a new fire station. A lot of other things this Town needs.

Chairman Maddox indicated out of all this discussion, we're done. Is that where we're headed? There's no need to go to the Town Administrator because there are no complaints by employees. Selectman Coutu said there is a complaint. The complaint is that I think generally speaking based on everything I've listened to, the major complaint is that Selectman Brucker feels that the Town Planner should have more space, should have space that offers an opportunity for him to interact whenever he wants to with his Aide or whatever her title is, and if she feels strongly enough that that should be addressed, then I'm willing to listen to alternatives. Chairman Maddox asked Selectman Brucker if she'd work on alternatives. Selectman Brucker said she would work on alternatives. I will speak to others.

Chairman Maddox asked if they wanted to go back to combined dispatch. Let's take a 5 minute break and then we'll come back to combined dispatch at 8:47 p.m. and we're going to go back to the combined dispatch plan.

F. Combined Dispatch Plan

Chairman Maddox recognized Chief Jason Lavoie, Deputy Chief Rob Buxton, IT Director Lisa Nute, and IT Specialist John Beike.

Steve Malizia indicated that they're all here in support of the plan that the Board asked for. It's my understanding that on August 13th the Board of Selectmen asked that the Town Administrator, Police Chief, Fire Chief, and IT Director work together to prepare a plan to create a combined dispatch.

Selectman Luszey said that was close because you're missing one very key word. The key word is "organizationally" was to combine the dispatch organizations. The presentation we have here, the projected goals is to co-locate and that was not my intent of the motion that we made. I know I used the word "organization" a number of times because it means something very specific. It has to do with people and not equipment. This proposal in my mind could go forward with almost zero dollar impact to equipment. The proposal that we have in front of us tonight I would declare or describe as an infrastructure upgrade plan. With that I'd make a motion.

Motion by Selectman Luszey, seconded by Selectman Nadeau, to move the Police and Fire dispatchers under one organization, in other words, under one department head effective immediately and to create a new department named "the Office of Communication and Infrastructure" and this new department will incorporate the current IT Department and all dispatchers which will be to manage by the current IT Director.

Selectman Luszey will continue to speak. This Town has been trying to combine the dispatchers of fire and police for a number of years because there is a savings that can occur if those two organizations - people - come together and be cross trained and would have a synergistic affect with the tasks that they provide. In order to do that, it is really very much similar as a help desk or a call center. That's what this type of department is. They man telephones, they take calls, and they dispatch equipment and resources to some place like cable TV. You call up your local cable service center and they'll dispatch a technician and truck to your house at some point in time. Very similar type of work. Granted this deals with community safety and all that that goes with it. In order for this to work effectively, it needs to come under one department. Now we can have the discussion whether or not we create a new Office of Communications and Information but my real point here is to create one organization that combines all the people resources of dispatch into one under one supervisor and then we can have the conversation about what the equipment might be needed to do that should we want to co-locate those people all in one physical location.

Chairman Maddox said he has a couple of concerns about the word "immediately" in your motion. Again, you're asking for it to be put under one person and you're saying the IT Director per your motion immediately. I'm kind of concerned that that took us 8 months to decide where people were going to sit in Community Development. We're going to instantly decide that we're going to flip the entire public safety communication programs in one night. You love to live on that dangerous edge.

Just for clarification, Lisa Nute wanted to make sure I understand that. So you're talking physically keeping police dispatchers at 1 Constitution Drive and keeping fire dispatchers here at Lenny Smith Central Fire and not doing anything with the people. You're just talking about just suddenly saying now those happen to be under the direction of the IT Director. Is that correct and nothing moves, no equipment moves? Selectman Luszey said that's a starting point yes. Eventually the goal is then to co-locate them all into one. Selectman Luszey stated one step at a time. This Board has a hard time with that. Lisa said you kind of need to know where you're going eventually. Selectman Luszey said the first step is the organization, to combine the organization. Once you do that just like we did with Inspectional Services, you then know what the goals of that organization is and you create the infrastructure to support that. It may be Constitution Ave. It could be the old rec. center when the senior center is built. I don't know where it makes the best sense but yes the end result is you would have one dispatch center.

Selectman Brucker stated it seems to me again we're talking about people from different unions coming under IT is that correct? We have police and fire dispatchers and they would be...Chairman Maddox said we're doing that with Inspectional Services. I don't see that as the issue. Selectman Brucker asked if we ever straightened that out. Chairman Maddox believed we have. I'm looking at Deputy Buxton. Deputy Buxton wasn't exactly sure what the question is in regards to the other unions. The Fire Department currently manages the 3 different labor agreements that are utilized in the Community Development Department being the Support Union, the Firefighter's Union, and the Supervisor's Association. So the concern regarding labor, they're all represented by their individual groups. Through transition what we have done is when we hired the current full time Inspector, he was underneath the Support group. The same thing with the part time Inspector is and Inspector. Through attrition, we have the Fire Prevention Officer which is part of the Supervisor's Association but he is a dual role employee. He has fire responsibilities and inspectional responsibilities. The same thing with the Fire Inspector. So those things would come up as time continues to move forward and hasn't come up immediately.

Selectman Brucker asked if they're paid on different pay scales. Deputy Buxton said correct. They have different job titles and different job requirements. Both the Fire Prevention Officer and Fire Investigator are dual role employees. They have fire suppression responsibilities and they also have fire investigation responsibilities on top of their inspectional responsibilities. So they're all paid at different scales.

Selectman Coutu said he wasn't going to speak on it right now, I've changed my mind.

Chairman Maddox indicated that's the crux of the problem because your motion is so dynamic I guess I will use for the word. You're asking for immediately changes that nobody is prepared. I don't think this Board is prepared to adopt an immediate change of all of the personnel. I'm looking at the Police Chief going who's going to secure what to where? You have some specific requirements touching certain data bases. How we'd go about that is probably a discussion that needs to be made. You're shaking your head but you can't have somebody in IT in a basement somewhere else access records from certain data bases.

If I may and Selectman Luszey said he would ask the IT Director. She was in here a couple of weeks ago talking about the level of security that they have to have in order to work and touch on all this information. The police dispatchers have to have that and I would ask what level of security checking goes on for fire dispatchers.

Lisa Nute stated maybe I don't understand the question but I'm having a hard time trying to understand the reason for - I guess in simple form, you're putting me in charge of police dispatchers and you're putting me in charge of fire dispatchers. So if there's an issue with anything - a call for service that didn't go out properly in the middle of the night or something, I'm not quite sure how this is supposed to work. I'm responsible for handling the emergency aspect of that process. Do you understand what I'm saying? I was a supervisor of dispatch actually when I was civilian at the Police Department. I can tell you that even being in the same building, it didn't work really well where I was the go to manager sort to speak when I was IT, etc. with other responsibilities. You had to have that first line Sergeant, Lieutenant, Captain handling a lot of the process and immediate issues right away. It's not something that can wait for the daytime civil to come in and handle. There's just a huge amount of processes that would have to be worked out to say immediately that everybody is under me - I guess I'm trying to understand why. What are you trying to get to? I think we need to understand what you envision eventually happens by making this change now?

Selectman Luszey noted that the words in the motion was to drive this very conversation because quite frankly, what I'm looking for tonight is either we're going to consolidate and combine dispatch or we're not and we're going to take it off the table for the next 5 or 10 years. Whether you're the person that's there, whether it's the police, whether it's fire, to me that's irrelevant at this point. The conversation is do we as the Board of Selectmen believe that it is the right thing to do to combine the people that constitute the dispatchers for the Town of Hudson into one organization and begin to put the necessary infrastructure in place over time because I don't believe there's any way we can do it in one big gulp because of the price tag that's involved. As a matter of fact looking at the presentation before us tonight, I would say let's go back and put the microwaves in because it's \$200,000 less. So the real question is do we believe that combining dispatch into one organization is more cost effective and productive for the town and if so, let's move on it. In my mind it's as simple as that like Inspectional Services. Once this Board agreed that it was the right thing to do, we took about 3 minutes to vote on it. We put that plan into motion.

Chief Lavoie said if I recall correctly, I think this conversation was brought up not for the reasons you state but for the reasons that Selectman Maddox had brought up that he was concerned with the safety of some of the people being left alone. That was his goal. That's why he combined dispatch if I recall correctly. Chairman Maddox said absolutely. Chief Lavoie stated what Selectman Luszey is talking about now, this is all new information to me that he's identified that this motion was put in process because he has ways of saving money. I haven't heard him articulate any - he talks about data. What data do you have that says we're saving money? Where does that come from? Just to educate me on it, what have you identified and how much? Selectman Luszey said I didn't do it. It was the Board prior to me. Chief Lavoie didn't think that's what happened. Selectman Luszey said if it didn't happen, then let's flush it right now.

Chairman Maddox thought Selectman Luszey has articulated your position.

Selectman Coutu said if you recall Mr. Chairman, you and I served on the original committee. We talked about combined dispatch. If you recall as well, I made several pronouncements sitting here as a member of the Board both as Chair and as just a member of the Board that I was in favor of combining dispatch because the original price tag when it was put on the ballot if you remember was in excess or approximately of \$1 million. When you and I sat down with the IT Director and other people that were involved in the initial discussion which included the Fire Chief and I believe the Police Chief, there was a lot of conversation about grant money that would become available and the price tag for this project would be \$225,000. I look at this proposal here and we're almost at half a million dollars right now. There was discussion if you recall Mr. Chairman, and I'm addressing you because the two of us served on that committee, there was discussion about cost savings that we may not need as many dispatchers. We may not need all of the part timers. These were all things that we were going to put into the mix. Now when I look at this price tag and see that we're up to half a million dollars and it's a long time and coming assuming that the prices remain the same and a lot of this I'm sure is just speculation on the part of whoever put the numbers there. There's contingency money for unforeseen costs \$15,000. Well and unforeseen cost as we've seen on other construction projects or other things that we've done could be \$100,000. That's just speculation \$15,000. Cross train the staff - \$49,000. They're going to train each other. Where's the cost? When you're cross training, the fire person is telling the police person what they do, and how they do it, and vice versa. That's what cross training is. Maybe somebody that's going to come in and assist with that but to say it's \$49,000, I'm very suspect of a lot of the numbers that they're accurate, that this price tag may very well end up being a lot more than half a million dollars.

Chairman Maddox indicated that we're on a different motion completely. While I don't disagree with anything you've said other than...I don't think our goal is to save money on staff. It was to save money on if somebody leaves like the Fire Department, 25 percent of their dispatchers are gone, we would have a resource to be able to fill in that open spot. With that said, we're in a completely different motion. Selectman Luszey has us off on combining them not as we had originally talked about at the Police Department a physical thing. He's now trying to get us to move to the position of they're all going to be underneath this new division under IT. That's really where we are. All of this means nothing until we get past the hurdle of are we going to vote yes on this motion or no and we move from there.

Selectman Coutu indicated that all of this stuff came up. I just wanted to add a little fuel to the fire.

Selectman Luszey asked to continue to pour gasoline on the fire. What you just said about losing a fire dispatcher you lose 25 percent, if you combine them and they are in the same organization and you get to the end point, you will have a productivity savings and cost savings because you have the resources redundant to you. Right now because they are separate, you don't. You're arguing against yourself in those terms. We're saying the same thing. The only difference is I believe I'm being very accurate when it's about putting all the people into one organization and having the responsibility of dispatching the fire/police services to where they're needed whoever it is.

Chairman Maddox indicated he was going to cut in front. I think we're talking about two different things though here Selectman Luszey. You use the analogy that this is like calling up Comcast for your cable. I have sat in dispatch at the police and at fire and they just don't take a call and say my picture is fuzzy. They're dealing with people with all kinds of crisis. They're not dealing with my tuner doesn't quite get it. They're dealing with a lot of different things. They're running a fire call. It is amazing to watch a human being multi task to that level. So I think that analogy is a little strained.

Selectman Luszey asked a question of Chairman Maddox. In the combined dispatch model that you have in your mind, we really don't have a cross trained person. You have fire dispatchers and equipment, and police dispatchers and equipment. The only thing you've done is you've physically moved them into the same room.

Chairman Maddox said no. The plan that Selectman Coutu and I looked at, and again we just looked at, is all of the people over time would be cross trained to be able to do 4 hours on police, and 4 hours on fire, or some mix. They would be capable of doing both jobs.

Selectman Luszey asked how is that different than what I've been saying right along. Chairman Maddox stated because now you're trying to move them under IT not under...Selectman Luszey said no. Regardless of where they go, they're in one organization and they are dispatchers just like Inspectional Services now we have Inspectors. We don't have a building inspector and we don't have an electrical inspector and all that. We are going to an inspector. We hired our first one that can do all of those. Until we put all of the dispatchers into one organization and change the description such that they are a dispatcher and can do both of those types of activities, we don't get to the end.

Selectman Coutu said that Selectman Luszey says that it doesn't matter where we put him in the structure. The fact is the motion asks that we put it under IT and the IT Director has told us most recently that they're working all kinds of hours. I don't know how she's going to take on all of this added responsibility. I can't support the motion because of the language in the motion. It asks that she supervise the department. It falls under IT. So it does matter where it..

Selectman Luszey indicated he'd change his motion to take out that. It's to move them all into one organization. Chairman Maddox said it also says immediately. I think there's still some questions that we have to answer. Selectman Luszey said he'd still leave immediate.

Selectman Nadeau withdrew his second.

Selectman Luszey noted that we're done. This goes nowhere ever. Chairman Maddox told Selectman Luszey that there's 5 of us. Good or bad, there are 5 of us. I think the seconder has removed his second. We will now go and have the presentation that we were going to have a while ago.

Selectman Nadeau stated that if they want to listen to the presentation then we'll listen to it. I was thinking of going a different route than...Chairman Maddox asked if Selectman Nadeau wanted to make a motion.

Selectman Nadeau thought they should be doing is combining dispatch. I do not disagree with that. Combining the two dispatcher groups into one, moving them over to the Police Department, setting that up with the extra console that we need, cross train them. There's a lot of stuff in here that I don't think is needed. Nice to have but I think what we need to do is combine the two but before we do that, we have to figure out one the two different unions and how those will combine. That's a big piece of the pie. Yes I do want to go forward with combining them as Selectman Luszey says but one of my big key questions is the union contracts. Now we're in the middle of negotiations on the contracts so is this something that we can do during the contracts and meld the two together? I think that's a very important key. If the Chief or anybody can enlighten me on this, it's definitely a very important piece today have the questions and I'd like to have answered.

Selectman Luszey was told we had a legal opinion on that.

Steve Malizia said you can change the organization as you see fit however, there is case law out there that says if it's a duck and it walks like a duck and talks like a duck, it's a duck. So bottom line is if you think you're going to reorganize and somehow - I'll use the term bust - but somehow not have folks end up in some sort of collective bargaining unit, that's not going to happen because if the duties and responsibilities are essentially the same, case law seems to indicate that if someone wants a police dispatcher for example and now you've reorganized it to call them a dispatcher but they're essentially doing the same thing, that's been tried before and the labor of law system in the State, they will end up being if not called police dispatchers, they'll probably be dispatchers at the same rate of pay. Furthermore if now you're cross training your fire personnel to be there, they're doing the same essential job, you've now added those folks into that group also. So the net effect and the bottom line would be that if you were to do that, you're probably going to end up with 4 more police dispatchers because they're doing the essential responsibilities. That's my understanding.

Selectman Nadeau asked if they can pick the union they want to go to. Steve Malizia said people can organize whatever union they want. The point is, Selectman Luszey said the union is not a hurdle that we need to jump over. It's not a brick wall. It can be done.

Selectman Nadeau guessed I don't know if that's the right answer because we're going to have to bring up one of the dispatchers pay to meet them to be ducks that quack and do the same thing together for lack of a better description. I guess then that's not a hurdle because we know the number for that and they just pick whatever they want to do. Maybe they want to be the new dispatcher's union and be out on their own if they have the correct number to do that. I guess that's not a problem.

Chief Lavoie indicated he was trying to find a letter that I received but I don't think it's quite that simple. I think the unions have to give permission. There's a process I believe that has to take place. The unions have to get permission so if the unions say no they're not going - this is harder than going over a brick wall. You have to get the unions to give the blessing. It has to be approved by the PELRB. There's a lot to this. This isn't that simple.

That's what Selectman Nadeau said he was thinking but I just wasn't sure. Chief Lavoie indicated you're correct.

Selectman Brucker said when she looked at this, I was sort of taken aback by the cost and I thought that's really a lot of money. Then I said to myself well what are we getting for this going through all of this. As I remember it, we end up bringing in one dispatcher in with the other so that nobody is ever alone and they're all cross trained. I'd like to hear from somebody that there's more value to it than that. It's a lot of money to bring one person in.

Chairman Maddox asked the Board where would it like to go I guess is my question. We didn't want to do it instantly. Do we want to see this presentation or have we decided that we want to see cost analysis. What would the Board like?

Selectman Coutu said he wanted to render an opinion. The Chief already stated something that I was a little surprised about. They obviously have more facts, data, and detail than we have. From my perspective, and I wish the Board would agree with this so that we can decide whether we're going to put this to bed or not, I would like to hear no more than like 5 sentences from each of the three departments telling us whether or not they think this is the right thing to do especially considering the costs, the amount of time involved, is this the right place to go for this Board or should we leave things just as they are. Based on the cost estimate, it just seems the price is escalating and I've lost my interest. If it's going to cost the taxpayers, we're going to have to raise a half a million dollars to do this. I can think of a lot of other ways to spend a half a million dollars and it would be a fund for the fire department to redo that building. It makes more sense to me than combining dispatch.

Deputy Chief Rob Buxton didn't think you'll hear from any of us that done correctly we'd disagree with combined dispatch. I think there are a lot of organizational hurdles that need to be talked about. I think there's some labor concerns across the Board from both Fire and Police unions that need to be discussed as you move people from one labor group to another labor group.

Those are challenges. I think the infrastructure piece and the safety avenues of the communication system needs to be examined. I understand Selectman Luszey's concern regarding infrastructure versus organization but I honestly think that you can't have one discussion without the other. That's the Fire Department's perspective at this point.

List Nute stated what I was saying to Mr. Luszey before was that I don't think we can just jump off a cliff and say well let's just do this first piece without knowing where we are going. You need to make sure that you're headed in the right direction and you need to know where you're going before you can start that first step. I think that to look at everything whether you do this in chunks, you do this piece first and you work on this and try to fix the issues that this would help do, but I think the ultimate goal is you get to where you're headed. The thing is you do it right or you don't do it at all because public safety is crucial obviously. The whole point of combined dispatch is if you can get rid of duplicate equipment, or save seconds because seconds save lives, then it's worth doing. I don't think that it's as easy as you're making it out to be. It's going to take a process. It's going to take time and it will definitely take some money to do it right. If the ultimate goal is to eventually put them all in one place, then you are talking about extending equipment, possibly moving equipment. That requires a plan. That requires costs and that is not just an easy thing to do. There's process change along the way as well. I think that you do need to know the ultimate goal on why we're doing this before we even begin. We need to have the right path to follow.

Chief Lavoie said he couldn't thank the Board enough for their concern about employees and for what started this whole thing originally. That is greatly appreciated. It means a lot. In order to develop a plan, you have to state a problem. There has never been a problem that has been stated with this. That's what you typically do in business. We don't have a problem. Looking at this from a boss's point of view and as the Police Chief as much as I'd love to get us to combine dispatch where everyone is working together, etc., I can't recommend it for the feasibility reasons. I think there are better things that the money can be spent on.

Selectman Luszey said he had another motion based on all the conversations that I heard tonight.

Motion by Selectman Luszey, seconded by Selectman Coutu, to approve propose of dispatch communication hardware and software infrastructure upgrade as proposed by the Fire, Police, and IT, and Town Administrator and to direct these department heads and the Administrator to return to this Board at the first regular Board of Selectmen's meeting in October detailing an implementation plan showing line item reductions from each of their budgets to support the plan.

Selectman Coutu seconded the motion for discussion but asked that the motion be read slower. There's an awful lot to digest.

Selectman Luszey stated basically the motion says that what I heard from the folks at the front table is that they're in support of the general overall direction of this plan. The infrastructure is needed improvement based on safety needs and the needs of the community. We know that we do not have that kind of money available to us nor do we know that the voters would, I believe, approve a warrant article for half a million dollars to do this. Since they have come forward with a plan on what it would cost to do that and if these are items that are actually needed today to basically bring the current infrastructure up today, then I think we need to figure out how to do it within the constraints of the current budget.

Selectman Coutu said he obviously seconded it as a courtesy to Selectman Luszey. I didn't get the same impression from listening to the three of them that they're gung ho about this. Certainly one of them said that there was no problem why bother even trying to fix it more or less. We all know, we all realize that the budgets are strained as it is now on the town side and to ask them further the challenge - I appreciate where you're going with that Selectman Luszey and you didn't fool me. I caught on right away to ask them to try to find between 3 department heads a half a million dollars divided by 3, they'd be hard press to do it. We all know that. I'll withdraw my second and I appreciate where he took us with this because this is the right direction to go in at this point. I think this should be put to bed for a while.

Selectman Nadeau said he disagreed and you withdrew your second. I think that if we took a long hard look at this and we had these department heads look at it, they could figure out how we had to do this with the constraints that we have. I think that this number would be closer to 200,000. With the new technology that's out there Selectman Luszey, I think that we could do this. One of the things that has always bothered me and it still does to this day is at 2 o'clock in the morning there's 1 dispatcher over at the fire station and there's 1 dispatcher over at the police station. A major fire comes in, we have to take one of our Call Firefighters that come in or one of our personnel that come in to help that dispatcher out. I've seen this on multiple occasions that this happens. Not only that, second shift there's 2 dispatchers sitting over in the office at the police station and there's 1 dispatcher sitting in the office over in this station. We have multiple calls that come in. You have a car accident. You have a medical call and the police are going to the medical call and they're going to the fire call. When you have 2 people sitting from here to there doing the job, the information transfer a lot faster when you're sitting here versus when you hear the call on that pager and the police department dispatches their guy or vice versa. I think it is a life safety issue. I think it's a security issue and we've been talking about it for years. I think we need to put this to bed and do it. I think that we need to come up with a better plan than what is presented to us here tonight. I think it's something that we've talked about long enough. We've talked about inspectional services for 8 months. If we talked about doing this for 8 months, I think we could get it to a reasonable number and get this done. Thank you.

Chairman Maddox said he was going to try to split the baby. There's a couple of things on here that need to be done anyway. The infrastructure deficiencies and radio coverage. We've talked about it, we've talked about it. I think that needs to come in at budget time and try to fix some of those holes. We've talked about the HVPD tower improvements. Come in at budget time

and see if we put it into our budget. See if it makes it past the infamous budgeting process. I don't think we should kill this even though it would be faster and easier and less painful to do that. I think we have a responsibility to look long term for our needs. If we're going to relocate or build a new fire station, we're going to have to deal with how we're going to dispatch. All of these things will come into play. What I would ask us to do is to have us come back with some numbers for budget time and to have the Chiefs work towards what we could do with the union contracts to make this move forward. So no hard expense but at least some forward progress.

Selectman Nadeau said one of the other things that just crossed my mind and we've never actively pursued or to the best of my knowledge pursued any of the grants that could be out there from the federal government. Tonight was a prime example. They had \$10,000 extra dollars to hand out. I think that we know that we want to go forward with combined dispatch. I think that the 3 different heads can look in their perspective areas to find ways that the federal government has their extra money that they keep handing out that we look into getting some of this through grants. The IT Director got a grant for servers for energy efficiency. We get grants for our radios on both sides to be upgraded. Let's go after another console. That knocks off X amount off the bill. Guess what, the Fire Department is the one that gets that grant cuz the police don't have money for a new console in their grant in the federal money. So if we look at this in a different way, I think this is just another new way of looking at it. I think that these grants are out there. Everybody else is getting them why can't we try for them.

Chairman Maddox said the real question is do we move forward, do we drive a stake through it's - remember this is Hudson so nothing ever dies. Where do we want to go as a Board?

Selectman Brucker said she's not enthused.

Selectman Coutu indicated he somewhat agreed with the Chairman with splitting the baby. I think that the police and fire departments should look at this and look at what the immediate needs are within the structure. If we have some deficiencies with equipment, we should address it, it should be put into this year's budget so that we can consider it. We said that we would certainly consider items outside of their bottom line that they had last year. If any of this that's on here which would help with combined dispatch is something that needs to be done anyway, I would recommend that you bring it in with your budget and you don't have to go looking for cuts. We can't ask our department heads to cut any more. For six years since I've been here, we haven't increased this budget except for those things that contractually we're obligated to increase. I'm with you on splitting the baby in terms of identifying needs, things that have to be done now, and then we can come back with a better plan, less costly. I know there's a lot of work that went into this. I'm sure that - and I hate to point the finger at Deputy Buxton but you were the one who prepared these cuz you're usually the one that gives us all of this stuff. Deputy Buxton indicated everybody had a part. It's a team effort. Selectman Coutu indicated what's not helpful to us is in these charts I noticed that when we did one on the Fire Department recently is that this is very difficult to read because I know it's color coded but we don't have the color. I had to go back and forth several times and I finally gave up except the last one and the one previous to I was readily able to identify them. These charts are really of no value unless there is a color chart.

Selectman Coutu said he was somewhat leaning like Mrs. Brucker. I've lost my enthusiasm for sure. We were gung ho two years when we started this whole process. It's just been we've been going back and forth. Four years ago Selectman Luszey - it's been that long. I can remember Selectman Nadeau said he was done. He didn't want to talk about combined dispatch anymore. Now I heard it again tonight from Selectman Luszey. I'm getting there. You're re-enthused. You think it can be done. I did have a question though. You started talking Selectman Nadeau about the single person that we have at the Police Department and we have a single person at the Fire Department, especially on weekends. Were you suggesting that we ought to consider combining them at lease on the weekends to...I thought that was a great idea to start the process? At least get a radio, a dispatch and put them in there so you have the two people in the same facility.

Selectman Nadeau indicated that wouldn't work. Chief Lavoie indicated they can't do it. Its equipment reasons. Selectman Nadeau stated its equipment reasons and I figured that out after you just started to ask that question. Selectman Luszey said \$100,000 worth - \$79,000 for the fourth...Like Selectman Nadeau said, \$200,000 and this could be done. Selectman Luszey stated he said \$100,000 last time but apparently I lost that number but 79 for the fire console at the PD and 39 for the digitizer extender. John Beike indicated it's a little bit more than that. Selectman Luszey said if we go back to the microwave proposal, we can save \$200,000 off of this one. Selectman Nadeau thought we're working in the right direction. I think we're getting to where we need to be.

Counting noses, Chairman Maddox said nobody wants to go anywhere so I think that at this point we put it in the box and let somebody else deal with it. I'm not please but I can see that there's no interest.

Selectman Luszey said "we" have yet to ask these people what it is we want them to do. I've been trying to be very clear as to what I believe the first step is but I don't hear this Board being very articulate about if they want combined dispatch, or we want combined dispatch what it is that we want them to do.

Chairman Maddox thought Selectman Luszey's motion was excessive. I think maybe if we want to combine dispatch, give us a timeframe, which they've done here...Selectman Luszey asked the Chairman what does that mean to combine dispatch. Is it to just co-locate dispatch from the same physical room because if it is, there you go. There's the cost. If it's to create an organization where people are managed out of, nothing. That's a decision we make and we work with the unions to make that

new unit occur. Chairman Maddox said I guess I'm half way in between you. I think there is things we have to get done as far as contractually. There are things that we have to look at legally. All the things we're assuming here. I can see from, again...

Selectman Coutu hoped that Selectman Luszey will understand and agree with me. We are a very conservative community in terms of spending. Most communities from my experience, and I've dealt with 8 or 9 of them, would never ask department heads to put this kind of a plan together. They hire people to do this. It's no different than asking somebody to engineer a building. This is something that needs to be well thought out, well studied, all the costs indicated, all of the pros, all of the cons. They made as best a presentation as they could so we'd have some sort of a visual and they could go down with their notes and explain each item. I understand that. In order for us to accomplish what we want to accomplish considering the magnitude of this project which isn't just moving a few people around inside Town Hall and building cubicles, this has a greater magnitude to it. I would suggest that if we're going to go any further that we don't ask our department heads to try to put a plan together for something of this size. This is something that we need to have a professional come in, and do a study, and tell us whether or not it's feasible, and give us actual costs because that's what we pay them to do. I don't want to tie up our department heads any more than we have to on any further projects because this is not the product that I was expecting and I didn't expect you to bring in any more than what you did. I'm not faulting the three of you. You did the best you could. Any reasonable community who wanted to do something like this would have sent out for a company to come in and engineer this whole project. I now we're cheap and cheap gets you cheap. I'm not going to support it unless I see a professional plan.

Selectman Brucker guessed she would like to hear from these department heads a real strong defense of why we need it. I don't think I've heard that yet.

Chairman Maddox stated you've heard them say that some of them are saying it shouldn't be done anyway. The Police Chief was pretty much so I think unless there's a driving force and I'm not seeing it, that we just say goodbye to combined dispatch and move on. We're just going nowhere.

I. Request to post for a full-time dispatcher position (continued)

Mr. Chairman and members of the Board, Deputy Buxton said we had a resignation of a dispatcher that had been with us a little over 2 years as we discussed earlier. We're asking for permission to use the current hiring list to hire a new dispatcher. We're at the interview stage so we'll bring in some finalists from the last hiring process and re-interview them and move forward off of that list.

Motion by Selectman Nadeau, seconded by Selectman Brucker, to allow the Fire Chief to fill the newly vacated dispatcher position from the recent dispatcher posting, carried 5-0.

L. Pedestrian Crossing at juncture of Greeley Street and Central Street

Chairman Maddox recognized Selectman Ted Luszey.

Selectman Luszey said at the 9/11 Memorial ceremony, a couple of people actually came up to me and said that they use Benson Park frequently and they walk there. They pointed out a concern that they had with crossing Central Street because there is no cross walks on Central Street. The request is, and I'm bringing it here, is can we get a cross walk put somewhere across Central Street so that people can get from one side of the road to the other. Maybe it's at the Greeley Street because there's a light so they could put the little button there to cross.

Chairman Maddox suggested that we can send it to our Highway Safety Committee which would be the first step to have them look at it. Selectman Luszey said he did that and it said State - too bad so he said to bring it here. Chairman Maddox said based on the fact that Sherburne Road and Dracut something that has been in process for 7 years to get a chevron and a stop sign, they'd probably have to replace those lights because the poles aren't situate...I'm just saying that we can certainly write a letter to the State asking if there is a possibility of upgrading those lights for pedestrian crossing but I wouldn't hold - combined dispatch will be in first.

Selectman Luszey said the Shepherd's Hill development there was no money put aside like there was for like Lowell Road intersections and stuff like that for improvements at different intersections so that things could be improved? Chairman Maddox said because it's a State roadway...

Selectman Nadeau stated it's a State road. When we had problems with the lights two years ago, we went to the State. It took them almost 2 years to fix the problem with Selectman Jasper and Representative Jasper working with the DOT to fix the lights so that they got timed properly. If you're looking for a crosswalk, you might want to look in the 10 year plan for the State or look a little further down the road where the State doesn't own in front of Burger King and put on in over there.

Selectman Luszey didn't care it's a State road. We are here to support the people of this community. There is a safety issue there. I'll bring it up to DOT. I think it's an excuse to do nothing to say it's a State road. We are obligated by sitting here as an elected official to take these concerns to wherever we need to go. If that means I need to work with our State Reps. and not this body, okay. Done. Thank you.

Selectman Nadeau thought we should write a letter stating to the DOT that we're in favor of a signalized crosswalk over there. When you write that letter, can you throw the chevrons and the stop sign in at Sherburne Road.

Selectman Coutu said I hate it when you throw barbs out about us. We don't get - you said it earlier tonight, we don't get it. Now it's if this Board's not going to do it, you're going to take it to the State. We had similar complaints 7 years ago about Dracut and Sherburne Road. I stood out at that intersection with several members of DOT, the Fire Chief, the Police Chief at the time was Dick Gendron. We stood there. We enunciated very clearly what the problem was at that intersection. There was a death there. People were coming cross that house that was built as if that road was a continuation. We tried to explain that to them. They told us they were going to widen the road. They were going to put in a chevron. They were going to cut some of the limbs off of the tree that was blocking the stop sign. They were going to put a bigger stop sign in. It's been 7 years Selectman Luszey. We had the Fire Chief, the Police Chief, I was there, and several members of - and they all agreed. We stood there and we watched traffic not even stopping in many instances just coming right up around the corner without looking in either direction. We thought was a bad situation because we had a death there. It's been 7 years and they haven't responded even though they agreed it was a serious problem. Chairman Maddox said they did a study 4 years ago that said do the same exact things. It's in the process.

Selectman Coutu said it's in the process and we're going to have - I'm not saying that we shouldn't bring it up to DOT. I think we all agree that because I've heard it from other people as well that they have a difficult time crossing over because they can't always park at the top of the hill so they go down further down the bottom of the hill and there's a good way to come in by Burger King and then you can come up that trail if you wanted to. I agree that we should bring it up to DOT but to say this Board doesn't want to do anything, let's ask DOT. Let's put it in the form of a letter but I would think we would need the Safety Committee to endorse it.

Selectman Luszey said it's more than just asking. I understand that we have to work with DOT. There are people in this town that we employ. We interface with them. They should be on the phone with our Representatives and DOT on a weekly basis if need be. I'm sure we haven't done that type of follow through on the Sherburne Road intersection if it's that important. We may have brought it up once. Okay. Selectman Coutu indicated it's been brought up more than once. Selectman Luszey said his point is, right, if it's important to us, we'll go and push on him until it happens. If it's 7, 10, 12 years, that's may what it takes but don't say it's the DOT and nothing we can do about it. Selectman Coutu didn't think anybody said that.

Again, Chairman Maddox said let's follow the process. Let's send it to the Highway Safety Committee even if they're going to say it's a State road. Say do you believe it should be done? The other thing I was thinking of is by your shop Selectman Nadeau there's a yellow flashing doo dad that's solar powered and all of this. Maybe it is something that we could do further from that intersection.

Selectman Nadeau said that's exactly what I was going to state. First I would like to send a letter.

Motion by Selectman Nadeau, seconded by Selectman Luszey that we send a letter to the Highway Safety Committee for their recommendation and with their input send a letter to the State of New Hampshire indicating we're interested for safety reasons for a signaled crosswalk at the intersection of Greeley Street, Route 111, and Kimball Hill Road, carried 5-0.

Before Selectman Nadeau makes the next motion, next door to my shop on East Hollis Street there's two convenience stores, Dunkin Donuts right in there, there's a signalized button that you press and it has yellow flashing strobes and it has a huge yellow sign underneath it that has pedestrians. There's a sign a little before it and a little on the other side warning that there's a cross walk ahead. Maybe that's something that we can look at where Burger King, 7-11 in that area where the State does not own, that we do with some impact fee money. Chairman Maddox believed they own to the bridge. Selectman Nadeau indicated we could look into that later.

Motion by Selectman Nadeau, seconded by Selectman Coutu, that we send the letter to DOT asking them about the status of the chevrons and the work that was supposed to be done on Dracut and Sherburne Road per their safety study, carried 5-0.

Chairman Maddox asked if a price was going to be requested for one of those so at least we have some idea. Selectman Coutu said there's a liability factor in there. You can't just throw one of those up and not have red lights and green lights and expect that..Selectman Nadeau said they do that in Nashua all the time. We don't own that land or we can't do anything in that State section so we're all set.

M. Action Item report

Chairman Maddox asked if anyone wished to remove anything. Anyone have any people that are coming up on their..

Selectman Coutu indicated removing combining Energy and Recycling Committees. All of them are still in their probationary periods. Chairman Maddox indicated that they're at the 5 months so we're probably looking for a recommendation from the Town Administrator. Unless Steve Malizia hears otherwise, I would assume they've passed their probation.

Selectman Luszey had a question. I noticed on the IT road map, I requested it to go off and since the Board did not - it's under working...I don't want my name associated to that as the action item because..Selectman Coutu asked if we should remove it.

Selectman Luszey said he requested last time. Selectman Coutu said we'll remove it. Whatever makes you happy Selectman Luszey.

N. Electricity Supply Contract

Chairman Maddox said kudos to all those that made this happen. It looks like we can save some money. I'll recognize the Town Administrator.

Steve Malizia asked if I could take you through a brief history. Back in 2012, we entered into a consortium with other communities, school districts. NRPC put it together. They were able to go out to the market to secure lower priced electrical supply. We renewed last January for this year. Our current contract, our agreements will expire at the end of January. We have a choice to either re-up with NRPC who's working with the same basic consortium of communities to go out to the market to see what we could get. I also contacted the schools to see what they did. Independent, they did their own pricing and whatever. They went out to bid approximately the same time a couple months different than we did. Their initial contract was basically the same number as ours. It's mostly market driven. What the market does. The commodities. It's not necessarily your volume, it's just what the market conditions are. Right now we have a choice. NRPC is looking for a commitment if we are going to commit by the end of September. What that means is we're going to go that avenue, they want the Memorandum of Understanding signed so that they can then work with the communities to go out to market to see what's out there. That has a cost of \$517 to pay for legal, to pay for an energy consultant expert to do that. Last time, that was paid for by a grant. That grant does not exist. It was a one-time deal. I also looked into what would be if we went out on our own. In other words, try to align with the schools thought from what I understand from the market, there really isn't - you buy more, you're not going to get a better deal. It is what it is when you go out to the market. We're not sufficient that we're getting half price electricity. I did want to explore that avenue. I spoke to the representative of the company that's working with the school. They'd be willing to go out on our behalf and look at the markets also. The problem is if we go concurrently with the NRPC deal and did this deal. Should we pick the NRPC deal, we'd owe fee to the other guy. I'm concerned about paying \$2,500 for nothing. If you make a decision to go with the other guy, then you can't go with NRPC. There are no guarantees either way. We're talking maybe a penny, a penny and a half on the rate. In other words instead of paying approximately \$.08, you'd pay \$.07. It could be as low as \$.06. It's based on the commodities market. It's far more complicated than I even understand.

When you're talking \$.08, \$.10, Selectman Coutu asked if you're talking about kilowatt hour. Steve Malizia said correct. Selectman Coutu asked how much we paid last year do you remember. Mr. Malizia said 7.27 cents. Selectman Coutu informed him that I pay 1.03. Mr. Malizia said he didn't know what deal you got but that's not the markets that we looked at. The school's not paying that either. Selectman Coutu said he looked at his bill the other day, again, and I said the supply fee is going up. I looked and said I'm still paying 1.03. My wife reminded me we're running air conditioners in the building that's why. Mr. Malizia said you're paying that per kilowatt hour. You must have some gerbils because the one's we've seen, I'm telling you when we did ours, it was 6 cents and the same with the school. It went up to 7 cents. I'm just telling you. We're commercial, I don't know. Selectman Coutu indicated Glacial Energy is the name of the company.

Selectman Luszey said that's not the distribution. Glacial had a special promotional offer that I think that's what you're paying for right now that was locked in for 12 months. Selectman Coutu indicated 24 months. I have a two-year contract. I had 12 months and then they reduced it if I'd sign a two-year contract so I did. Selectman Luszey said he know last year they were doing a special promotion which nobody could touch them.

Steve Malizia stated from what I understand about the process if I may, the folks at NRPC, the consultant that they work with, it is in their best interests to get us a good deal. They don't make any more or less. They don't get a cut of it. We're paying simply their cost to go out and get a great deal for us. We have the choice of not taking that deal if we so chose not to. My only concern was we're running up a time frame. They have asked us to commit - they being NRPC by the 30th of September, hence it's on this meeting. If we don't want to commit to them, we'll say thank you very much and we can go out and try to do our own thing, one of which is what the school is doing. Again, the school's not going out until next December - a year from now. Selectman Luszey indicated we're out of sync with them. Quite frankly, Mr. Malizia said I'm not sure even if we were in sync we're going to get any better deal. You're buying into the market and the market is what the market is.

Motion by Selectman Coutu, seconded by Selectman Luszey, to enter into a Memorandum of Understanding with NRPC in order to participate in their upcoming electricity purchasing aggregation.

Chairman Maddox indicated I would like to see this become an action item to look at this in June so that we're not up against the time frame we are...If Steve Malizia may be so blunt, we're going to be renewing a contract that won't expire until next January and we're going with them and this is when they've put it out. When I say them, they being NRPC. Chairman Maddox was hearing you say that we have to decide today because we can't have time to look at it. So we're kind of just trapped in this circle.

Selectman Nadeau asked if it was a one year or a two year. Steve Malizia indicated it would be a one year with a renewable. The way we did it last year, we did a one year contract with a renew option. We took the renew option. It ended up being a two year contract. If we do a one year now and the school's doing theirs in December of next year, Selectman Nadeau said we're only doing it until January? Mr. Malizia said our current contract expires at the end of January. So one year from there would be another January expiration. Selectman Nadeau said there's a chance that we could meet up with the schools. Mr.

Malizia said that's great. It doesn't necessarily buy us anything is the point. We did a paper purchase with the schools. We saved \$1,200 by purchasing paper. We have a room full of paper. That made sense because you got a volume discount. I'm not aware that the energy market works the same way. I spent an hour on the phone with a guy that the school deals with and he said that's not necessarily the case. What it is is what the market is doing at the time. The market could be royal because of Syria. The market could change because of North Korea. The market could change because some guy wakes up and says ah we're going to do this today. The market is what the market is from what I understand. If I knew more, I wouldn't be sitting here I'd be in the market.

Vote: Motion carried 5-0.

9. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Luszey - September 18th I attended the Library Trustees meeting. A couple items came out that. The New Hampshire Library Trustees Association selected Hudson Friends of the Library for this year's annual Sue Palmatier Award for Outstanding Support by Friends of the Library Group. It will be presented the third Wednesday in October if anyone is interested. Organizationally related within the Library, Danny Arsenault was promoted to the Reference Library and Team Librarian. Kelly Swan from Londonderry joined their team and she manages the children's programs. Laurie Jasper was brought in and she is the Librarian Assistant managing circulation desk, children's programs, and archiving materials. At the August meeting in nonpublic, staff evaluations were discussed and as a result of that, two employee's salaries were increased by \$.25 per hour and that motion was unanimous.

During the senior's meeting, Dave Yates and Lori Bowen attended. We began creating the policies for the opening of the senior center. We had a lengthy discussion around residents and non-resident memberships or dues if you will where residents will pay none. We're basically following the recreation policy I guess where non-residents can actually join to use our facility and there will be a fee created for that, which will show up on the revenue line in the budget this year. We began the formal creating of programs and we are getting a number of inquiries about joining the senior center which we really don't have anything to join yet. Lori is beginning to bring those people into that programming.

This past Monday like Selectman Luszey mentioned earlier, we did meet with the team and put together an FY15 budget that you'll see during the budget process.

Selectman Luszey has a question - the gas pump replacement out front. We are 3 months into this year and Selectman Nadeau held the senior programming hostage for that pump replacement if you recall during a budgeting issue on money and you would not vote for transferring monies into the program unless you were guaranteed the replacement money for that pump, which it was put in the budget. I'm wondering when is it going to get replaced if it was so important. Selectman Coutu said thank you. Chairman Maddox indicated it's on the agenda for next week if you can just wait. Selectman Luszey said he couldn't. It's been 3 months. Selectman Coutu said he asked to put it on the agenda. I asked a couple of weeks ago and he asked me to remove it. Chairman Maddox said I asked because there was going to be a discussion about taking out some of the gas tanks. I figured we'd cover it all at once what we're going to do. Selectman Luszey asked to ask Chairman Maddox a question. If we requested money to change the pump, where did the discussion of removing the tanks come from if we've already made a decision to upgrade the pump? Chairman Maddox said he didn't know. I guess there was a discussion about taking out the diesel pump. If you're going to take that one out, you might as well take them - again, I just heard peripheral...Selectman Luszey asked what diesel pump? Chairman Maddox said the one at fire. Selectman Luszey indicated that was never in the budget or even part of the conversation. Chairman Maddox said they will cover it next week and we can direct what we want done with the pumps. I know that the Town Administrator is looking into the pricing and making sure it's compatible with...Selectman Coutu said a lot of discussions go on that we're not...Selectman Luszey was wondering we made a decision to budget an item for replacement. We made sure the money was there. We said it would happen on July 1st when the new budget went into effect and its 3 months into the year we are having discussions about taking tanks out at the Highway Department and here now versus a pump replacement? Why wasn't the elimination of those pumps had then? When was the strategy changed? Who made that change? Selectman Coutu agreed. I'm upset about it too. Selectman Luszey said did we not make a decision to have that pump replaced. Selectman Coutu said yes we did. Selectman Luszey stated why isn't a PO cut to replace the pump. I think it's that cut and dry Mr. Chairman. I make that motion that that happens. There is no discussion about taking tanks out and things like that. That's a whole...

Motion by Selectman Luszey, seconded by Selectman Coutu to replace the gas pump immediately.

Selectman Luszey said it was an immediate attention required at the end of last year. We put money in the budget to make sure that happened July 1st. Seeing that it's on the agenda for the next meeting, Selectman Nadeau said he'd be voting in opposition of this because if the department heads have come up with something that we should know about and it's on the next meeting that could greatly affect putting in a new pump whether it be something that needs to be done as far as building a structure, whatever it needs to be that we hear about it at the next meeting. By putting it off another 2 weeks is not going to - is it on the Workshop agenda? Mr. Malizia said yeah it can be. Chairman Maddox said the Fire Department was going to talk about it because they're the ones that are driving it it appears. Selectman Nadeau thought putting it off a week I think we'll listen to it in a week and I don't want to act too harshly and spend this money when it could be something different that we need to do.

Selectman Coutu resented the fact that I serve on this body as does Selectman Luszey and apparently other members of this body have information that we don't have and we have to be sitting here waiting when we, in fact, expected that that was an urgent matter, needed to be addressed, needed to be replaced. We had a fuel spill last year. They were saying that it's an old geyser and it needs to be replaced. Selectman Nadeau indicated that's not even the pump that we're talking about. We're talking about the gas pump over here. That's the diesel pump over there. Selectman Coutu said the gas pump. I'm not as astute as you are about my building locations. I'm talking about the one in the back where we go out to get our cars. The old one. That was supposed to have been replaced in July as soon as the money was available.

Vote: Motion failed 2-3. Selectman Nadeau, Selectman Brucker, and Selectman Maddox in opposition.

Selectman Coutu said so we can block it off. I'm not going to get involved with discussions.

Selectman Brucker - The Engineering Department has been very busy with Zach's field. They're busy trying to decide if they need to remove any more of the soil there and where to put it. I heard that there is some of the foundation has been poured at the senior center. Selectman Nadeau stated and steel erected. Selectman Brucker said there's a lot going on there. The Engineering Department has been very busy.

Again, Selectman Brucker was sorry to see our Fire Chief leaving us but I know we will have a wonderful replacement I'm sure and want to thank him for his service.

Selectman Nadeau - Well a little update. We had some great news this week. If all of you remember, we applied for some FEMA money during one of the storms that we had recently. We just received \$90,000 from FEMA. We got our notifications stating that we'll be getting \$90,000. The Road Agent informed me of that today. Chairman Maddox asked which storm. Selectman Nadeau thought it was in the winter we had that real weird blizzard. Mr. Malizia said we've had a FEMA grant outstanding for some number of months. Selectman Nadeau thought it might even be one of the spring storms with the flooding. Mr. Malizia indicated it's been outstanding so we've been waiting for the revenue. We've obviously booked a receivable. We just haven't received it yet.

Selectman Nadeau indicated that they're going to be doing some work over at Benson's capping the landfills. We did a land swap for the senior center and return we said that we'd capped the landfills. The Road Agent will be starting work on that within the next week or two. They'll also be clearing the sewer easement from Flying Rock Road to 111. There's going to be a new swath that's cleared out so that they can bring the sewer trucks in and clean the sewer drains and stuff in there on the sewer easement. There's cleanout traps in there and we haven't been maintaining it.

Selectman Nadeau stated we had a Chamber event tonight and I'd like to welcome Mike's Pie on River Road. They're a member of the Chamber and they just had their grand opening tonight. There will be some pictures on the Chambers website with all that. We do have another new business opening soon that they were talking about this evening but I did not catch what that one was. So there'll be some new businesses coming into town which is great to hear. That's all I have this evening.

Selectman Coutu - I enjoyed the spicy Maple bacon cupcakes from Selectman Nadeau. Those were awesome. Mr. Chairman I would like to first of all congratulate Alvirne High School for an outstanding come from behind win against Dover. If any of the kids are watching the Selectmen's meeting on Tuesday night, which I doubt, when you're sitting on the bench or you're waiting to play, remember to keep saying to yourself we can, we can, we can and you will. That's important.

Other than that Mr. Chairman, Selectman Coutu would like to address the problem relative to the alleyways. I would like to offer the following motion:

Motion by Selectman Coutu, seconded by Selectman Luszey, that we authorize our attorney to proceed with taking action at the Hillsborough County Registry of Deeds to undo the "owner unknown" titled to the alleyways at Fulton and Gillis Street and to return it to the status as it existed in 1982, carried 5-0.

One last thing Mr. Chairman. Selectman Coutu was a little upset about a lot of things tonight but I'm going to just address the very last one. I hate to think that we're sitting here and we're taking actions week after week and we make motions because we're giving information that tells us that there's an urgency. So we make a motion and we proceed only to find out later that I guess there really wasn't that much of an urgency. I'm beginning to lose trust and faith in our department heads and I'm certainly beginning to lose trust and faith in the direction that this Board is going into. To call and ask that an item be put on the agenda and then being asked to remove it from the agenda because the whole plan has changed, apparently other people know that it's changed and some members of the Board are not informed about these changes, it feels that some of us are coming in here with a lot less information than other people have and it's not easy for us to make a decision. Why should we. We've lost trust in the process because it just doesn't exist anymore apparently. I resent it. I'm upset about it. I guess other than talk about it at this point, there's not much more I can do. I don't like the way the direction of this government is going into. We're either going to do things and we're going to pay attention to what our department heads say and what their needs are. If we think it's an urgent matter and we appropriate the money and then they turn around and tell us it's not necessary anymore, then there's something wrong with that department head and we need to have as Selectman Luszey says, a whole different conversation. Thank you Mr. Chairman.

Selectman Maddox - The Chair will simply say good evening. Government is glacial and it is sometimes confusing. I hope that all the answers will come next week at the Workshop and we will move on.

10. NONPUBLIC SESSION

Motion by Selectman Luszey, 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; (b) The hiring of any person as a public employee; and (c) Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting. This exemption shall extend to any application for assistance or tax abatement or waiver of a fee, fine, or other levy, if based on inability to pay or poverty of the applicant; (e) Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed against the public body or any subdivision thereof, or against any member thereof because of his or her membership in such public body, until the claim or litigation has been fully adjudicated or otherwise settled. Any application filed for tax abatement, pursuant to law, with any body or board shall not constitute a threatened or filed litigation against any public body for the purposes of this subparagraph, carried 5-0 by roll call.

Chairman Maddox stated that Nonpublic Session is being entered at 10:20 p.m. after a 5 minute break, thus ending the televised portion of the meeting. Any votes taken upon entering open session will be listed on the Board's next agenda. The public is asked to leave the room.

Chairman Maddox opened the regular session at 11:35 p.m.

Motion by Selectman Coutu, seconded by Selectman Brucker, to hire Frederick Corcoran and Devon Ruiter as Regular Special Shift employees at the Recreation Department at a rate of \$10 per hour effective September 25, 2013, carried 5-0.

Motion by Selectman Coutu, seconded by Selectman Luszey, to allow the Police Chief to advertise for two full time Communication Technicians, carried 5-0.

Motion by Selectman Coutu, seconded by Selectman Luszey, to hire Rob Buxton as Fire Chief, Fire Warden, and Emergency Management Director with a salary of \$95,840 effective October 12, 2013, carried 5-0.

11. ADJOURNMENT

Motion to adjourn at 11:40 p.m. by Selectman Nadeau, seconded by Selectman Coutu, carried 5-0.

Recorded by HGTV and transcribed by Donna Graham, Recorder.

HUDSON BOARD OF SELECTMEN

Richard J. Maddox, Chairman

Nancy Brucker, Selectman

Roger E. Coutu, Selectman

Benjamin Nadeau, Selectman

Ted Luszey, Selectman