

HUDSON, NH BOARD OF SELECTMEN
Minutes of the August 6, 2013 Meeting

1. CALL TO ORDER - by Chairman Maddox the meeting of August 6, 2013 at 7:01 p.m. in the Selectmen's Meeting Room at Town Hall.

2. PLEDGE OF ALLEGIANCE - led by Patti Barry.

3. ATTENDANCE

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

Staff/Others: Donna Graham, Executive Assistant; Patti Barry, TC/TC; Police Chief Jason Lavoie

4. CONSENT ITEMS

A. Licenses and Permits

1. Raffle Permit - Hudson Town Republican Party

Motion by Selectman Coutu, seconded by Selectman Brucker, to approve Consent Item 4. A. 1. - Raffle Permit - Hudson Town Republican Party, carried 4-0.

5. DISCUSSION ITEMS

A. Sewer Allocation - 2 & 6 Chase Street, Map 182, Lots 056-001 and 056-002

Chairman Maddox indicated that this was something that we have in regards to they needed to get this moving along because we're trying to get Chase Street dug up and repave so they asked if we could get this in.

Motion by Selectman Coutu, seconded by Selectman Luszey, to approve the two requests for sewer allocation for new residential properties along Chase Street, 4-0.

B. Departmental Review - Town Clerk/Tax Collector

Chairman Maddox recognized Patti Barry, Town Clerk/Tax Collector.

Thank you and good evening. Patti Barry said the Town Clerk/Tax Collector's Department is largely governed by State Statute. Our main responsibilities include motor vehicle registrations, collection of property taxes, vital records, dog licensing, and elections. We are also responsible for maintaining town records, including minutes of the various committees, Pole and Petition Licenses, Scrap Metal Licenses, Articles of Agreement, Dredge and Fill Applications, as well as other records.

The department consists of five (5) full time employees: myself, Deputy Donna Melanson, Chris Curtin, Pam Bisbing, and Diane Morrisette. We have maintained this level of staffing since 1992 with only one employee change during the years until 2007. During this period of time, the Town experienced a 25 percent increase in population yet we have not increased our staff nor do we plan to.

I've highlighted a few interesting facts between 1992 when we went to 5 employees and now. At that time, the population was just over 19,000 and today it's just under 25,000. We had just under 10,000 registered voters and now we have 15,500. We have about 2,200 extra tax bills now compared to 1992. Chairman Maddox questioned the 2,200. Ms. Barry thought it would be more than that. Our motor vehicle revenue has increased from \$1.45 million to \$3.896 million. The biggest change was in vital records issued. Back then it was only 250 and now we're averaging about 850 a year.

Fiscal year 2007/2008 when Ms. Barry first came into office brought a huge transition to our department with the retirement of four of our five employees. Town Clerk Cecile Nichols retired along with Nancy Meier, Kathy Voisine, and Barbara Locke. They each had been there almost 20 years. During that time, we came and immediately began tackling the overwhelming challenge of learning all the statutes and the administrative rules that are part of the motor vehicle process. The patients and support received from town employees, state agencies, and most importantly our residents during that transitional year was outstanding.

Ms. Barry has highlighted a budget history since I came in 2007 until now. You'll see our operating budget has slightly decreased over these years. We work very hard at keeping our costs under budget every year while trying to improve and add new services. Since becoming Town Clerk/Tax Collector in 2007, my goal has always been seeking ways to improve services for our residents. We have successfully made changes in motor vehicles which include increasing vehicle weights from 16,000 to 28,000 pounds that we can do in our office. We are now able to issue vanity plates, plate releases, duplicate registrations for not just Hudson residents but anyone in New Hampshire. We're able to do late renewals and we instituted a one-check system for motor vehicles where everyone is paying by one check rather than a separate town and state check. That's been huge for us.

In 2010, we began offering Thursday evening hours. At the time we did every other Thursday but that got confusing. Now we're doing every Thursday night until 7 p.m. and has become very popular. We're averaging about 30 transactions every Thursday. We've not instituted a credit card program which we started about a year ago. The service fee that we originally started with was 2.95 percent but our processing company has increased that to 3.25 percent. Fiscal year 2012 was the first year that we started this program and we took in \$169,000 by credit card alone. This year we took in \$234,000 in credit card transactions. We are seeing credit card payments every single day now.

The other change we made was cross training of water and sewer. So now a resident who comes in during lunch time if sewer is closed, they can now go downstairs to water to make a sewer payment and vice versa. That has been successful.

Our pending projects coming up, our biggest project, has been online services. This is something that we have worked the longest on. It started when I first came into office and is still going on. We're in our final stages though. Our biller portal has been developed and our software company is in the process of testing. We are looking to go live by the end of September. That's a soft date right now. We were supposed to be live in July and that's been pushed out. Once that's up and running, we will be able to do water, sewer, taxes, and motor vehicle renewals from home.

Another program we're going to be offering very soon is boat registrations. I requested from the Board to become a boat agent about two years ago. We went through the training with the State and then the State put it on hold because of our software. We have just been informed now that our software has finally been certified in boat registrations but the training course that's available to us is in December. I've asked to put off our training until February when we're closer to the boating season when people are going to start registering their boats. We will be able to start offering boating registrations by next spring.

In closing, Ms. Barry said they've made many positive changes to our office over the past 6 years. We have a great group of women who work well together and have developed a great rapport with our residents. Their professionalism, friendliness, and great sense of humor is a success behind our department and I'm extremely proud to work with them. I would like to thank the Board, our town employees, and our residents for their continued support.

Selectman Coutu wanted to say before I raise my question, I just want to say one thing Mrs. Barry. One of the things that is a very positive thing for the Town of Hudson is your office and the staff in the way they treat employees. I've been here 6 years now and other than what I might read once in a great, great while in the Thumbs, I've heard no citizen ever come to me directly or complain about your office. Quite the contrary. You're to be applauded as is your staff and I can understand why you enjoy working with them and you're proud of your office. You should be. The only question I have is on the credit cards, I noticed and I don't own shares in VISA. I noticed that VISA is not listed. You don't accept VISA card? Ms. Barry said no not with our current processor. Once we go on line, we will be able to accept VISA at the counter and on line. It's going to be changing processing companies. Right now we're with NellNet and we're going to be changing to Invoice Cloud which does allow us the opportunity to offer VISA. Selectman Coutu said 3.25 percent is their fee to us. Ms. Barry said to the resident. The Town does not pay that. The resident pays that to use it. Selectman Coutu asked if that was the best rate we can get. I find that hard to believe. I'm paying 2.25. Thank you. Again, thank you and thanks to your staff. You know how I feel.

Selectman Brucker thanked Patti also and I know how hard you work especially seeing you at the polls working very hard. I, too, have never heard a complaint just compliments about the Tax Collector's.

Chairman Maddox said one of the reasons for a workshop is to be able to tell people this story. When we have our meetings, it's tough to be able to spend the time to be able to talk about some of the things that go well. Sometimes we get mired in the weeds of what doesn't go well. Again, your group has been nothing but positive. I think that all the things you've done - Thursday night hours, the people that used to say to me I can never get to Town Hall. There is an answer now. Because you're here every Thursday night, it's a lot easy to say you have to 7 p.m. on a Thursday night. I think those comments are pretty much gone away. How do I take time off? You're here until 7 p.m. every Thursday night. Hopefully on our web site all this stuff is on there so that people know all the things that you can do

for them. So they don't need to go out of town to be able to get a duplicate registration or those type of things. Again, I'm looking forward to the credit card. I know a number of people bug me about why can't I. It's just a matter of it takes a while to go through the State. It takes a while to go through the process. We're not a business. We have to do things in a Statutory way at times.

Chairman Maddox asked to let the record reflect that Selectman Nadeau has arrived. Do you have any questions of the Town Clerk/Tax Collector Sir? Selectman Nadeau said no not on that item.

Chairman Maddox indicated they looked forward to the boat registrations. I think that's one of those things where people have said that would be nice. Again, nothing to do with the Town just a matter of software and getting approval. Again, thank you for your - everybody says well you should do something. You don't work for us. You work for the voters just like we do. It's appreciated by the Board I'm sure that you work very well with us to be able to provide the services and get the questions answered for our citizens. With that, thank you very much.

C. Departmental Review - Police Department

Chairman Maddox recognized Chief Jason Lavoie.

Chief Lavoie thanked the Board for having him and taking me out of line due to some in house situation. I tried to prepare some things in the last week so that we could make this meeting beneficial to everyone. I do want to start off by saying that if I find myself going down the path of using the word "I"; it really is a lot of this is "we". I have a great staff that's there and they do an outstanding job every day. I do appreciate all their efforts.

Some of the topic areas that we're going to be focusing on is we'll talk about operations, we'll take about services, modifications to the facility, and then some issues about moving forward during this discussion. Its Chief Lavoie's understanding was that I want to talk a little bit about some of the things that we've done over the last 10 years. We'll do that before we get into moving forward. Staffing over the last 10 years, we were able to increase the only segment of our staff would have been the Patrol Division. We increased that by two back in 2007 and that brought us up to a staff of 47 sworn police officers. That was the last time we had an increase. I think the time before 2007 that we increased was 2003. Again at that time, it was two more officers. Currently we have almost 80 employees that work for the Town. There's about 69 full time that work at the Police Department and then we have some seasonal help and part time crossing guards, etc.

In the Records Division, Chief Lavoie said we have the same amount of people working in records that we had when I started here back in 1991. We had three people back then to handle approximately 10,748 calls for service. We're now up to about a little over 38,000 calls a year for service for a 259 percent increase with no staff increases to the Records Division. Legal Bureau when I started we had one person working as a Legal Bureau Clerk. Back then, we made 527 arrests in 1991. We now average 1,271 arrests. All for one person to handle. Calls for service again as I started to mention earlier over the last 10 years, we average approximately 38,618 calls a year. Thus far into 2013, we're at 21,388 calls for service.

Some various crime totals that we've experienced over the last few years: sexual assaults have been an average of about 22 investigations per year; aggravated assaults about 17 per year; burglaries over the last 10 years we average about 63 burglaries a year; domestic violence calls are approximately 380; arrests as a result of some of these crimes and others we average 1,271 arrests per year. As far as drug arrests, we're averaging about 114 drug arrests per year. Felony arrests 170; misdemeanors 889 for an average; DWI arrests, we're averaging 227 arrests a year. Motor vehicle and crash activity, the officers have made about 12,937 stops a year. For accidents, we average about 774 accidents. That breaks down to State reportable and non-reportable. The State reportable accidents a total of 580 and the non-reportable will be 254. Pistol permits - I've sat in meetings before and have been asked about pistol permits and where that's going. From 2003 to 2010, we averaged 202 pistol permits a year. From 2010 to 2012, I believe we had a change in administration down at the government, that 202 a year shot up to 354 a year. Thus far in 2013, we've processed 437. It's taking up a lot of time for us to deal with pistol permits.

We've also been participating in the prescription drug take back that the DEA has been doing. Wal-Mart has been an outstanding partner with that for us. We'll send two officers down to participate with that. It's a four hour block and we've taken in 516 pounds over the last 4 years of unused prescription drugs. We've actually been one of the leaders in Hillsborough County since this has started. I think last year we were the only community behind Nashua. Nashua had a couple of drop off sites. We did the one at Wal-Mart. It's been very successful to get those. A lot of people surprisingly don't know what to do with them. I think the DEA did an outstanding job with coming up with this program. That's just some of the oversight with the Patrol Division that they do on a day to day basis.

As far as Support Services goes, the Board has been fantastic with their support in the accreditation process. We first started this in 1999 being Nationally Accredited. There are a total of 180 basic standards for accreditation and then

there's 480 standards for advanced accreditation. Of the 480 standards, that breaks down to multiple bullet points that you have to meet in order to meet the advanced accreditation for a total of roughly 1500 different individualized standards. The Police Department has achieved that. The last time we were in Mobile, Alabama, we were accredited with excellence. At the time, I believe we were the 47th police department that's eligible not only within the country but a number of countries outside of the US. We were the 47th to obtain that goal.

School Resource Officers have been a very effective tool. They do a great job. Their functions as a reminder to the Board and the citizens is they actually have a tough job. They have to report to two different bosses. They have myself with the expectations that we have at the Police Department and they have to report to the Principal/Superintendent of Schools. Their primary responsibility is order that I'd like to see is first there to be a mentor to the school. They're to provide advice to the Principal, to the teachers. Their second role while there is to be a mentor to the students and help them get through their daily activities or whatever issues that they may have going on in their personal life. Their third function is to act as a police officer. That's how we have prioritized their responsibilities there, and that's what we've encouraged them to proceed, and that's how they do proceed. It's been very effective. The Resource Officers we find them to be extremely busy at the school handling anything from teachers whether it's a situation going on at the school or if it's a give advice situation within their own personal lives that they need help with, and that also includes the students. The students will come forward with issues that they have either with fellow students or issues within their own personal life, and that's where the officers find themselves doing a lot of.

We've also in the Support Services Division, we've put on a number of Citizen Police Academies where residents come into the building and they attend a class that goes on for approximately 11 weeks. They go through different aspects where they get exposed to different aspects of what the police officers do, what the dispatchers do during the course of the year. Since we've been doing this, we've put through approximately 300 people. The class range we try to keep to 20 or just a little bit below so we can get more on that personal connections and meeting of the classes are too, too big in size. We can have better contact with people. The Citizen Police Academy classes started in 1996. I know Selectman Maddox has been through it. Ben I think was one of the first people we had go through it actually.

Blood drives. We've been doing blood drives since roughly 1988. We've collected approximately 10,593 pints of blood. One pint of blood can help up to as many as 3 people. With all the pints that we've collected, we've been able to help out up to 31,800 people. That blood drive too I'd be remiss if I didn't acknowledge - this is really the Police Department's face and the Police Department's name is on that blood drive but we cannot do it without the support that we've had from the community - from the restaurants, from the stores that have all donated various things. It's not only from Hudson but also from Nashua. We've had some spill over from there helping us out with stuff. More importantly, a lot of the rest of the town employees have helped us out by signing up to participate during that day from roughly 12 in the afternoon until 7 - 9 o'clock at night. They'll be there helping us. Really every department has had people come and help whether it was to donate blood or just to help with getting people around. We've had people from the Chamber, from the Rotary, Lions have been there, dental offices have provided some help. So it's really become a community blood drive. I think that's really something that Hudson as a community should be proud of the amount of blood that we've taken to help people.

Everyone here is familiar with Fright Nights. We do those in October just before Halloween where we have a large party at the Community Center. The Board's been letting us use the Community Center for a number of years now. It's a great time. We started off in the earlier years with roughly about 500 to 600 kids would come for that and now I'd say we're probably down to about 400. We've had little bit of a decline the last couple of years. No idea as to why. It's just the way it's been. Still that's a lot of kids coming through there and that takes up a lot of work and it's a great time. We have the bounce houses, we have the disc jockey there playing music for the kids, different events for them to participate in, and it's a lot of fun.

Old Home Days. We've been participating in that since - my best recollection of that was starting at least in my first year when I was hired in 1991 I believe was our first year of participation in that. I still remember pushing the batting cage, having played baseball at Alvirne, had some connections there, they let us borrow one of the batting cages. I pushed that across Route 102 so we could throw baseballs into the net and we'd use our radar guns to try and guess your speed, gave out candy, and things of that nature. I think back to then as well as that first year around '91 or '92 timeframe when we started trying to pass out candy at Halloween to the kids. For the first couple of years, we couldn't get anybody to come to us. It was hard. Afterwards, now we can't get them off our cars. The kids come right over to us. The same thing with Old Home Days. They love coming over to us and visiting and saying hello.

We've also done a lot of not only have we provided some activities for people to participate in the residence of all ages; we've also don Citizen Police Academies as well. Now we've merged the two. So we have Senior Citizens Police Academy. Now we've just merged the two groups so it's really an academy for many ages. We also do a lot of things that raises money for charities from bell ringing, to Toys for Tots. We started doing this roughly in 2000. We

average for the bell ringing about taking in about \$1,800 while we're there that goes out to the Salvation Army to help local families out. The Toys for Tots, although I don't have a dollar value for that or couldn't even guesstimate. What I can tell you is that we have a crime scene truck that we fill up and it gets packed from the back of that cab all the way to the back with toys that we bag. We deliver those to the Toys for Tots. It's another partnership with the Marines. Again, that's one of those things where we have drop off boxes in the schools. Schools have been great to help us out with that as well as Town Hall. We have a drop off box. So it's a lot of town employees participating in this program as well as our residents helping contribute and donate toys so we can provide those things.

Some other things that we've done is we usually adopt a family during the holiday where we'll pitch in and buy presents and Christmas dinner for a family that's down on their luck at the time and we just try to help them out. We've never really advertised that but that is something that we've been able to do since the late '90s we started doing that. That as well as the Santa Fund.

As far as part of Services and it kind of blends into the Operations Bureau as well is to reach out and obtain grants. Obtaining a grant is basically residents or homeowners even people that rent are paying taxes. Some of their taxes get taken and they go out to either State or to the federal government. What we try and do is look for grants that we might be able to capture and bring those monies back to the community. Since 2005, we've taken in \$685,044 in grant money. That was money that allowed us to do various things whether it was additional patrols such as DWI Patrols, or liquor enforcement patrols where we're going out to see and make sure that someone is not serving minors, or selling alcohol to minors, or such things as replacing the HVAC system. We worked with Town Hall and was part of a green grant. We got the money in 2010 and we took in about \$60,000 of that in order to get an HVAC system and it worked out just well. Our system we had just lost two of our four. We have four air conditioning units that power - the cooling system for us and two of those went. They went literally just a week or two before we got the replacements in. We were very fortunate that that all worked out well for us. Again, that was money that didn't have to be covered by the taxpayers - any additional tax dollars spent on.

Since the building has been built in 1994, Dan Clark our maintenance person has done an outstanding job keeping that building looking as new as can be. Sure we've had to replace carpets in various areas but he does a great job of maintaining that place. In that time period, we've had to make some alterations however to the building in order so we could better do our jobs within the building. When it all started in '94, Chief Gendron came in with a plan with the architects for roughly I believe it was a 22,000 square foot building. When he came for his presentation, my understanding at that time was the Board had said how much is it. He said well its 22,000 square feet. That wasn't the interest. The interest was the dollar value to build it at that time. At that time, it was about \$3 million. The Board said cut the \$3 million in half. You get \$1.5 million and go build whatever building you can get with the \$1.5 million. So we took that. We used to be in the basement of Town Hall. We built the building. The architects were concerned at that time cutting it back to \$1.5 million that we'd outgrow the building and they predicted about 10 to 15 years. They really felt like 10 to 12 years we'd probably be out of that building. We're still there. It will be 20 years next year we'll be in that building. We're filling it but we've been able to make space over time to get us to where we are as well as a few years down the road. Some of the modifications that we had to make is we used to have a gym within the building. That has become the Support Services Division. Granted we did acquire the former Kirby building which is now our training annex. However, the gym that we moved from our building over to the Kirby building or our training annex is open to all town employees to come in and exercise if they fill out some waivers, etc. It is open to town employees, so there's a good benefit with that. The other half of the Kirby building is a room that we use for additional training that we have to do each year.

The Lieutenants office became the Prosecutors office. There's just a number of things in here that we've had to do. We added a third console in dispatch. We had to expand records. In doing the expansion of records, we eliminated a copy room and storage room. Chief Lavoie said he was just eliminating the changes of office space that we had - the Lieutenants office. We didn't have one before and we had to eliminate a library/conference room/report room/interview room and that became the Lieutenants office. We've made some modifications to the evidence room back in 2010. We sat before the Board. We had a workshop them if some of you recall to talk about some of the problems that we felt was going on within the facility as well as any other issues that we wanted to discuss. One of the issues that we identified then was the evidence room. We were well beyond our living space there. Once we identified that as being a problem, we set out to see how to solve that problem. I just had the opportunity to show Selectman Coutu what we've done with that space and we've actually created empty shelving units within that room with some creative thinking and just really thinking outside the box as well as putting a couple of extremely thorough people. The kind of people that would label their socks Monday, Tuesday, and their draws are all labeled at home where they put their clothes. We identified people such as that and we gave them some tasks to do. The accomplished those tasks and did an outstanding job. We couldn't be more proud of the work that they did in there. They've certainly bought us a lot of time. We're continuing to try and buy time with that building as far as storage of records goes. Again if we had some more staff, it would be nice to be able to use our document scanner more so we could condense down file files. We've done an awful lot of that already. We still have more to do. Under retention statutes, we have to keep things for so long. Other things we can go ahead and shred and get rid of and that's what

we've done. We've gone through the files and say okay this we can shred, this we have to save. Some things we have to have a paper copy of and some things we don't. That's been one of the processes that we've been working on. I don't have those Statutes in front of me to give you all those years or what has to be kept as paper, what can be saved digitally but a lot of it has to be kept as paper copies. Those are the areas of modification. We've done some updates to the interview room, some work stations in the Detective Division. We've had to create more space in there in order to get work done.

We've also done some improvements to our Police Department range. In fact I had a couple of storage sheds up there to store some of our equipment as well as when the library was making their move and they had two trailers out back over here, we were fortunate enough to be able to grab one of those trailers, have that brought up to the range, and that's been used as a classroom now which is good. Having been a firearms instructor, I can't tell you how many times I had severe burns on the back of my neck, ears from being outside when you're giving presentations. So now we can take that bring that inside and get out of the sun for a little while and then get to the range when we need to be outside be outside. There's been a few other modifications that we've done.

Again, we talked about the HVAC grant already back in 2010 where we improved that system. I hope moving forward that the Town can get at least 15 years out of that. So hopefully it's not until 2025 that we have to think about or start replacing that again. We are in the process of upgrading our security system to the building. We've had that for about 15 years. Hopefully we won't need to upgrade that for another 10 to 15 years.

Upgrades to weapons. We purchased SIGs and 357s. SIGs are 1999. We're still using the 357s. We replaced those pistols in 2007. They're getting closer to the point where we're going to have to start thinking about replacing those in the next couple of years. However, several years ago we started a capital reserve fund for that, which was a great thing to do. It was supported by the Board and voted on. It's just a great thing so there's no spike in the tax rate. We have money that's already going to be ready to go so we can trade these and move on from these. Rifles were recently upgraded just this year in 2013. We expect to get several hopefully 5 to 10 good years out of them and a little bit longer if we can. Again, our next upgrade we're expecting that to be maybe in 2016. The rifles hopefully 2021 we'll be able to get to. That will keep us pretty busy. Again with the capital reserve fund, the money should be there so we shouldn't be seeing these spikes or anything to the tax rate.

As far as personnel goes, and again this part here is all moving forward, some studies that were done in 2010 - when I say studies they were an analysis done by using formulas that the FBI uses and IACP. Based upon our call data, time spent on calls, when you do that analysis it will show that we should have 13 officers assigned to A squad - currently we have 6; it will show that B squad should have about 14 - currently we have 7. C squad should have 9. That's not to say that you need to have 14 people on duty at once. It's just saying when you set up their schedules and you have people's days off, etc., you have enough personnel, that's where the numbers should be roughly based upon their data. Chief Lavoie said am I asking for 14 or 13, no I'm not. I'm not asking for that. The only thing that we have talked about that would be nice to have would be it would be beneficial to have a Lieutenant that oversees Detectives and the Legal Bureau. We currently have a Sergeant that oversees Detectives that reports directly to the Captain. We also have the prosecutor that reports directly to the Captain. There's just a lot of stuff going on that he needs to manage and it would be nice to have a Lieutenant that oversees just like we have a Lieutenant that oversees whether its days, seconds, or late nights. It would be nice to have a similar principle but I think the Lieutenant could be utilized to oversee Detectives and oversees Prosecution and then that one Lieutenant reports to the Captain. We talked about that again at the workshop in 2010 and I do believe that that was brought up before by Chief Gendron.

Again expansion with the current facility sometime down the road. That will obviously need to be looked at. Really Chief Lavoie's only thoughts as to the way to expand the Police Department would be to move out towards the parking lot where the employee parking lot is now. The first things that could be done if the Town says well let's expand - continue to expand within the building, well that would be the community room that was put on the building also known as the Ann Seabury Room. That would be the only other internal place to expand. If that's not the decision that the Board chooses to take, when that time arrives, then obviously the only place to go would be to expand into the employee parking lot at the police station.

Technology. The State is moving forward with some other things. There's a potential of a state-wide mandate coming out pretty soon - again a potential. It hasn't come out yet but where the State is moving towards it is where tickets are printed out at the stop. Instead of the officer handwriting them, this goes back to the swiping strips on the backs of licenses where this would have those. Stuff would be automatically digitally central with the court, etc. Salem PD and I forget there's 3 agencies right now I believe in the State that are testing these. What they're doing is they're installing the printers in the head rests of the passenger seat. That's being looked at now as being the direction that the State will be headed in. We've also been very fortunate to stay ahead of technology or keep up with technology. We've had pretty good support from the Town with that. We were one of the leaders from an early on - we were one of the first ones to have laptops in the State going back to roughly 1990. I think it's very helpful. We'll need to upgrade our video surveillance system. We currently use a DVR base system and pretty soon like anything

else, they're just not going to be making that stuff anymore. We'll all be going over to IP and who knows, maybe the IP is going to change out pretty soon and it will be something else. Again, this isn't stuff I'm looking for now. I'd remind the Board this is just stuff that probably my predecessors will have to keep in mind that these are things that are going to be coming down the road that they'll have to be addressing.

Police cruisers are also starting to change. We keep getting told that Chevy Impalas will no longer be made and yet we've still been able to get them. You see Londonderry, Litchfield is also going over to the Chevy Traverse. I'm not a car guy but they're moving over towards more of an all wheel drive vehicle given the climate that we live in as well as there's more gear that they have to store within their vehicles, more equipment. So we've seen that shift.

Combined dispatch has been on the table, off the table. I don't think this is a discussion that should take place here. I think that would be more prudent to involve all the players involved with that such as Fire and IT.

My understanding too is that the Board of Selectmen is giving some consideration to upgrading the GIS mapping. I have not submitted a letter because I knew I was going to be coming here and I just wanted to be able to personally encourage the Board to give this some thought. I believe other departments would have a much greater use with the GIS mapping but there are certainly applications that the Police Department would benefit from as well. Whether it's from having a lost child to having a person in the woods with a shotgun or rifle that is making threats. We've had all of those happen and that's to allow us to have a better utilization in deploying the manpower and equipment that we do have. Again, that's something that although the police I think have a little bit lesser use for, I think there are other departments that have a greater use for. I could also see the benefit for the Police Department as well.

That really sums up - Chief Lavoie said he hopes I was able to cover some topics that the Board was hoping I would cover. I don't know if I fell short on that.

Selectman Luszey indicated he didn't have a question I have more of a comment. Maybe it might be a question. You talked about records. The New Hampshire courts are undertaking a major program, and I forget the exact amount they're spending. It's either \$5 or \$7 million to put more of the what I would call the day to day routine type of court activities on line. Everything from your local speeding ticket to filing small claims and a number of other things. I think as we go forward you mentioned that there's legislation that dictates the time frame that you need to keep records on hand. I think we really need to start putting together a program that begins to really delve into that because the courts are actively changing that requirement of what needs to be paper and what can be electronic. They are actively pursuing to put everything in the electronic format. So I think that's going to have a major impact on what we're going to need to hold in terms of paper.

Selectman Luszey stated you did mention the future need for space at your location. When the senior center is done, we will have space become available and I think this Board needs to begin to start looking at long-term plans for facilities. You mentioned combined dispatch. I think there's an opportunity to - whether it's the dispatch, or your Records Division, or even your evidence room. There's going to be space available in buildings. There's space available today in other town buildings that I think we could utilize to allow a much longer life span for you to grow internally inside that building without having to sink serious capital dollars into new structures. You had a look on your face Selectman Nadeau and one of the thoughts I had is we have a building up here called the Rec. Center. When the senior center is built, the current Community Center my belief will become 100 percent devoted to Rec. and we'll have very little use for that current footprint. I think we could utilize it better in other manners. There's nothing that says today we have to have everything under one roof. I think we can utilize many roofs to meet the needs of the public without having to build new buildings. I think you're doing a great job up there. It was an interesting comment that the Kirby building is open to all employees. I did not know that given that we purchase equipment specifically for the Fire Department. So that's something that we can probably talk about.

Selectman Brucker thanked Chief Lavoie. I think you did a really thorough job of sharing everything with us. I just was wondering what kind of thought you've been giving to the school - protecting the schools if there is anything new that you would do. Chief Lavoie said yes. If I may just step back for 30 seconds here. The follow up with what Selectman Luszey was saying given you may be thinking about maybe at times I believe the Board meets with our local people that are elected to Concord. Maybe that is something in one of these meetings or we could maybe talk to them about maybe trying to change up some of these Statutes that were written a long time ago that deal with the paper keeping. Now we have all this different forms of media we could retain. Why not. That's something I jotted down here. With the schools, yes. What we did over the last couple of December break, February break, and April vacation that the Hudson schools just went through. Actually I can't remember if it was Christmas break but definitely February and April breaks.

Our School Resource Officers have training in evaluating buildings and looking for improvement to safety for the school. They start on the exterior and then they're getting real narrow and focused on it and they take a look at the inside. They have put together their reports. I've reviewed the reports and all we're trying to do now is get them in the

exact same format. Unfortunately 3 people wrote them. They did a great job with it but they all have a different writing style. I'm in the process of trying to get that writing style all to be the same writing style. Karen Burnell has asked that she receive a copy of those. Once that is done, they will be getting a copy. The Police Department has made some recommendations. Some things as simple as signage to locking all the doors and just keeping one main entrance door. Memorial School does a fantastic job over there - just one off the top of my head. I was at one of the School Board meetings within the last couple of months talking about their plans over there to deal with their video surveillance that they're looking at moving forward with as well as more of a card key system to get in and out of the doors and made some recommendations there and they're in the process of better securing that school as well. There's a number of things that have taken place. As far as some of the questions that were posed to me that night was in regards - because it was very close in time to the Sandy Hook incident. We trained our officers every other year in what we call "active shooter response training" and they get updates for various roll calls as to what our response procedures would be. That is going to be a patrol response and not a SWAT team response. They will be on their way obviously. One of the great parts about belonging to the Southern New Hampshire Regional Team is that within 40 minutes I could have an additional 40 cops in Hudson to handle situations with extra equipment that we can't afford to purchase as well as extra training and all kinds of experience can be brought in within about 40 minutes to handle something. We're fortunate to belong to that as well. Steps have been taken - anything from locking the doors, dealing with cutting away some bushes, entry points, locking doors, video surveillance is always helpful as a deterrent as well as identifying things that may have come up, as well as training in house to include the SROs going out and doing these evaluations and reports on all the schools in Hudson.

Selectman Brucker said she knows that the thinking so far has been for everybody to go into lockdown and everybody to hide in the building. Have you talked about changing that? Chief Lavoie said he currently has plans to be meeting with Superintendent Lane. There's something out now that's called "ALICE". It's more of a mixed bag of lock down to let them run. Back when this first came out, there was lock down and let them run. My preference was let them run. It was a consensus decision and lock down is what went into place. Now this other one is a hybrid of both where it simply says hey if you're hearing gun shots it sounds like they're outside your door, lock them down. If you don't hear anything, get them the heck out of the building and let them go and we'll corral them afterwards. We'll get them later on. The hybrid is worth a discussion between myself and the Superintendent. Our SROs have received that training. We do have a PowerPoint presentation that's already to go. It's just a matter of us getting together now.

Selectman Coutu thanked Chief Lavoie for his presentation. It gives our citizens and this Board a greater insight as it relates to all of the services you provide the town aside from all of the protection you provide the town. Before I forget I don't want to forget is Roger Lamarche back yet or is he still there. I think he's well aware of how proud - we've expressed it to him how proud we are of him and please let him know that he's representing our town well and we're very, very proud of him.

Selectman Coutu told Chief Lavoie another area of concern I know that Chairman Maddox has discussed it with me in terms of your presentation is that, and I'm interested as well as he, in terms of the administrative machinations that you have going on. In the Police Department you have a staff of yourself and your administrative aide and then you have two captains and a certain number of Lieutenants and Sergeants. We're concerned about the succession plan if there is one. Hopefully certainly based on our relationship that you'll be here for a long, long time. I think the point of interest is that in the event that something should happen for whatever reason you might move on, could you give us a little bit of insight about 1) what you as the Chief of Police of the Town of Hudson what your plans are and 2) if something should happen that you would leave and other could mean a lot of things and we certainly hope not, are there people ready that could succeed internally, and your general assessment of the administrative staff.

Chief Lavoie said hopefully I'll cover all those. Do I think that there are people within the agency that could step in and replace me? Absolutely. I think there are people within. The Town is going to be I think - there is a potential issue out there. Sadly I'm not fully up to speed as to where it stands now so I will make that statement. Just because there's been so many thing tossed around for the last 3 or 4 years regarding retirement that I'm just waiting until I get the official word comes down but as of right now my understanding is that people with 20 years of service and age 45 who don't retire by December 31 2015, there will be a significant impact on their retirement. If you worked January 1, 2016, your retirement would be a lot less. The affect that has on Hudson is you could be looking at roughly 13 cops that will leave and there could be a few more. Some that have the 20 don't have the age and may leave because they've also prepared themselves for another life once they grow up if you will and they have to get a real job. So there could be more. You'd be looking a losing roughly a Chief, a couple of Captains, a couple Lieutenants, maybe all 3. One of those falls into the area of not having the age but has sent themselves up for being able to do other things. So you'd lose your Captains, your Chief, your 3 Lieutenants, 3 Sergeants, and possible 2 more Sergeants. In essence, you'd be losing your entire staff. You'd also be looking at probably losing a couple of patrol officers who will have the 20 years and maybe not the age. Again, I haven't followed it that closely. It is in court now but it is a concern. We'd be in trouble. Chairman Maddox indicated as would most police departments.

Chairman Maddox asked Chief Lavoie how is that propertyroom.com that picks up the evidence - how is that working? Chief Lavoie said he did not try to gather any numbers. I know we have gotten a few checks from them that just goes back to the general fund. They go right to KC but I did not run any of those numbers. Chairman Maddox asked less headaches, no auction, no...Chief Lavoie said absolutely. We had a couple of department heads recently I think contact us saying hey give us a heads up if you guys are going to be moving some stuff along. We'd like to get rid of some stuff. Chairman Maddox thought there was a microfiche reader upstairs that's ready to move on. Chief Lavoie indicated it works great. It would be good for somebody else out there. I will check with Joe Hoebecke. He kind of oversees that with us. He's our connection with them. We'll see where he's at.

Selectman Nadeau indicated that was one of his questions was propertyroom.com to see how we were doing with that. The other thing you brought up is we have 3 consoles in dispatch. How many dispatchers do we have on at our peak points? Chief Lavoie said it varies. It's not 7 days a week but 5 days a week we'll have an overlap of a total of 3 in there from roughly 11 to 7. Often time there's just 2 and the majority of the time there's just 2 people when you look at the 24 hour clock. However, that third station is good to have whether we have something major going on. There's been time when the Information Manager has gone in there to help out or if we have a system that maybe down or something we have that third station in place ready to go. Selectman Nadeau asked if there was room for a fourth station in there? Chief Lavoie said yes. We could get a fourth station in there. I'd have to take a look at that third console. It might involve a little bit of shifting of stuff. I think it's possible to do it with what we have.

Selectman Nadeau said it was another thing that I'd just like to point out is when I got on the Budget Committee in the early '90s, community policing was just starting and the different programs that we have with community policing. I've heard a lot of comments through the community, through the business community of how it is nice to see the officers out there on the mountain bikes, how to see the officers when they do go to Benson's or when they are at other functions out there coming in contact with the community. I think that helps out greatly in solving a lot of the crimes too even if it's the small crimes. Small crimes lead to the bigger crimes. I'd just like to see that they're out there. That's working good for us.

Selectman Nadeau noted that Chief Lavoie talked about the Toys for Tots program and how much we get from that. A lot of those toys go up to Manchester but a lot of them trickle back down to the Hudson area and the Hudson community through the Marine's Toys for Tots program. So I think that's a great program and you guys do very well with that. The other thing we talked about is you talked about additions and Selectman Luszey said we could use other town space for certain things. One of the things I thought about when he said that was turning the rec. building into the evidence locker. It's all fenced in over there. You could use it as an impound yard with the right surveillance. Just the chain of command of moving stuff from the station to there. I think we have a very good staff of Detectives and the ones that work in the evidence room that I think that's something we could look into. I don't see that we need any more space in the next two or three years at the police station but it's something that we can think about and see if that's an option down the road for us to give us more space around the building. Chief Lavoie said he's pretty well set for probably a few more years. If the Town would have better uses for that building, I would certainly not hold off on a what if just because we've been pretty effective with improving our evidence room. I'd hate to see a missed opportunity because we're waiting. I appreciate being looked out for obviously but if there's another opportunity that the town would seize.

Selectman Luszey thought the whole point is we're going to have excess space soon. When Selectman Nadeau was talking what popped into my mind is moving the Kirby exercise room to the rec. center because it's closer to your building is to have an annex over there for whatever. That's my whole point. I think we need to start talking with you and all the other department heads on excess space. What are we going to do with it and who has a need.

Getting back to policing activities, Selectman Brucker said we've had some problems with the skate park and I'm not talking specifically about the skate park but its vandalism. I just wonder what approach the Police Department takes for vandalism. Things are being torn up. Is there anything that you see that can be done about it? Chief Lavoie stated when our officers go in there, it's hit or miss. Typically they're not doing stuff in front of us. Typically we're not catching it in the act. When you take a look at it, we're the same square miles as Nashua. We're one square mile smaller. Nashua may have 14 or 16 cars out there on a given night, I only have 4 to 6 cars out there on a night. That one car takes up about maybe 50 square feet. It's hard to be everywhere because everyone wants us where they are. That is a larger area to cover in that part of the town, however, there's not a lot of residential area to it. So we try to make our passes to get through there but you might be there for a couple of minutes and there's hours upon hours throughout the day that we can actually physically be there. We can't be there, we have other places where the job is taking us. That's one of those things where people have a great opportunity to use that and then when they abuse it, they're going to lose it. It's a shame that maybe the ones that are using it are doing the abuse to it and it could go away from them.

Selectman Brucker asked the police caught anyone doing that, what happens to them? Do they get arrested? Chief Lavoie said depending upon the age, they get charged with criminal mischief. We try and seek restitution through the

court or some other means to try and fix the problem. A lot of stuff such as that, solving stuff can be difficult. So it's hard to always catch who's doing it. Selectman Brucker said she knows there's been some at Benson Park. I wondered if there was any kind of specific process that you try to follow - procedure to try to cut back on it. Chief Lavoie stated just talking. We hope that somebody will come forward and tell us. That's how a lot of stuff is solved. We just have to find the right person just to give us the information.

Chairman Maddox told the Chief he threw around - we kind of know what it means but maybe for the viewing public, can you define or give us a better definition of calls for service. When you say 41,000 calls for service, what does that entail? Chief Lavoie indicated calls for service entails motor vehicle stops. That will run about 10,000 to 12,000 a year. All the rest are calls for service - someone smashed my mailbox, someone assaulted me, someone stole my car. Again, Chairman Maddox said just trying to get people some set of sense of what the number is.

Selectman Luszey asked if it included first response when Fire goes out for medical. Chief Lavoie said they also respond to medical. Selectman Luszey said that is included in that number. It's the assist number also. Chief Lavoie said for them it's an original call. We do have an assist and that would be like a secondary unit that may be but the secondary unit don't get a separate number. They're all just under one. If we have an accident and it involves three cruisers to be at that scene, there'll only be one call for service. Selectman Luszey was saying is if there's a call for an ambulance, you are logging a call also. Chief Lavoie said correct. From a taxpayers perspective, Selectman Luszey said there's actually two calls - one on the fire side and one on the police side.

Selectman Luszey had a follow up on the skate park. How bad is it over there? How many calls for vandalism are you seeing on a monthly, weekly basis? Off the top of Chief Lavoie's head, he said I don't know. I don't recall seeing anything of recent. I'm aware of the Director's recent e-mail about discovering some more stuff. I think sometimes Kevin's guys go in there and they fix the stuff and they don't want to bother anybody sort to speak. There's no one around to talk to to see who did it. I think they just fix it and on they go, or pick up the trash. That's what Selectman Luszey said he was wondering. I saw the e-mail so I'm wondering how big of a problem is it? I drive by the one over in Nashua and I don't see and I drive by ours and I don't see a whole lot of vandalism going on. This week there's a big article Nashua's moving theirs over to where Outdoor Power was. I'm just wondering how big of an issue do we have? Chief Lavoie said he could certainly have that run for you and get back to you on that number.

Selectman Coutu noted that Selectman Luszey wasn't on the Board at the time that it was first brought to our attention that this park was a serious problem. At the time, we had asked the Chief if he would increase the patrols in the area, have the police officers come out of the cruisers, talk to the kids if they're not wearing their helmets, the Recreation Director at the time had gone to the park a few times and kids were pretty much telling him where to go. They weren't going to listen to him, and then he'd have to call in for a cruiser to come in and assist him, have the kids escorted from the park. At the time I made a statement, and I'm going to stand by it, that if this were to increase or continue we would shutter that park. It's our land. There's other things we can do with it. We could park benches in there. We can certainly do something a little more constructive with the land than having to deal with what's been going on. My communication aside from the e-mail from Kevin Burns, it's apparent to me that the number of - what they're doing is we own all that land. We own the garages and what not. We do a lot of storage and the men are there. They pick it up and as the Chief said, they don't report it. That was a serious problem at Benson Park. There was a lot of vandalism that was going unreported and Selectman Nadeau reinforced that with them constantly. If you have any vandalism, pick up the phone and call the police so they're aware of it. They might not be able to solve it, we can't have cameras on 168 acres of land but at least they have a record of it. If they see somebody else, they might be able to attach them to a previous one and get money back. When Kevin Burns is reporting to us that this has become - the task of having to clean up, and fix up, and constantly pick up the trash barrels, and put the skate board ramps back into the gate because the kids are throwing them outside and they're breaking them, filling them with graffiti has become more of a task for him and his employees than Benson Park is. That's 168 acres and he's constantly down there trying to do things. It's time that we shutter the park.

Selectman Luszey said he was not of that philosophy. What we're doing here and your approach is we're going to penalize a bunch of kids for the actions of a few. What we should do is find the few and take care of that issue. Again, I drive by and I don't see that. I go over to Nashua and I see a bunch of kids having a heck of a good time. I can't believe Hudson kids are that much different than Nashua kids. You're saying we've got a bunch of bad skate boarders and I don't believe that.

Selectman Nadeau indicated he goes by the Nashua Park a minimum of 4 or 5 times a day. The Nashua Parks Department has a guy there at 7:30 a.m. picking up all the trash. When I say picking up the trash - two 55 gallon drums filled with trash. They spray paint all the time on the ramps. They trash that park. Nashua has taken care of it just like Kevin's guys do. Kevin has more broken glass in that park than we have in the whole Benson Park in a year in a week over there. His guys go to get the street sweeper in the morning - there's some broken bottles, they sweep it up, clean it up, pick up the trash, takes them 15 or 20 minutes. Later on in the day they bring the equipment back and there's more crap on the ground. They've moved the ramps out to the middle of the parking lot out back. They

drag them back in. They don't call the police to say hey we just dragged the ramps back in. They were out in the middle of the parking lot. I've been hearing more and more of it. So when we said okay put up a camera, so they went up and put up a camera. They broke the camera. Selectman Luszey asked did we catch the pictures of the person that broke the camera. Selectman Nadeau said no. Selectman Luszey said why not? They should have. Selectman Coutu indicated if they're climbing up the back side, you can't catch them. Selectman Nadeau said he had no idea how they broke them. So they put up a second camera and the same thing happened. If there is a big overwhelming response that these people want the park open, they should get a hold of us, plan a work day, clean up the park themselves, take care of the graffiti, and tell us how they're going to take care of this plan. We have volunteers at Benson's that work there. If the skate board people want to come up with a plan and figure out how we're going to take care of this, I'm more than willing to listen to them.

Selectman Luszey asked if we were going to do this with all the ball parks too because we have the same problems on all the ball parks. I see our town folks picking up trash when I go by Greely Park and Jette Park. It's not an issue that is just at the skate board park. Selectman Nadeau said it's all at the skate board park. Selectman Luszey said you can't prove that until I see the data that shows me that that is the fact and that is the data. There's a perception here all right and it started because of a memo.

Chairman Maddox thought they were way off the police. I think that it is closed for a week at this point. We're going to have to make a decision what we're going to do next Tuesday. Is that where we want to head or do you want to discuss this - again, the Chief is here but unless you have some data. Selectman Coutu said no. It's a separate issue.

Selectman Luszey said the only thing I would like to come back when we talk about it is if we had cameras were they working? If we put a second one in, did we put the cage around it so that it couldn't get busted and things like that? Chairman Maddox said that's not again...Selectman Luszey indicated it was information that's useful in making a decision on where we go forward. Chairman Maddox though, again, the skate board park at this point is shuttered per the memo from the Road Agent until such time. He's saying it's closed for good. I think that's a decision we need to make on where we're going to go with this. Are we going to put it on next Tuesday's agenda?

Selectman Coutu said his conversation is that he and the Recreation Director will have a meeting. They will discuss options and they will present options to us and they will let us know when they're ready. Chairman Maddox asked if it will be closed until then. Selectman Coutu said it would be closed until then. Just so everybody understands, Chairman Maddox said that's what we're doing.

D. IT Relocation

Chairman Maddox recognized Chief Jason Lavoie.

Chief Lavoie indicated where Lisa is not here, they're all going to come up to the police station and I'm going to have 3 because I'm a good Chief. I had a chance to sit down with Lisa. Lisa asked if she could meet with myself and Captain Avery just to talk about her plans and where she felt she was going to be. She reassured me that I really didn't have anything to worry about. She is still planning on having someone from IT up there a lot of the time. The majority of the time it seemed like is what I took away from that meeting. She understands our needs. She does have a need for some cross training to take place and that's kind of how we've always acted in the past anyway is that if she needed John for something, John could go down there at any time he wanted and would meet with her, and whether he was working on a fire problem, or another town building. John and Vin have a different skill set apparently and some of the things that they do some are more experienced or have a greater strength in certain aspects of the IT world. Sometimes we'd see Vin at our place as well to handle some of those things and John would leave and go to different parts of the Town like we mentioned. I feel confident based upon our conversation that we're not going to be an island or left alone up there that I would have plenty of IT attention that I need, especially to cover those hands on things that we expressed earlier. I'm comfortable with our conversation. Questions? Okay so that's going to be the plan. We're going to...

Selectman Luszey thought I think we need to make a motion because based on this here, we had a motion that we stopped everything. Are we going to make a motion or is there a motion that we are going to consolidate IT into 39 Ferry Street and continue the renovations?

Motion by Selectman Luszey, seconded by Selectman Coutu, to consolidate IT into 39 Ferry Street and continue the renovations.

Chairman Maddox indicated that you're still going to have to have the space at the Police Department for your IT person when they're there. Chief Lavoie said correct. Chairman Maddox said they're going to be there most of the time or a good portion of the time. Chief Lavoie said yes Chairman Maddox said he was having a tough time

spending \$10,000 to move them over when they have a place right now. Again, that's my person opinion. The engineering office right here is going to be unoccupied most of the time. We could certainly put them in there for 3 months and see how this works before we go and relocate them to Ferry Street. I'm just trying to say if you end up having them going back almost full time, what are we gaining here?

Selectman Luszey said the point of all of this if I may is to gradually wean him out of there. I'm not saying in a week, two months, or not. We have asked the IT Director to put together a 3 to 5 year road map on how we are going to get more of our applications into the cloud. More applications that the Chief is using is moving to the clouds, more of the applications that this Town hall is using is moving to the cloud. We need to begin to start learning how to operate and develop business practices and processes in that environment. This is a logical step in doing that.

Selectman Coutu said back a week or so ago we had this discussion and not that it became contentious. Each of us had an opinion as to how we were going to handle this. At the time, I had said long before the meeting that if this game became a push and shove issue, I certainly had thought that I would entertain a motion at that time that rather than abandon the proposal that Selectman Luszey had that I would make a motion to ask the Chief and the IT Director to sit down and see if we could resolve this. I had an you walked in on the meeting that I had with the IT Director and this was one of the subjects that came up is how we were going to proceed in this direction. After having listened to her and what her intentions were, it became clear to me and I iterated to her what I was thinking was that you need to pursue this line of conversation with the Chief. He's a very reasonable person. I'm sure he'll understand it. He like me, we're already in the clouds about computers and automobiles. I guess we're both on the same page on both of those things - little to no knowledge. I have a difficult time deciphering one screw driver from another let alone trying to do mechanical work.

Selectman Coutu thought the most important thing and one of the things that the Chief alluded to me in our conversation was that he understands cross training and how valuable it is. That was one of the things I think that impacted your decision is that we have two people that work for her. One it seems has a specialized area and the other one seems to have a specialized area. We need to cross train them in the event that one is out and the other one can take over. You understood that. I don't believe that the Chief is representing that he's going to have an IT person there 100 percent of the time or 90 percent of the time. We don't know how that's going to work. I think his department is reinforcing the policy on issuing a ticket. A lot of the stuff is going to be handled virtually and I think they're going to find that over a period of time, there could be less and less need for hands on otherwise I'm going to have another conversation, and I'm sure if I don't Selectman Luszey will, about our equipment that we have up there. If there's infrastructure problems, then we need to deal with that and we need to get an address and somebody explain to us why we have to have so many people up there with hands on because of the equipment. You're having hands on because the equipment is failing. If the equipment is failing, then there's something wrong with what we're buying, or the quality of what we're buying, or are people playing with it that don't know what they're doing causing it. We'd have to get to the root of that. I think it's a fair compromise at this point.

Selectman Coutu indicated that there are other plans for space in this building to add to allowing our employees to have a better environment to have lunch. There were several other proposals about other space and we've made tremendous progress. The upstairs is an example of what can be done, and how beautiful it is, and what a great environment. I was there this morning and people were very receptive about the space and how it's allocated. I think this is going to create a much better environment for IT, gives them more room, gives them a centralized location to bring laptops and things that can be carried in to be fixed, and if neither of them have anything to do one afternoon, they're both going to have hands on fixing equipment if they can. I think it's a great situation. I think its good use of the property over there on Ferry Street and I think it gives us more opportunities that we need within this building. That was the proposal when Selectman Luszey first agreed or volunteered to want to tackle this project and we've accomplished a great deal. There's no since quitting now. Let's keep moving forward. We're going in the right direction and that's why I support it today.

Selectman Brucker said she also supports it. I think it's something that I think will definitely pull the IT team together more in their day to day operations. I know it's something that the IT Director is hoping for. I also think that it's important to provide a new space for the employees to have their breaks and that the original plan with having them use the engineering space is a good one. I'd like to see that continue.

Chairman Maddox indicated he was going to be on the losing side. I just feel that we're just spending money that we don't need to spend at this time until this works. If he ends up at the Police Department 90 percent of the time, we built an office for a man that's never there. I guess we'll see where it all rolls out.

Selectman Nadeau said he'd have to agree with Chairman Maddox with spending the money that we know that he's not going to be there all but 10 or 20 percent of the time. We know that cross training is important so let's cross train him but there's no need to build them a new place if he's not going to be there. I don't understand why we'd spend the money and we already know the answer that he's not going to be there that much.

Selectman Luszey said you've missed the point. The point is with the cross training if he has to be there 50 percent of the time, then we're going to have a whole different conversation. That means that the infrastructure up there is broken. To have to have an IT person on site with hands on to keep the place running is a serious problem.

Selectman Coutu indicated that this will be my final comment. The vote is 3 to 2. It appears unless Selectman Nadeau changes his mind or even you Mr. Chairman. We went through an extensive and much more costly renovation upstairs in the Community Development Department. What we did it for was that we brought together the fire and the town Inspectional Services Division, and please remind me Donna we need to make a motion tonight to formalize that department. They're road agents. They are people who their duties that are assigned to them is to go out in the field and to go and do inspectional services for the town. With the amount of work and you know much better than all of us Mr. Chairman as a result of you being our representative on the Planning Board that there's a lot of activity coming down. You just don't go out and inspect and make sure it's just a foot plan. It's a constant review of what the builder is doing, are they meeting the codes, are they building according to the codes. They're field agents but we went through this extensive renovation project for people that are going to be in the field. When you look at the work environment when they're in the house in the morning, and they're talking to one another, and they're communicating, and they're asking for the electrical inspector I think you may have to come out with me today. It's a great environment for them to start their day and then they come back to it at the end of the day. Are we saying we shouldn't have done that? I think that was a great idea. I love it. They're very happy with it. That's all we're asking for our IT Department is let's pull them all together. We have the space. Let's utilize it for a purpose that's going create a much better working environment and it's also going to provide the IT people an opportunity to communicate back and forth their daily problems and how each other can help the other in resolving certain problems. I again reiterate what Selectman Luszey said which was he's been consistent what he said about the infrastructure. If we're having that many problems over there with people having to be up there hands on because I think that person at IT is going to be here better than 50 percent of the time, then we have a problem with equipment up there. That's part of the infrastructure and we're going to have to deal with that. That's our responsibility to sit down with the Chief and say what the hell is going on with the equipment and IT for them to tell us hey look we're constantly having this problem with this. Well then come in and tell us and do we need to change the equipment. If so, let's do it. I don't think it's going to be 90 percent of the time at the police station or 80 percent of the time at the police station. Once we get this thing resolved and they're doing things a lot more virtually than what they were doing, I think you're going to find that the IT personnel are going to be more centrally located most of the time than what you and Selectman Nadeau are assuming at this point. I have the utmost of confidence that's going to happen. Thank you Mr. Chairman.

Selectman Brucker thought that often the environment really influences how we think about our work, how we think about how we're organized. We have two people who are kind of stuck in closets trying to do their work. They can communicate with their telephones and their computers but they are a department and there's always two heads are much better than one. There they all are. They're all working separately. I think that there will be a lot better decisions, work assignments, cross training, that can be accomplished in that space and we don't know yet how much time the IT person will be in the Police Department. We can't really know that until we try this. I really think we should go ahead with this.

Selectman Nadeau said now he wasn't sure if I'm going to be spending \$10,000 to create a new seat to fill or if I'm going to be creating a seat over there and now we're going to have to update the infrastructure over at the Police Department. I guess before I make the decision of what I'm going to be doing, I guess I need more information which I know is going to be hard to get without moving John over to here so we can figure out if we need to fix our infrastructure or if we're going to build them a seat over here and he's going to be over there 80 percent of the time. Was it worth building the seat over here?

Selectman Luszey asked how long they wanted to have this conversation.

Selectman Coutu asked to move the question.

Motion by Selectman Coutu, seconded by Selectman Luszey, to move the question, carried 5-0.

Vote: Motion carried 3-2. Selectman Maddox and Selectman Nadeau in opposition.

Selectman Luszey indicated that Selectman Coutu brought up that we need to make a motion for upstairs. Selectman Coutu said if you remember on a previous occasion, I forget where it was, we never formalized the name of the group. I think that under Chief Buxton's chart, he labeled a name "Land Use Division". We've never formalized that. They're in Community Development. We know what the structure is but we never formalized that structure.

Motion by Selectman Coutu that we authorize the Fire Department to supervise the newly created Land Use Division in Community Development.

Chairman Maddox said that Deputy Buxton is in charge of the Inspectional Services. Selectman Luszey noted underneath the Fire Division. Chairman Maddox said the Land Use is the other side of the house as I understand the conversation. You have the floor.

Selectman Coutu withdrew his motion and yielded to Selectman Nadeau.

Selectman Nadeau thought we should put this on the agenda for the next meeting, have the chart in front of us so that we can make the correct motion. Thank you for bringing it up and putting it to the forefront again so that we don't forget this and five years from now we end up saying we have that division. I don't see it here. Selectman Coutu agreed.

Selectman Luszey believed it was in May we actually formalized the Inspectional Services Division and organization which went into effect June 14. So if we forgot the Land Use Division...Selectman Coutu thought we did do that. Ms. Graham indicated that Selectman Luszey was correct. We did do that but we didn't do it for the Land Use Division. Selectman Luszey said we need to do something for the Land Use Division. Selectman Luszey thought when we did that whole move that we moved the Code Enforcement Officer and the Planning Development person underneath the Town Engineer we did all that. Selectman Coutu said right. Selectman Nadeau didn't think we formalized it. Chairman Maddox indicated we did that maneuver but we did not give the group a new name. Selectman Nadeau said we'll take a look and see what we need to do and which divisions we have to...Chairman Maddox said we did do that. They're underneath the Engineer but we never gave it a name.

Selectman Coutu agreed with Selectman Nadeau. We should bring this back next week but let's be very careful about one thing. If we formalize that group and we give them a name other than Community Development, the Town of Hudson will have no Community Development Department. That's not good. That would not bode well for us to do that. Let's consider that when we move next week. We will have formalized everybody into a whole different department and we will have no longer a Community Development Department.

Chairman Maddox thought the Community Development was going to be the umbrella for these two groups. Selectman Coutu indicated that one of the groups is supervised by the Fire Department. Chairman Maddox said and by the Engineer but they meet in the same space. Again, Selectman Coutu said that's why I think Selectman Nadeau is right. We need to step back and let's bring the people in and let's have this discussion and give them a week to work on it.

5. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Coutu - I just want to bring you up to date about the Recreation Department. They're about to wind down activities. You all received an invitation. They do this once a year. They have an end of year cookout. I was fortunate - believe it or not, I made the walk from the parking lot, down to the A-frame, and up to the left side way at the top of the hill. That's the site they chose. I had to sit down twice on the way to rest the leg but I made it. I was determined that I was going to go there. I enjoy that activity. I've been there in the past with Selectman Nadeau. You missed a great meal - cheeseburgers, hamburgers, hot dogs, and steak tips, watermelon for dessert, and some of the best lemonade I ever had. I was fortunate I was accompanied or people who were there with me to represent the Town - the Fire Chief; the Police Chief; Lisa Nute, IT Director; the Financial Director Kathy Carpentier; and of course the Recreation Director was there. I had an opportunity to meet with a lot of the staff. I was very impressed with the Director that we appointed - very mature. I believe he teaches in the school system. This is his summer job. He thoroughly enjoyed doing what he was doing. He has 100 percent hands on. He articulates himself very well in terms of what he represents and what he wants that program to do for our children in the summer time. We had approximately 400 kids registered in the summer program and averaging 180 who attended daily. So there are some mothers who only worked Monday, Wednesday, Friday so they had them Tuesday and Thursday at home. That's why you have that disparity. But we had 400 registered. Robinson Pond this year if you'll notice, we haven't had the closures that we've had in the past and we had to go in and deal with contamination. They only had one record of a high E-Coli and they had to close it down for a while and then they were able to re-open it. That was it for this year. That was great.

The final for people out there who want to know the final fall soccer registration for ages 4 to 8th grade is going to be Wednesday, August 7th, from 6 p.m. to 8 p.m. at the Rec. Center - fall soccer registration for ages 4 to 8th grade.

The playoffs for the women's and men's softball league will start with this week at Jette and Sousa fields. If you want to go out and take a look at that and watch them, they're very exciting to watch.

Selectman Coutu wanted to again reiterate that the skate park is closed temporarily until we come up with some sort of a resolution to the problem. I think Selectman Nadeau and I are on the same page on that.

The other thing is Selectman Coutu thought you all received notice from our Assistant Assessor Jim Michaud relative to the number of foreclosures in the Town of Hudson have been going down. Hopefully we'll hear from you Selectman Maddox not necessarily specifics but I'm sure you'll want to talk about some of the good things that are going on or are about to take place in Hudson. I felt bad about the news today that Stop & Shop is closing all of their stores in New Hampshire and that will include the one in Hudson.

Again, Selectman Coutu wanted to tell everyone that I'm feeling great. Still a lot of pain in the right leg but I'm progressing. Everything is going in the right direction. I'm a happy camper when I'm here on Tuesday nights. I enjoy this. Thank you Mr. Chairman.

Selectman Brucker - I've been enjoying the summer as I hope everyone else has. Very quiet again since the last meeting. None of my committees have met. Just want to encourage everyone to enjoy the rest of the month because if you're thinking about - I always think about school coming in very quickly. I know a lot of the parents are thinking about that already. Thank you for those people who have inquired about my husband. He's doing very well. He's almost at the end of his cardiac rehab stint. Thanks again.

Selectman Nadeau - I'd just like to reiterate what Selectman Coutu said. We've talked about the skate park. I'm hoping that we can come to a consensus on how we're going to move about with the skate park. When we built it, we had a great group of people that took it and ran with it when we had it built. Over the years, things have wound down, changed. The kids in town that started that now are probably 20 - 22 years old. They're not as interested in keeping up the park. So I hope that if there's an interest they do get a hold of us and figure out how we can curb this problem and hopefully they can be part of the solution as we've had with other parks in the community.

As you know, the Highway Department is moving along with all their summer projects. Their paving is getting wrapped up. They're still working out here on Chase Street, Library Street, School Street area on doing the upgrades and stuff that they're planning on over here. Again, we're getting ready to go back into the fall mode soon as we had this nice weather for the last couple of days but I hope that doesn't last. So we'll talk about the skate park hopefully in the next week or two.

To that end, Chairman Maddox said next week is our meeting. If it's not, it's three weeks. Is it this Board's intention to keep it closed until such a time as this Board has made a decision? Selectman Nadeau said yes. Chairman Maddox indicated it would behoove those parties to move it along to get it on our agenda for next week if they're planning on opening it. If they're planning on making any changes other than it being closed. Selectman Luszey asked isn't that us? Selectman Coutu was just going to make that point. We will make that decision. Chairman Maddox said they're asking for somebody to come in and give us something. I'm just wondering who they are and what it is that we are looking for. You are looking for police information.

Selectman Luszey didn't think there's a formal skate board park group any more. To think that there's going to be a group of citizens showing up in two weeks. Unless we know who to contact, because not everybody watches us and not everybody is on cable, are we going to get the word out, how are we going to get the word out? Are we going to run an ad on the front page of the Telegraph and the Hudson/Litchfield News that says all you skate board folks, we're about to do something with your playground, you better be here. We may not have anybody here. It's really up to us.

Selectman Nadeau indicated that we'll see what the outcry is.

Selectman Coutu indicated that it doesn't resolve the problem at hand. I think that what we ought to do is we ought to have a consensus that we ask Selectman Nadeau to talk to Kevin Burns and I will work with the Recreation Director to see if they can get information to us by next Tuesday so that we can make a decision. Shuddering for two or three weeks if in fact we're going to open it, if we're going to open it, at least we can make the decision next week based on the information that we have and their recommendation I think Mr. Burns. If no one else, he certainly can give us greater insight to what it's costing in man hours to maintain this park, and what the history has been, and at the same time I don't know what kind of statistical data the Chief can provide us because like I said earlier and I mentioned about Selectman Nadeau having to reinforce it with the Benson Committee how many times the Police Department ever got a call about that. They just went in. They fixed it up. I think the Road Agent is going to give us the insight we really need to make the decision once and for all. He's fed up with it but he's willing to sit down and come to a compromise and if they can't, then we have to make a decision on what to do with it. It's our land. We need to maintain it. If somebody gets hurt in there, there's liability problems. There may be some liability problems. I don't know. I know we're covered. We're insured for it but I just don't want to see somebody getting hurt in there because we have broken glass. You and I have seen it a few years ago at its worst and now we're getting back to where we were. We warned them then but we had a great committee. The people got together and they said there was an outcry about wanting to maintain it and we said all right maintain it and make sure the kids have helmets, self police it, and we'll be fine. That's exactly what we did. Now it's I guess getting increasingly worse. Why don't we just wait to hear what Kevin brings to the table.

Selectman Luszey said his only concern is if we're going to look at it in that type of detail, I want to know exactly how much effort we're spending in all of the different parks that we have whether it be Musquash, Town Forrest, the Benson Park, Sousa field, Jette field because we're spending manpower in all of those places. I know down on Musquash there's people down there picking up trash all the time because of vandalism and people throwing trash down. If we're going to really hone in and say because it's costing us this we're going to close it, we should be looking and making that type of decision across all of the parks and not just one. Treat them all the same.

Chairman Maddox indicated that this is the only one that has been brought to our attention that's a problem. I think you're expanding the scope to an area that we just don't need to get into Sir. Selectman Luszey said but then we're discriminating a class of people and parks.

Selectman Coutu said he was trying to throw some clarity on the parks. I understand that on occasion barrels have been thrown over in the parks and they've gone over and picked them up. The difference between the skate board park and all of these other parks is that the other parks have organized sport. The Jette field is used mostly for the girls softball and they have the guys softball there. They organize within themselves to self police. We had a problem with drinking alcohol in the parks and the Recreation Director told them that you can't do that anymore. We don't want alcohol in the parks. It's not conducive to an environment where it's a family night. You go and there's kids there watching their parents play ball. They just didn't want it. They self police the parks. The skate board park is an isolated little park set over by a building that we own that they go to maybe 2, 3 times a day depending what they have to pull out of the garage. Every time they seem to get there, we're talking about a small gated area the size of this room fenced in - maybe a little bigger. Chairman Maddox stated it was twice the size of this. Selectman Coutu said they take the ramps out and they throw them outside the gate. I was over by the park today in Nashua. There was a lot of kids there when I went by today. There's kids on bicycles going up and down those ramps. Kids trying to go up and down on a skate board. Someone is going to get killed over there.

Selectman Luszey indicated that's what it's for. Selectman Coutu said it's not for bicycles. It's a skate board park and not a bicycle park. Mr. Chairman I think we should be more clearer and have more information on it. I don't think we need to go into all of the parks in town. I've never received a complaint about any park in the town except the skate board park.

Chairman Maddox said we've received some from Benson but not to the extreme that we're getting from supposedly at...Selectman Coutu indicated that Merrill is an ongoing problem but it's not really a park. Nobody uses it.

Selectman Luszey indicated that one memo is not an extreme. Chairman Maddox said he outlined that it was to him. Again, we need to find out what that is. Next Tuesday stay tuned folks. It's going to be just a riveting.

Selectman Luszey - Just a couple of things. First of all I want to make sure I bring to your attention I called everyone Monday of this week that we had a change order come in on the senior center for \$8,400. Because that was over the authorization limit for the Town Engineer, we need to approve that. I did get consensus of this Board to approve it and I just want to make it part of public record that what that was about is we did some blasting there a couple of weeks ago. Part of the corner of the foundation became unsuitable soil conditions because of water so that there was some drainage that had to take place and they're going to have to wrap the footings when they pour it so that the silt doesn't contaminate the concrete. So that's what that change order was for. I believe there might be concrete in the ground today. I'm not sure. I wasn't up there.

Motion by Selectman Luszey, seconded by Selectman Brucker, to expend \$8,400 on the senior center for footing work.

Selectman Coutu said that doesn't clearly define much. Just to have a motion that's going to show up somewhere a year from now, they're going to say they voted to spend \$8,400 from where? Selectman Luszey said the \$8,400 - thank you and I'll clarify. The \$8,400 is the change order that was submitted by the contractor to the Town to mitigate the water for where the footings on where the senior center is going. The money is coming out of the senior center budget. It will be covered by the money that we save by not blasting all the ledge. We did a lot of fill so the net is zero.

Selectman Coutu asked Selectman Luszey if he would be adverse to amending your motion to include that the money is coming from the senior center construction project or however Donna you worded it. I saw you write it down the minute he said it. Selectman Brucker indicated that she agreed.

Motion by Selectman Luszey, seconded by Selectman Brucker, to expend \$8,400 on the senior center for footing work and further amend to include that the money is coming from the senior center construction project, carried 5-0.

The only other thing Selectman Luszey had is I'm not sure how many folks saw the article in the paper about the New York Library and what they're doing. This is something that I've been talking about for a number of years and that is the changing roles of the libraries. Just for those that aren't aware, the New York Library is going to moth ball somewhere in the vicinity of 80 percent of their books. They're turning their library into e-cafes. No more books. I think we really need to start having serious conversations on what the future holds for our libraries because we have two.

Chairman Maddox indicated that you are our liaison to the Library Trustees. Selectman Luszey indicated not to worry. I'll be talking to them this week.

One other thing. Selectman Luszey stated that they were interviewing for the Senior Services Coordinator this week. Hopefully we've got some good candidates. The last time I checked we only had 5. I don't know if we had any additional come in but we'll see where it takes us. That's it. Thank you.

Selectman Maddox - Yes we are going to have some busy times with the Planning Board in the near future. We've hopefully turned a corner with some of our industrial facilities and hopefully it will continue.

The other thing is the Fire Department had another successful with the STEMI. Again as we all get older, I guess that's a technology that we want to be very, very success and very fast. I guess the last one 44 minutes to being on the table. Kudos to all those people that sit in different buildings and able to do the jobs we need done.

6. NONPUBLIC SESSION - NONE

7. ADJOURNMENT

Motion to adjourn at 8:59 p.m. by Selectman Nadeau, seconded by Selectman Luszey, 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

Ted Luszey, Selectman

Benjamin Nadeau, Selectman