

HUDSON, NH BOARD OF SELECTMEN
Minutes of the July 23, 2013 Meeting

6:30 p.m.

Attorney-Client Session, pursuant to RSA 91-A:2 I

7:00 p.m.

(or immediately following Attorney-Client Session)

1. CALL TO ORDER - by Chairman Maddox noted to the public that the meeting of July 23, 2013 started late because we had attorney/client session before the meeting and we are starting now at 7:23 p.m. in the Selectmen's Meeting Room at Town Hall.

2. PLEDGE OF ALLEGIANCE - led by Selectman Coutu.

3. ATTENDANCE

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

Staff/Others: Stephen Malizia, Town Administrator; Donna Graham, Executive Assistant; Patrick Colburn, Town Engineer; Jason Lavoie, Police Chief

4. PUBLIC INPUT

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

5. NOMINATIONS AND APPOINTMENTS - NONE

A. Resignation of Robert S. Paul as a Member of the Cable Utility Committee

Motion by Selectman Coutu, seconded by Selectman Brucker, to accept the resignation of Robert S. Paul as a member of the Cable Utility Committee with the Board's thanks and appreciation, carried 5-0.

6. CONSENT ITEMS

Chairman Maddox asked if any Board member wish to remove any item for separate consideration. Selectman Coutu wished to pull items C. 4., D. 1., and D. 3. I'll explain each one when it comes up. If there are no other Mr. Chairman, I would move the motion.

Motion by Selectman Coutu, seconded by Selectman Luszey, to approve consent items A, B, C. 1, 2, 3, D. 2, and E, as noted or appropriate, carried 5-0.

A. Assessing Items

- 1) Current Use Lien Release, Map 115, Lots 3-1, w/recommendation to approve
- 2) Current Use Lien Releases, Map 122, Lots 1-3 & 1-4; Map 114, Lot 2; w/recommendation to approve
- 3) Petition for Pole License for 1 New Pole (330/30Z) on Sullivan Road, w/recommendation to approve
- 4) 2012 Tax Abatement Settlement, Map 228, Lot 7; Map 228, Lot 8, w/recommendation to approve
- 5) 2012 Tax Abatement, Map 246, Lot 86, w/recommendation to deny
- 6) 2012 Tax Abatement, Map 215, Lot 6, w/recommendation to deny

B. Water/Sewer Items - NONE

C. Licenses & Permits

- 1) Raffle Permit – Hannah Dustin Quilters Guild
- 2) Request to Solicit Funds – Veteran's Support Organization
- 3) Request to Solicit Funds – Dunstable/Tyngsboro Lions Club
- 4) Request to Solicit Funds – Red, Silver & Black Spirit Boosters, Inc.

Selectman Coutu questioned C. 4. We have a solicitation of funds. I don't object to it. It doesn't tell us, unless I missed something, it doesn't tell us where they're doing the solicitations in our town. They have a bunch of dates - quite a few of them. Is it appropriate to approve these things without knowing where they're going to solicit? Isn't this giving them pretty much carte blanche to go wherever they want to on those days and have 4 or 5 people and 4 and 5 different locations? I thought we were...Ms. Graham indicated that she called them and requested the permission slip. It is at Sam's. We just haven't received their notification from Sam's. Selectman Coutu indicated that we don't know that Sam's has approved it is what you're saying. The first one is due this weekend. I would say Mr. Chairman that I would certainly support approving it. It's on our charitable

list in the State of New Hampshire. I would not prohibit them from having the solicitation the 27th or the 28th. We'll take it at their word but I would expect that we should have something well before August 17th. I don't know how the Board would handle it but if you would word this in the form of a motion and have it come back to us.

Motion by Selectman Coutu, seconded by Selectman Nadeau, to approve item 6. C. 4. for solicitation at Sam's Club on July 27th and 28th and further solicitations on August 17th, 18th, September 14th, 15th, October 12th, 13th, 14th on the proviso that we have permission from Sam's Club prior to August 17th.

Chairman Maddox asked if it was contingent on getting that for all of them. Selectman Coutu said he would expect that we should have also permission that starts July 27th. I don't know that we can get it by the weekend. I know our Secretary has informed us that she's requested it. I would expect that they'll abide by our rules and they'll provide it.

Vote: Motion carried 5-0.

D. Acceptance of Minutes

- 1) Minutes of the June 4, 2013 Meeting

Selectman Coutu indicated on D. 1. and D. 2. I'm asking them to be withheld for the same purpose – to afford Selectman Luszey an opportunity on the June 4th to abstain. I didn't want to take him in the package because he wasn't present as well as #3. I was absent. I'd like an opportunity to abstain.

Motion by Selectman Coutu, seconded by Selectman Brucker, to accept Item D. 1. the minutes of the June 4th meeting, carried 4-0-1. Selectman Luszey abstained.

- 2) Minutes of the June 11, 2013 Meeting

Motion by Selectman Luszey, seconded by Selectman Nadeau, to accept Item D. 3. the minutes of the June 11th meeting, carried 4-0-1. Selectman Coutu abstained.

- 3) Minutes of the June 25, 2013 Meeting

E. Calendar

- 7/24 7:00 Planning Brd – Buxton CD Meeting Room
- 7/25 7:30 Zoning Brd of Adjustment – Buxton CD Meeting Room
- 8/01 6:30 Recreation Cte – BOS Meeting Room - CANCELLED
- 8/01 7:00 Benson Park Cte – Buxton CD Meeting Room
- 8/06 7:00 Board of Selectmen Workshop – BOS Meeting Room
- 8/08 7:30 Zoning Brd of Adjustment – Buxton CD Meeting Room
- 8/12 7:00 Conservation Cmsn – Buxton CD Meeting Room
- 8/13 7:00 Board of Selectmen – BOS Meeting Room
- 8/14 7:00 Planning Board – Buxton CD Meeting Room
- 8/15 7:00 Benson Landscape Cte – BOS Meeting Room
- 8/15 7:00 Budget Cte – Buxton CD Meeting Room
- 8/20 7:00 Cable Utility Cte – BOS Meeting Room
- 8/21 5:00 Municipal Utility Cte – BOS Meeting Room
- 8/21 7:00 Senior Affairs Cte – Buxton CD Meeting Room
- 8/26 7:00 Recycling & Energy Ctes – BOS Meeting Room
- 8/27 7:00 Board of Selectmen – BOS Meeting Room
- 8/28 7:00 Planning Brd – Buxton CD Meeting Room
- 8/29 2:30 Trustees of Trust Funds – Buxton CD Meeting Room

7. OLD BUSINESS

A. Police IT

Chairman Maddox recognized Selectman Coutu.

Selectman Coutu said he may have been absent due to surgery but I tried to follow the meetings as I always do by either going to the internet and viewing past meetings or in the case of the meeting that was held with regard to consolidation of IT at the Fire Administration building. I was able to watch it on television when I came home from the hospital and rehab. I had an opportunity to have an extensive conversation with the Police Chief relative to pulling all of the IT people into the Fire Administration building. As we all know, the Police Department has a dedicated IT person within the Police Department itself who handles the police, the fire house on Robinson Road, the Highway Department, as well as the dog officer's building. In

having that conversation with the Police Chief, he informed me that he had not been involved in any of the conversations relative to that consolidation and the removal of Mr. Beike from the Department. I want to apologize to Selectman Luszey. I gave some thought to a conversation we had this evening in that he is the liaison for the IT Department and I certainly owed him the courtesy of a phone call to explain my position. With everything that's going on trying to run my business out of my home and what not, it's not a great excuse but it skip my mind and tonight when I was having a conversation with him, I realized that I failed in that respect. However, I'm trying not to fail in my responsibility as a member of the Board of Selectmen. I've always said that we're elected for one purpose and one purpose only. That's the governance of this town and in the process of doing that as we are all aware and I learned well from Selectman Nadeau because of his years on this Board that first and foremost is your constituents when you get a call and you can assist them. You certainly go above board to do that. We have an obligation to our employees and we have an obligation when we're going to do something that affects our employees that at the very least the department heads should be all inclusive in the conversation. I said to Selectman Luszey the thing that bothers me most was the fact that I felt that the Police Chief wasn't giving adequate notice nor was he given an opportunity to address this particular problem. In particular, Selectman Coutu indicated that Selectman Luszey is privy to what I'm about to say, the two things that stood out in my mind foremost was first that the argument was made and I believe it was made by Mrs. Nute who's here now and I have the utmost respect for, she knows that, that there weren't a sufficient number of tickets that were pulled by the Police Department to justify having a dedicated person there. In my conversation with Selectman Luszey, he has me going somewhat in the opposite direction but I'd like to hear all of the arguments and afford the Police Chief an opportunity to make a presentation.

Selectman Coutu said the second thing and the thing that stood out clearly in my mind based on my knowledge as well as I know you've been in the rafters so you know pretty much all about that building as I do. It was the argument about space. This would provide more space for the Police Department. There was an argument that the Police Department needed more space. I remembered those discussions. I can remember that in some of the conversations I've had with the Police Chief, not this year but in prior years at least the past two, we discussed space. He was very concerned about isolating and having the space necessary for in particular for evidence. His evidence room was getting overcrowded. He addressed that problem and it was resolved and made aware to me shortly after it happened that he had addressed that problem. In thinking about the space, I know what the IT person that's dedicated there what he has for space. I'm looking at it like a closet that's not going to solve any problem if they indeed still had a problem with space. What I did Mr. Chairman is without notifying Selectman Luszey, and I apologize Ted for doing that. I hope I never do that again to any member of the Board of Selectmen. It's not fair to you. I'm asking the Board to reconsider their position but in the meantime or before that motion if anyone were to entertain that motion and I believe only three of you could, that would be Selectman Luszey, Selectman Brucker, and Selectman Nadeau –I believe you opposed the move. I opposed the move in its present form. We'd entertain only the idea of making the move to the Administration Building but without Mr. Beike. I would like to afford the opportunity for the Police Chief and if need be Mrs. Nute. I'm sure Selectman Luszey is going to want to chime in. At the very least in order to be fair to the Police Department and to the Police Chief give him an opportunity to address this Board. With that, I thank you Mr. Chairman.

Mr. Chairman, Selectman Luszey said before I actually make the motion to reconsider, I'd like to bring everyone's attention to the June 11th minutes on page 6, paragraph 5 and I'll read it. "Selectman Luszey said he'd be telling them what we would be planning on coming in with – it's to relocate IT in the basement of the Fire Admin. Building in totality except for the server room." With that being said, I understand that Chief Lavoie was not here but it's my understanding, and the Town Administrator can correct me if I'm wrong here, is that he has status meetings after every Board meeting. I would assume that this topic would have come up during that discussion when the Town Administrator would have been reviewing the minutes or the topics of conversation and the whole relocation of IT, Finance offices, Supervisors of the Checklist would have come up so I would have to assume that the Chief was aware of these plans. Can you respond to that Mr. Malizia?

Steve Malizia said he did not have these minutes so I do not verbatimly read anything. We talk about what the topic was that came up but I can't say if the Chief was at my staff meeting that day. I don't take attendance. It's one of those types of meetings where if they're there, they're there, if they're not, they're not. They're not recorded. They're not on television and I also don't have the benefit of having all of this verbatim material.

Selectman Luszey stated he just wanted to bring that to your attention.

Motion by Selectman Luszey, seconded by Selectman Brucker to reconsider the action that the Board made at its last meeting in regards to IT, carried 3-2. Selectman Nadeau and Selectman Luszey in opposition.

Selectman Brucker asked to make this clear. We're voting on reconsidering is that it? Chairman Maddox said yes.

Selectman Coutu thanked Selectman Luszey for making the motion.

Chairman Maddox indicated that we are going to reconsider the motion that relocated all of the IT staff to the basement of the Fire Station. Selectman Luszey asked if they were going to have any debate on it or are we just going to vote. Chairman Maddox said they were going to have input from both sides I believe. With that hopefully everybody is prepared. They knew this was going to happen. I would ask the Police Chief and the IT Director step up and let's...

Chief Jason Lavoie thanked the Board for at least taking the moment tonight to try and hear my position on this matter of John Beike basically being removed from the Police station and his services. This does amount to a loss for the Police Department in my opinion. John has been with us now since roughly 1998. The Police Department has always been on what we believe on the forefront of trying to stay ahead of the curve, being up to date with technology, etc. These things were identified as being important in law enforcement going back to 1990-1991 when we first started getting lap tops and things along those areas. Lisa Nute was then provided additional training to help get the Police Department up to speed with technology. That gave us roughly with her position – it was a full time position. She did have other responsibilities as well. As her position increased, it was identified that we needed more help. John Beike was brought in for an additional 20 hours of part time work to be up at the police station roughly around 1998. We had approximately 60 hours of people that we had around us at our access to be able to deal with issues that arose. That was roughly like I said 1998. Then again in 2006 when the IT Department was being talked about and discussed and how it was going to be implemented, Chief Gendron for the Police Department was assured that with Lisa and with the then Board at the time that it was recognized that having John Beike was still vital to be up at the Police Department. He remained at the Police Department. We're hoping that that continues.

Chief Lavoie said some of the day to day stuff that John deals with from IT and I've heard some of the arguments about tickets don't show it and some of the things about spacing that we've been asking for. We can certainly discuss those issues. I'll be the first to say that as far as punching tickets goes, that is something fairly new overall in the last couple of years that Lisa has implemented. We do not do the tickets as well as what we should be doing them. John is there. He's readily available. Issues pop up and arise and the first thing that is done is hey John I need this, hey John I need that. It's quickly done and the issues are quickly resolved that way. Even still even with our lack of doing as many tickets or punching tickets as we should be, we still punch more tickets than the other departments do. Again, that's having John basically right outside our offices and at our beck and call. He's there for immediate service. The things that John deals with for us, he's also one of the first – as far as I know he's still probably the only non sworn person in the State that helps deal with forensic recovery of evidence data with our computer cases that we do have. John has gone to the training for that. The State has complimented us for being pro active in that. Some of the other things that John will deal with for us is dealing with the laptops as you already know and some of those issues. Some of those sure we could drive down to the building is what the response is going to be that we could drive down to the Fire Administration Building, have the laptops serviced by John, or as the case may be, and the officer can head back out on the road. There are times when the officer has a laptop problem – John gets up from his desk, looks at the issue and says you need another car. So the officer can get into another car. If we do that now, we're wasting time by driving here first, have John come out, take a look at the laptop, then driving up to the station, and then coming back out to patrol when it can be done a lot quicker and the turnaround time is quicker to get that officer back on the road into their sector doing whatever it is that they would do as part of their everyday duties.

Chief Lavoie stated some of the things with the radio system, the seizure system, SPOTS, computer forensic, close circuit surveillance, video arraignments, tasers, AEDs. He's had some help with that. He's also worked on getting Dan Dolan up to speed and helping us with the downloading of stuff there, recording system for CID interviews, security access system, internet access, setting up other things so that we can record and help our detectives in the observance of interrogations that are going on or interviews of certain cases. There are a number of individual situations that do occur that we utilize John on a day to day basis where we need the face to face stuff. Yes not everyone happens every day but the amount of situations that arise where need John face to face stuff to deal with is large. So there's a number of things that we have to work with John on a face to face basis. Again, moving him in my opinion as a department head does affect us. The Police Department utilizes a diverse system of applications that we do to get our job done. We also integrate with outside agencies on a regular basis. Those outside agencies are to help us complete the everyday tasks that not only the citizens expect us to do but the business owners of Hudson also expect us to handle. I think we're better served. I think the community is better served by having an IT person readily available within our building. Anything that we do now from patrol officers using laptops, booking of prisoners, video arraignments, records personnel, detectives, communications, animal control, downloading of evidence. We've had cases where John is helping us with those things and he's there with the detectives saying I need this. You look for this kind of a camera. In one case I believe it was a Panasonic and John was able to identify what it was that was needed. Right away, the detectives are changing the search warrant, they're fixing it, yup that's what you need, and then off we go. Chief Lavoie indicated that what I'm here to do today as a department head is to ask the Board to reconsider and allow us because I do think John is an essential component to the Police Department in achieving its tasks.

Lisa Nute apologized if my thoughts are everywhere. I just got back from vacation and discovered that I would be at this meeting today. I didn't have a lot of time to speak with the Chief. I do want to say what I told the Chief in person at the last department meeting is that I'm not looking to do a disservice to Police IT. I'm not looking to make it worse. I'm actually trying to improve IT overall. I'm not going to be abandoning the Police Department is what I want to make sure that they all understand. I can only base my decisions on what I've seen for the past six years. We would all love to have our own personal IT person on site. We have two 24/7 dispatch systems. We don't have an IT person there 24/7 but we do the best we can. We're all on call and I won't argue that the Police Department does not generate plenty of tickets. There is quite a bit of technology. As Chief said, worked at it first hand and understand that. I also need to be concerned with succession and where we're going from here and what happens when I lose Vin or John. It would be a great loss to lose either person. We are very fortunate in that we have two very qualified individuals. They are very experienced. They both have over 30 years of previous employment over 6 with the Town of Hudson alone and everything that they do not require redo. With their experience, and their expertise, their knowledge, things get done quickly and I don't have to second guess recommendations and are team efforts.

When we first consolidated, Ms. Nute said the IT Department – over 6 years ago now – it's funny because I got grief then for not bringing John Beike into our consolidated IT Department here at Town Hall. The reason I left him there initially is 1) we needed to hit the floor running, 2) I needed to appease the police personnel and Chief Gendron especially who was going through a lot of change and they wanted it to be as seamless as possible and to not make that even more of a problem or effort. So we did that. My initial vision for consolidating the IT Department was not only to make us more intradepartmental – we weren't even communicating as departments. We were all basically individuals working in individual departments and we've come a long way since then. We didn't have the space to move him at the time and, again, I thought it was in our best interest to stay status quo as much as possible and to just put out the fires we needed to on this end and let him continue doing what he knew best down there. Again, we're very fortunate to have both Vin and John. We all feed off each other's strengths and weaknesses. So we make a good solid team. I'm trying to improve believe it or not what we're doing overall and not make it worse. Again, I agree that there is quite a bit of technology. I would like to work more at the cross training. That's difficult when we're in our comfort spots here and can't do things like swapping and things like that.

Lisa Nute said tickets are yes not always the most even but I don't look at just a number. One of the main reasons to have tickets is so that the entire team knows what's going on at the same time. We know when there are multiple issues of like type which indicates for troubleshooting that we have a bigger problem. It helps me look at what types of tickets we have out there and how we might be able to improve services by doing things differently. I don't look so much at the number and I don't argue that the Police Department does not have a lot of technology but I believe that bringing this altogether is in our best interest and the best interest of the town. Thank you.

Selectman Luszey told Chief he had a couple of thoughts and comments when you were speaking. You're advocating that you make the decision on where to put another department personnel. How you justify that in your mind would you accept another department head coming to you and basically trying to outline how and where you should deploy your resources given that you're the expert in law enforcement and we expect Ms. Nute to be the expert in IT delivery. What I didn't hear you say or articulate is what very specifically does John do that would impact your ability to deliver your services?

Chief Lavoie said he agreed with Selectman Luszey as far as having another department head come in and advocating where IT goes. That's where you're making a mistake. That's not what I'm doing. That statement would be correct but the way I'm interpreting it is that you're saying that I'm making decisions as to what types of computers, what types of software, what types of technology...Selectman Luszey said that's not what I'm saying...Chief Lavoie heard what you said and if I could just stay on my train of thought before I get lost and then I'd be happy to hear you response back. What I'm advocating is I need an IT person that can help assist with the day to day operations of the Police Department. I know the day to day operations best of the Police Department as you said. I know what needs that need to be filled. For example to talk about the second part of your question. For example, we've had AFIS machines just went down this week where stuff wasn't being sent through. The call comes in from the State – I know that when I need my AFIS machine fixed, I need it fixed really quick. We had 5 arrests and the information wasn't going through and the State is trying to verify who these people are, are they wanted elsewhere, are they the same person that they're claiming to be and the fingerprints will show that. As you know we utilize what I call the "judge in the box" where we do our arraignments right from the police station. I think some of you have already seen that in the past. The State has also gone out through administrative license suspension hearings where we deal with those all via computer. We have occasions where those things have gone down. To deal with them, it was oh crap John we need you. John went in, was on the phone with them doing their IT jargon and stuff they were doing, checking different things, and resolving those issues for us right away when we needed them. A Judge doesn't want to wait 10, 15 minutes for let's say we punch a ticket, it goes through, and then they're wrapped up in something and they can't get a hold of them and then by the time – Judges don't want to wait They want us know. You're friends with a Judge; you probably understand that pretty well. The same thing with the ALS system. They want us back up now. We have defense attorneys that are waiting; we have other clients that are waiting. Again, we're advocating for the Police Department because I know what's best for the Police Department and why we need him with some of these circumstances.

Selectman Luszey indicated that you're advocating based on a current set of business practices. What I still haven't heard yet is all of those issues I don't believe requires a person physically at your site. When I take a look at other towns and cities and even our State deployment of technical resources in this space, they're not necessarily in the facility that they're supporting. We have been striving to get to a place that will allow us to move more of our technology from being in house to out sourced. I'm wondering how it is that if you really need a dedicated IT person, that hasn't surfaced before. If you really do, then we need to be having another conversation.

Chief Lavoie said it hasn't surfaced because it's been in place. Selectman Luszey said it hasn't. It's been in place artificially and what I don't know is if our Technology Director says that she can improve the overall efficiency and productivity of the IT staff and the operations of the entire technical infrastructure town wide, how it is that we can continue to dedicate an IT resource to your facility because that's kind of what we're doing. Chief Lavoie said his response back would be to quote you would be what is it that John Beike can't do from our police station that he can't do at Town Hall in regards to those talks that you're talking about. Selectman Luszey responded, "absolutely". As a matter of fact, go to page 6 and I say that but it also gets us to the point that when Mr. Beike and Vin decide to retire, hopefully we will have positioned our technology and already started well on our well into outsourcing it so that when we don't have an issue with a lack of skills available to pick up where they left off. Chief Lavoie said to deal with those circumstances in which John has to be in the building to fix. I mentioned I

talked about the judge in the box problems and we've had those issues. I've talked about the AFIS machine. I've also talked about the ALS hearings that we have when we need somebody in the building. We're talking about outsourcing and getting rid of our IT Department is what I'm hearing. Selectman Luszey said, "yup". Chief Lavoie said we're already part of a cloud. We have a cloud that's built in with the Town of Hudson is my understanding from what we currently have.

Lisa Nute interrupted and thought we're getting a little bit off track talking about outsourcing because I'm not talking about outsourcing just so you know. You're talking about outsourcing but there is a lot of hands on and I understand what the Chief is talking about but there is a lot of departments like that as well. We do have fire dispatch. We have Town Clerk a.m. with a counter full of the public and things go down there too. So that is crucial but there are a lot of things we can do remotely and I think everybody understands that. There is a substantial amount we can be doing remotely. If the judge has a problem, yes do we need to run down – it's no different than having the run of the court. We're four miles down the road and I would like to at least give this a try and prove to the Police Department that we can make this happen and make it work without losing service for them.

Selectman Coutu thought he heard Ms. Nute saying something and if I didn't, then I'm sorry. Did you just say if he had a problem with video arraignments and he needed to have somebody in house it would be no different sending John Beike from here than just having a police officer run to the court? Is that what I heard? Lisa Nute said no. We have a remote office at Superior Court where IT maintains that equipment as well. Having him here just means he's closer to that coffer service. We run down to Burns Hill. We run down to Robinson Road. We do make the rounds. We have 11 town owned buildings; we have 6 remote sites that we have 2 IT Specialists responsible for all of that. There is plenty of work and plenty of moving across town on a daily basis. It's just the reality of it.

To pursue Selectman Coutu's other thought, we've talked about dedicating people. I was surprised – I made a note that in your remarks I listened very intently to see if I was going to hear the word "virtualization" and it never came up in your discourse. Then the other topic that came up on both sides Selectman Luszey and you is the dedication of one person. I don't like to use employee names who are not here. It's an IT employee. We have the dedication of an IT employee at the Police Department who is responsible for four units within the government structure. It would be the Police Department, the dog officer unit, the Highway Department, and the Robinson Road fire station. The reason for that dedication is because that's the general location of all four of those particular units of our governmental structure. We have here at Town Hall dedicated to two buildings – Town Hall and the fire station, and the Burns Hill fire station as well – we have two people that for the lack of a better term are housed or dedicated to those particular areas. I'm still on the fence on a couple of things. One of the questions I have and I'm not trying to be antagonistic at all. You know me better than that Mrs. Nute. We talked about this dedication as it exists as has existed for longer than that employee has been here. You in fact were dedicated to the Police Department when you were first brought in in IT if I'm not mistaken. Are we saying then that that particular IT person who was assigned to the Police Department is not fulfilling his hourly obligations and there isn't enough work there for him to do and that would be a reason to bring him back. My argument would be if he has 40 hours of work to do and that's what he's assigned – I don't know if he's assigned 40 or 35, what would be the reason to remove him only to be in the situation where if he does get a call, he has to get in his car, consume extra time that he wouldn't otherwise, and we have to reimburse him for his gas at the end of any given pay period. That's my question.

Lisa Nute said she needed to make a couple of things clear. First of all when a call comes in for support through the ticket system, one of the reason that we all get that is because it isn't determined that because it's in that building it automatically goes to somebody. There are several applications and things and server work within the Police Department that isn't even maintained by John. I have those things being assigned to my other IT Specialist who's physically here. A lot of things I prefer to farm out based on the project. One IT Specialist is more heavily handling all the virtualization and when I talked about how we can do a lot of things remotely, that's because it is virtualized. A lot of those things are being done actually here and police personnel don't even realize that. We maintain their e-mail accounts from this side of the network. We have all the records personnel use all the scanning applications and they use content central and the document imaging system. That's all being maintained on this end of the network and not done at the Police Department. It's not necessarily that because a call for service came in for Robinson Road that John isn't necessarily handling that. If we need someone to physically to go there because it's a printer or something that needs hands on, that's why I've asked John. He's a little closer down that way and the same thing with Highway. It makes no sense to send someone from here all the way down to Highway when he's right there. Yet a lot of the Highway systems are being maintained down here by Vin. It's not necessarily things that happen within a building. Definitely if something happens at Superior Court, John knows that. John set that office for us. Yes John is going to be the one to respond even though Vin maybe closer on this end to the court, I've got John going down there. I just want to make sure that that's clear. It's not just because an Animal Control Officer calling a call that John automatically handles that. There are quite a few things that are handled by either me or Vin mostly Vin.

Selectman Coutu indicated that he had to continue. I don't feel the question was answered. As a matter of fact, I'm even more confused than I was and now I'm starting to lean back where I was. The question was if the IT person who was assigned to the Police Department is assigned a certain number of hours of work per week does he in fact with the IT dedication that he has at the police, does he in fact work that number of hours because what I'm hearing is no answer to that question but that a lot of stuff that are problems within the other units within the structure that are co-located which would be the fire station on Robinson Road, the dog officer, the Highway Department, a lot of those tickets are punched come in here and you take care of it. So are we saying that if all of those went to that IT dedicated person, we would have to increase his

hours? Lisa Nute indicated that neither one of my IT Specialists work a 40 hour work week. There is too much to do for 40 hours. If we have a project going on, and IT Specialist could end up working 59 – 60 on that particular project but they get paid 40. They're certainly working at a minimum their 40 hours and above and beyond that.

Selectman Brucker indicated that she had a couple of concerns. One is if the work at the police station is so specialized that it really has to be one person. I'm wondering is there any way to share this person if that could be worked out or maybe just try it with having him at the Fire Department building and see how that works. Lisa Nute wasn't sure if she was going to answer your question but please help me if I don't. Like I said when I initially was involved in the consolidation of IT, my vision was that both my IT Specialists be crossed trained as much as possible because when somebody is out on vacation, or somebody is not available, they're at a family event, we're 24/7, 365. One or more of us needs to understand what's going on. Just like the crime forensic that the Chief mentioned – both IT Specialists were trained in crime forensics. John does the majority of it because he's there but they've both been trained that way. The virtualize software and things like that. The other one happens to be stronger than one. One is more strong in phones. The other is stronger in networking. You can't know everything. We cannot know everything and there are a lot of applications. Does the Police Department have specialized things? Yes but so does Fire, so does the Town Clerk. There are plenty of specialized things. Assessing is one of our worst as far as dealing with specialized things. I understand that but Police is not alone in that. We do the best we can with two IT Specialists and their expertise is invaluable to me because we can get things done more quickly that way. It's just easier with having had John under me as a part timer. He hit the floor running because he was already very familiar with things but we run the same software in the Police Department as we do in Fire for public safety. We run similar things on both sides – e-mail is e-mail. So there are plenty of things that they already do share. Did I answer that at all?

Selectman Brucker said sort of. You said the Fire Department has specialized software. Does one particular person take care of that now because they're here? Lisa said depending on what it is. If it's the recording system, John is a little stronger in that although Vin actually assisted in the installation of it. They pretty much both could handle that if necessary as can I. If it's something like the phones – John I would probably be more apt to give a phone for fire issue to him or what's been going on with Community Development or I take that if I'm on vacation as I was last week. We kind of do have some cross training going on but like I said, you can't know everything. My concern is what do I do when they retire? I believe that a move like this will help us to stay focused on that cross training and look at what we can share more and share information more when we're more together. When I have decisions to make sometimes on the fly, I happen to have Vin physically here. A lot of times I end up having to contact John as an afterthought. It's like this is what we just decided because I don't have a lot of time. Well he may have had different input or he's okay with that. It would be nice to be able to have that opportunity to have a team together and discuss things more like that as well. That's just one little thing.

Selectman Brucker asked if John was at the police station all day every day. Lisa Nute indicated Monday through Friday and he's just like us on call. We all get tickets. We see them remotely so if something goes off at 3 a.m., or our cell phones ring, it's then determined who's handling it based on who's the most experienced with that particular thing or who is available. Selectman Brucker asked does he ever leave the building to go out. Lisa said yes. When we have tickets for Robinson Road, he knows that he's my first responder for that. The same with Highway. If it's something remote, sometimes Vin will take that from his house. They start at 6 a.m. We generally are not on site at 6 a.m. but our work day starts at 6 remotely to make sure that Highway is up and running. Sometimes it doesn't end until night meetings are done and things like that. We do the best we can with 3 people.

Chief Lavoie asked to reiterate a couple more things that I thought about to Selectman Luszey's question in regards to some of these that John does for us. I mentioned a few already. The other ones that come off the top of my head would be often times I'm a big proponent in using the media to help us solve cases. Often times when we get a robbery or some sort of an assault where there is surveillance equipment, more often than not we find that the people there don't know how to utilize their equipment. What will happen is John has jumped in with a Detective or an Officer driven down and helped us capture the stuff so we can get it out to the public. These are just individual things that the forensic recovery of data. When we're investigating a crime that involves computers, I'm in the midst of purchasing some more equipment for police based on some training that we've had to help us to recover things off of cell phones and things of that nature. That stuff has to stay at the PD. I haven't gotten all of the information yet on what type of training is needed for this. Once I do, I'll be able to sit down and have an intelligent conversation with the IT Director to say I'd also like to do this and here's what's needed. Can I send John to get the training on this but until I have all that finalized information, I'd rather not discuss it with her until I have more information for Lisa. Those, again, are just a couple of things. The evidence stuff needs to stay at the PD. That can't go outside so we would need to have John or if it works out with the IT Director that we can utilize his skills, I need him inside the station. Many times we have officers that are trying to download photos into reports, something happens on the computer in front of them and things froze, it's hey John I need help. John can stop what he's doing right at his desk. He'll walk down and resolve the issue and things get done so that way there it helps me get people back out on the street quicker.

Chief Lavoie indicated that we've also talked about tonight that John goes to Robinson Pond. He's close. He's up to that end. He can go to Robinson Pond from the PD. He's done that in the past. The same thing, he can go over to the Highway Department from our location. He's done that in the past and he'll let us know I'm going to be over at Highway, hey I'm going to be out at Robinson Road. Like Lisa said, sometimes he comes down here or various things as well. John's proximity to resolving an issue that needs hands on from the PD is a lot quicker turnaround time to get something resolved than what it would be from basically this location. As far as the space needs, I think Selectman Coutu had mentioned that. That's

something that Selectman Luszey had brought up I believe was we could gain some more space with that. There's about 180 square feet of space in that room. It doesn't help a lot and in conversations that I have had, we'd still need to utilize that room for IT so that they would have a space to be able to work out of. I really don't gain anything with less than 180 square feet of office space. I do agree they would need a home base to work out of when they are up at the PD doing things.

Chairman Maddox indicated he had a couple of questions. I guess I'm most concerned about travel time. I keep on hearing about we can virtualize dispatch why can't we have a virtual person in the Police Department that can handle problems from there just as well as he could from here? I can see if all your people are down here and the Police Department because of their needs need someone to go up there 4 times a day, I'm paying for an awful lot of travel time that I'm not getting something done. I'm trying to get over that leap of they need physically somebody there to deal with the connection to a cruiser issue, to any number of issues. Can you help me out with that?

Lisa Nute thought they could easily work that out. I don't picture it as being a back and forth, back and forth, back and forth. We can all see where tickets come in provided people are using the ticket system and kind of consolidate those. This police person needs this, this and this. It's not an emergency. Tomorrow whomever, why don't you spend a chunk of time tomorrow at the Police Department handling these tickets and get that done. Unless there is some emergency where we need to fly, and that's no different than wanting the Rec., or Hudson Community Center on voting day and now something happened there and they can't get in. That happens. Running down to Burns Hill, that's not a short sprint either. I picture it more like scheduling the days unless something comes up on the fly. There's a lot of like I said remote things. The Chief talked about running down the hall to assist somebody with photos that are having trouble. We can actually log into that PC and help them from down here. Again, they've had somebody on site for so long I don't think they understand a lot of times that you can do things remotely and help them out on the phone and looking at the problem they're looking at. We do that with Fire all the time. We're not running back and forth across the parking lot. We are logging into their system okay show me. I see your desktop what is the problem. Okay. Do that and that, done. Things like that I think we need to give a try.

Selectman Brucker said with the ticket system how quickly would that response be? It sounds like some of the situations that are at the Police Department need some very quick repairs or fixes. How does the ticket system work with that is it red flagged or something? Lisa indicated tickets come in through our support e-mail address. So we get them on our phone. We get notified that way. We can see it on our desktop. Depending on what it is and how much of an emergency it is. We'll call and help them over the phone or remote into their system if we can. If it is seriously something physically that needs an onsite person, we go. Again, we're what 5 miles between here and there.

Selectman Luszey noted that the Chief said a few things that really kind of is disturbing to me now. That is he has added to the workload of the IT Department without actually 1) discussing it with IT to find out if it belongs in the IT Department, and 2) whether or not we want to fund that type of work. I think we need to have that conversation. The IT Department isn't where you would go to have forensic work done or investigative work done. That belongs in his investigating unit. IT is a narrow band of work, and skills, and knowledge that allows a business to operate effectively and efficient. If we're broadening that scope, then I think it's a whole different conversation.

Chief Lavoie indicated he was a little frustrated with the word of "disturbed" being used to preface this comment. First of all, the statement is not accurate. Any time that we have done training with John; we have gone through the IT Director. That's been in place for a number of years. The only new item would be the one that I just discussed regarding the cell phones. As far as us determining the work of John Beike, that's not accurate at all. Selectman Luszey said okay. Chief Lavoie said when the class we did put John Beike in with the forensic recovery; we were applauded by the State for doing this. Getting experts in there that know the systems of IT and how computers work. We haven't had a case go to trial that John's touched. He knows his skill set is so great. He's actually helped the instructor in the class with some of the information that was discussed during the presentation. I find it very hard to believe that any defense attorney is going to be able to beat on John Beike or Vin Guarino on the stand for doing their work because they know all about the processes of computers. To me my first and foremost concern is for the citizens of Hudson and in taking care of the victims of crimes. These specifically will be more often than not a people crimes that they're investigating when we need these types of situations. Could it be some property issues? Yes it could be. More often than not, it's person crimes and that is my priority is to make those victims whole.

Selectman Luszey said he appreciated all that but I still think that we're going about this – a department head came to us and presented a presentation and we discussed it and deliberated it here. We now have another department head coming and questioning our decisions on that. We're having a huge lengthy debate around it. I would like to call it and let's take the vote.

In fairness Selectman Luszey, Chairman Maddox said we have to be educated up to the level that maybe you are. I think that all of us assume some things, maybe don't understand all of it. Again, I keep on thinking back to your virtualization of everything comments. I'm trying to get my arms around what it takes. I think cutting the debate short is... Selectman Luszey said they were not debating virtualization right now. We're debating whether or not we're going to move one person from one facility to another. Chairman Maddox rephrased his answer. Is the need or the ability to virtualize some of this – could John pick up more things at the Police Department to support IT from his present location? Why does he physically need to come down to a different location? That's my concern. If you want to call the question, you can certainly do that but I think we're going to...

Selectman Luszey said he'd answer that question from my perspective as a person that did that work for 37 years. If I'm going to run my department effectively and efficiently, I need to be the one that's allocating the resources and setting the priorities of what those employees are working on not the manager of another business unit.

With all due respect to what has been said, Selectman Coutu wanted to bring us back to why we're here and we're having this discussion. We're having this discussion as a result of an observation that I made and the observation that I made was that I feel very strongly that when something is being done in the governmental structure and it affects other people beyond that which whether it's a department head and his staff, a department head with another department head, or a combination of other department heads, whatever is going to take place and however people are going to be affected, all those involved should be included in the discussion. I didn't make the motion to reconsider. My good friend Selectman Luszey made the motion to reconsider and that's why we're here discussing this. The Chief discussed with me his concerns. I thought they were legitimate. Do I think that Mrs. Nute at any time decided that she was going to backstab the Police Chief? Absolutely not. I think that I agree with you that it's very difficult to make decisions if every time you make a decision people are going to question it and call you on it. Here is an individual and a department that was directly affected. They felt very strongly about it and as their liaison, it was brought to my attention as a result of my having questioned whether or not he was included in the conversation because based on what I saw at the meeting, I didn't feel that the department was included in the conversation but I certainly thought that the Fire Chief was given notice. I don't think there was any deliberate attempt here to back stab anybody. If we had that in our government, that wouldn't just be another discussion, there would be motion being made in nonpublic about how to deal with department heads that deal that way. Personally, I thought it was an oversight. I appreciate the candidness and the candor from the Town Administrator relative to the staff meeting that he had.

Selectman Coutu indicated that Selectman Brucker touched upon a point that I was going to touch upon just prior to her bringing it out and I'm glad she did. Let me ask you a question Mrs. Nute because you're a lot more knowledgeable about this stuff than I am. An investigator at the Police Department is working on a case. He needs to get this report out to the State accompanied by a picture of the suspect so that they can get this state wide immediately for whatever reason. I don't want to list any kind of crime because I don't want people to be sickened by some of the things that go on in the Police Department that I'm well aware of. The investigator at that point his computer freezes up. He or whoever in the department that's assigned to – let me ask you this question. When someone needs a ticket, do they individually punch the ticket themselves or do they have to go somebody to punch the ticket for them? Ms. Nute indicated they can send us an e-mail, we have cell phones, they can call...selectman Coutu indicated that's not a ticket. They have to type out an e-mail? Ms. Nute indicated they could go to the software. The ticket system go directly into it. Selectman Coutu said their computer is frozen so they have to go to another computer to either use e-mail or to send some sort of a notice to get a ticket out. So time is being consumed. Lisa indicated that they could just call. Selectman Coutu said you and your other IT person here at Town Hall are both involved in other projects. If an investigative officer were to say to you look my computer froze, we've got a suspect, I've got to get this out to the State, we need to release this state wide, is that sufficient for you to drop everything you're doing and say all right we'll take care of your problem or could that possibly be put on the back burner? Lisa indicated they prioritize. So if they said hey we need this immediately, or this is what we have, we're going to help them. Selectman Coutu indicated that Town Administrator calls you and tells you that all the computers in the Selectmen's office are down and I need you to get these up right now, which one would take priority? I know we're talking hypotheticals but I'm trying to be realistic about the uniqueness. You work there. The uniqueness of the crime unit that we have in our community and the reason why I feel that they need to be treated somewhat differently. I appreciate that you're the department head and that you feel that...I don't think we would have had this conversation here had this been handled one on one with the Police Chief or with everybody included in the conversation. I don't think we would have this conversation. I think you would have come to some sort of a compromise.

Selectman Coutu indicated I'm torn between something Mrs. Brucker said and with what you have said, and what you have presented to us. I want to be fair also to the Chief of Police. I came in here with an open mind but supportive of the Police Chief because I'm his liaison. You would certainly hope your liaison would support you. We had an extensive discussion. It wasn't hey Roger will you go in and stop this from happening. It was I think your argument are legitimate. I had a conversation with Selectman Luszey. Selectman Luszey indicated if this goes the way I think it may go, I may have to make another motion. Selectman Coutu said the point is it's a unique unit and I think it should be treated a little differently but we're always going with what Mrs. Brucker presented was that is it possible that however this Board acts there's no rush. You're not all running over to that building right now. There's a lot of work that needs to be done. The two of you sit down and have an additional conversation separate from this and try to arrive at a compromise. Mrs. Brucker suggested can we try it for a while and have them altogether and see how that works out or an either of you convince the other that this is the right way to go because I respect the fact that it is your department but I also respect that the Chief of Police certainly knows his department better than any of us. We'll never be privy to everything that goes on there nor should we. He certainly understands the value of having the IT person dedicated in this building. I see no harm with leaving him there but at the same time, I respect your presentation to us.

Lisa Nute apologized to Chief Lavoie if he thought that he wasn't privy to a conversation. This whole discussion took place when Mr. Luszey started the whole reorganization discussion and the department heads all came together at the Library for half a day and we talked about needs and where can we go. We talked about moving the IT Department together more than a year and a half ago and we talked about moving up to Oakwood. We talked about various locations and I discussed with them more than a couple of department heads why it's difficult for me to manage with one of my IT personnel on the other side of town. So it isn't like suddenly we had this conversation the day before and then I left the Chief totally out of it. It's a

conversation that's been happening for a couple of years. I would say at least a year. I apologize if the Chief thinks that he missed something. The next thing I know Community Development is all being reorganized and I wasn't privy to that and then I was asked to come in with a cost to send IT down there. That's basically how it went. It's a conversation that's been going on for about a year at least.

Selectman Coutu indicated what Ms. Nute was saying in relation to the IT Department being reorganized that something was being done with your department without your knowledge. Ms. Nute said no. I was part of that because I was one of the department heads who was in the meeting with John Cashell, Steve Malizia, and Ted Luszey, etc. where we were talking about how can we reorganize Town Hall and try to get Sewer and Water together. That was all part of combined dispatch and everything else that was a year ago at least. I think last fall we started those or ended those meetings. Selectman Luszey indicated October 10th in earnest. Selectman Coutu understood that's not what you said. I understand that you had all those meetings and talked about...I get e-mails from town employees that we're not happy with where they thought they were going to go and what was going to happen. I'm aware that those conversations took place and I'm aware that we talked about consolidations. Selectman Luszey reminded me of that earlier and I was well aware that those conversations were going on. What I stated to Selectman Luszey, and I'll state to you is never once did I ever hear anybody infer, or imply, or state – as a matter of fact, that we would be moving all three people into a unit wherever that was going to be for IT. We appreciated the fact that you've been in that corner for a long time. I go in there and I'm not claustrophobic but I start becoming claustrophobic in that area. I don't know how you people have worked out of that area. It's hot; it's dank; it's an isolated area and you deserve something better. What I thought you said or what I implied what you said was that suddenly a discussion came up of moving people around here in Town Hall and all of a sudden you're being thrown in the fire administration building and it wasn't discussed with you. It was brought up here and you were tasked with going out and getting the numbers to do it.

Lisa said because we finally found a place where we could be consolidated – my staff altogether. As part of the conversation more than a year ago, we discussed how do we get IT altogether. Could that happen when the senior center and HCTV center and that might be able to empty Oakwood and they can take over Hudson Community Center. That was a conversation during that. We talked about moving water out of here and making IT all of the current finance office. We had several conversations about getting IT staff together. That conversation has been for quite some time. What suddenly happened was Community Development reorganization and hey look that is going to be empty and the entire basement of 39 Ferry, go get us a cost and let's see if now we can finally make that happen. That was the sudden change of events. Space finally became available where we might be able to finally do that.

Selectman Coutu had one last question and then we can go wherever we want to go with this. As a result of what you just said brought this question up. You said that you met as I understand what you just said is that you met with your staff on several occasions about bringing them all together. Is that true? Ms. Nute said yes. Selectman Coutu asked if at any point did Mr. Beike ever say to you I don't think you can do it because I need to stay at the Police Department, this isn't going to work, or was he negative about the move at all, or was this a consensus of the three of you agreeing that you should all be co-located in one unit somewhere in this town? Lisa Nute indicated to the Chairman if we're going to talk about my staff, I think I would like to go into nonpublic. Selectman Coutu said we've been talking about the staff for quite some time. Chairman Maddox said he didn't see where we're crossing that line but it may be...why don't we hold that for just a second. Everybody think about it. Again, I'm trying to think how that would come into nonpublic.

Selectman Nadeau said he'd been thinking about this for a little while now since the discussion started. One of the things that I can remember is I went to go see one of the Captains one day and not on an IT relate item. I was talking to him about something else and it might have been during the budget deliberations. One of the officers went in and talked to the IT Specialist. Five minutes later, goes over, does that, fixes it, and goes back to his office. We were taking a tour of the Detectives area and one of the Detectives was having a problem with some of the evident he was trying to get. The IT Specialist came in, took care of that problem, and went back. Maybe 15 to 20 minutes later, came back with the fix. They got the information they needed and went back. On another occasion, I was seeing another Captain and a similar thing happened. Now that I've been thinking about it if he was over at the Fire Administration building and these simple fixes – one of them was done on a piece of computer that the Detective was working on – this is going to be a lot of travel time, a lot of expense. We were talking about over at Library Street making an area that is big enough to fix the computers, the laptops when they break and stuff. Okay he can swap the laptop out at the police station, tell the officer to bring it down to Library Street on your way by, and they'll put the new stuff that they need to do over there or whatever they need to do. Now that I think about it moving that IT Specialist out of the building with all the work that they do with records and the stuff that they do that he fixes over there, I think this is something that we need to work out more than just pulling them out in the next couple two or three weeks. A lot of these officers don't pull tickets for what they did or what they need. If they start pulling tickets, someone's phone and e-mails are going to be burning up and ringing off the hook. I think that yes they've gotten comfortable with him being there but I think a lot of them don't pull tickets because they can walk down the hall and say hey can you fix this.

Selectman Luszey said bingo. Is that an effective use of resources? Selectman Nadeau said if he's fixing the problem that fast, I think it is. Selectman Luszey said maybe not. Chairman Maddox asked to have the discussion through the Chair. Selectman Nadeau said maybe you don't think it is but I think it is effective when they need to get that, he walks down and gets what he needs and gets it done. The police station is kind of an important department and when you're talking about taking some surveillance footage and cleaning it up real fast, getting it ready, and getting it on Channel 9 news for noon,

there's some time things that you have to think about there. I don't think making that area down there accessible for 3 people and when they need to do stuff down there there's room for 3 people. There's not room for 3 people over here. I think having that space available at Library Street for Mr. Beike – now we have that room that he does all his hardware repairs in over there and stuff. Maybe that can be done over here at Library Street cuz we're planning on making a special bench over here at Library Street for that type of work and he doesn't need to do that over there. I think there's a few more things that we need to consider before we jump into this. That's all I'll say for now.

Lisa had a quick comment on what those tickets entail. It all depends on what that is too. If I don't know that a person is requesting this, or this, or that, the point is to get to the source of the problem. If it's the same moth hitting the window, how do we stop that? Selectman Nadeau said he was sure he stops it. Lisa said do you either train the employee on okay this is how you do it for the next time or okay we have a bigger problem that that keeps occurring. So things like that I can't help or work on if somebody is just going down the hall and addressing it.

Chief Lavoie would say with punching a ticket with us but the circumstances that Selectman Nadeau has just described happen all too frequently. It is a much more efficient way to get business for us to get work done because if we're punching tickets if we go to John with a problem that we needed here something done with it, John's usually already working on something else. John can now look at us, we explain what we got, he can get up and say I can take care of that, goes out, takes care of the problem versus us punching a ticket. John is staying on his laptop now. Support gets and e-mail and they're all working on projects because IT is a busy department. If they're working on stuff what's an emergency for somebody in IT isn't an emergency for the Fire Chief. It may not even be an emergency for me but it's necessary because that Detective knows what's going on and he has to get this thing done and he gets it resolved. They're not sitting around waiting for the fix to come down the pipeline waiting for somebody else to pick up a ticket and read the ticket and then have them put their spin on what's really important and what's not important. That's what's valuable to me is that I get increase in man hours are being utilized much better because they can get back to work that much quicker as these things are being resolved.

Chairman Maddox asked Chief Lavoie if he was in the same boat as Ms. Nute. She wants to be able to utilize her resources to the best. I think your department Chief has created some of its own problem by not punching tickets to see the volume that the complexity of the concerns you have in your department. Bad you're going to fix that or whatever but I think that Ms. Nute is trapped by trying to make her people as useful as possible cuz all of our departments are important not just the Police Department. We have all of our departments – if we're not taking taxes in at the counter, that makes a lot of issues come very bad. I think that really what needs to happen here is both of you need to kind of step away and give us an overview of how we can make this work. I don't know what that is personally but I think that the five of us can make a decision and it probably won't be good for either side. IT needs to tell us what could be done – I guess Chief maybe you could tell us what the biggest issue is so is it a.m. If Mr. Beike reported because of the court things, because of the morning stuff and he was still available to come to IT headquarters three days a week in the afternoon, again, I don't have any answer but I think I'm confused by the question. I don't want to hurt either department but I think there's truly a disconnect here in how this is going to happen.

Selectman Coutu indicated that was what I just suggested a little while ago that maybe we need to step away from it for a while and see if the two of them can work it out and come back with a compromise so that we can accommodate both of them. I think that there's a potential that the IT person dedicated to the Police Department may be able to come three afternoons, possibly five afternoons. It depends. I don't know where the bulk of his work is whether it's morning or afternoon. I'm sure there are problems in the afternoon as much as there are during the day. I also appreciate the things that I learned tonight from Selectman Luszey in terms of virtualization, things that people can do. What I have difficulty with is the task of training somebody how to correct their problem. When they're in a rush and calling the IT person over saying can you get this fixed I got stuff to do and then he's doing his investigation, typing his report, and then he's off to another investigation, how much time does the IT person have or the person who needs the training to get together to get that training. You just don't say to somebody what you need to learn to do is push this button and it's going to correct it. There's a lot of ins and outs to solving these computer problems. I know firsthand and that's why I don't do it and I put it in my hand and I bring it over to my computer buddies who take care of it.

Selectman Brucker proposed what if the IT at Police headquarters issues tickets for everything or people who need his help issue tickets to the IT Department and we see just how many there are, how close together they are, how much immediate work needs to be done, and just carry on as you normally do but do everything with a ticket and see how that looks. Lisa Nute indicated he's been instructed to do that for the past 3 years.

Chief Lavoie said the other day for example, I needed to give two people access to the Detective Bureau. John controls that. Hey John can you give so and so, and so and so access to that room? Yup. I go in my office, I get grabbed – hey Chief we need. Hey Chief we got that. It's a lot easier for me to spend 3 second – 5 maybe 10 seconds it took me to say John give them access than for me to go back to my desk, open up my e-mail, pull up new, click on to, go to support services, type up what I need done, please give these peopled access, and these people are still sitting outside the office waiting because that's not a priority. Lisa stated that was understandable. Chief Lavoie said that's just an example. There's probably a number of those that I can come up with if I sat here for a while and put them all together. Lisa said she totally gets that and that ticket did come through. It's John's responsibility which he did. He did the ticket to say Chief needed access to this and this, done, how much time he spent, and that it went to the Police Department for work. There are times when we are responsible for handling those types of tickets.

Selectman Brucker said it would just give us some data to make a decision on. That's all I'm saying.

Chief Lavoie told Selectman Brucker that he'd be the first one to admit we have not done a good job with the ticket system because really since the early 90s, it's always been hey I need this, hey I need that. Often times it's just quicker when someone is right there in front of you. It takes more time to punch up the ticket than for what the specialists can do. Something tells me that Selectman Luszey can tell me 20 times how to do a tune up on a car. I'm never going to grasp that. Just like with computer stuff, it's foreign to a lot of people. We just don't get it. We can probably show you things that you have no clue about. You might never pick it up. It's just the way sometimes how people understand these things. These are very technical skills that Lisa has a ton of years of experience. John and Vin both have probably 70 years combined between just the two of them alone and throw Lisa's 15-20 years of experience in. To get all that information to us is tough.

Selectman Nadeau said it sounds like this ticket system is pretty complicated and you're spending a lot of time e-mailing back and forth on this ticket system. Lisa said no. It's not unique to the Police Department. There are plenty of times where Finance and Water are right there – hey can you do this, not a problem but can you do me a favor go put a ticket in for me and if they don't, I do the ticket to say this request came in, or by phone, or whatever and this is what it was. It's quick but it's important.

Again, Chairman Maddox said we're struggling Selectman Luszey with the unknowledge and we're trying to catch up to speed. I am concerned about the nonpublic discussion. There may be other things that we need to talk about but I don't think it covers under what we're doing here or maybe it does. Again, we're struggling with resources and they're your resources being used primarily by the Police Department. I think that's the disconnect. Somehow or another we need to find out how much time is needed at that building for their needs before we just say move them to here and then have them driving back and forth.

Selectman Luszey told Chairman Maddox you just said a very key word "at that building". Without the ticket information, that answer can't be had. Chief Lavoie thought what they're saying is even though I give you examples, those aren't viable. They're non believable. Selectman Luszey said it's not that viable or unbelievable, what I don't know is the frequency and the magnitude of that. The person having trouble with getting an image off a camera or a PC, does it require the IT Specialist to be on that right there physically? My guess is no. Chief Lavoie said at times it does. It certainly does. Selectman Luszey said he didn't say it doesn't but that's what is unknown. How many times is it required that they physically be there because given the technology today, they could do their job from Hawaii. They could log into your systems and fix somebody's problem and doesn't need to be there. There's things that they physically need to be there is stuff that's rack mounted, screwed, hardwired into the walls. They have to go there and physically touch it and move it. The other stuff, it doesn't. That's what I'm struggling with is we're trying to figure out what the right allocation or the resource is for the IT Director given "your" special nature of the beast. My guess is if we had the data in front of us over the last six years, we would find that more than 80 to 90 percent is not unique. It's an application that got stuck or it was an operator that used the wrong command. That all can be done remotely. It's when something goes broken that they physically need to be there. I think we're doing the taxpayers injustice by not moving forward. I'd ask you this – John Beike gets hit by a car tomorrow morning. What happens? Chief Lavoie said hopefully hire another IT person to replace them, bring them up to the station, get them up to speed on everything, and continue working the way we have been. Until then, Selectman Luszey asked if you're okay with the lack of support. Chief Lavoie asked what choice do we have. Selectman Luszey said the choice we have is to enable the cross pollination of knowledge between the IT Specialists so that we don't have someone uniquely qualified that if something happens it puts the town at risk.

Chief Lavoie indicated you also have situations where relationships have been built for investigative purposes, seeing each other at trainings. John's visibility over at the court. He gets right in there and can go through all the back places that are cordoned off. There's value to that as well. Again, Selectman Luszey said if he doesn't exist, that's all gone. Right? Chief Lavoie said it was all gone temporarily.

Selectman Luszey noted he was ready to move the question. Chairman Maddox said you can move the question but the question is there is no question. There's a motion to reconsider. You can't move that. We need another motion to either continue with the plan, or to delay, or to...

Motion by Selectman Luszey that we either continue on with where we're going or we abandon it entirely and stop making improvements to Library Street.

Selectman Coutu indicated he was going to go back where I was. I take this matter very seriously. Take us back where we were and I'm glad that we had this conversation. It gave me greater insight. The question as far as whether the IT staff was unified in making the decision on the move suggesting that we should go behind closed doors answered my question very loudly and very clearly. There's no need to go behind closed doors. I got the answer.

Motion by Selectman Coutu, seconded by Selectman Luszey, that we task the IT Director and the Police Chief to sit down and come to a resolution on this matter and come back to us on the August 6th Workshop meeting.

Selectman Coutu said he hoped that neither of you are opposed to being willing to do this and give it a try and see what we come up with. I'm not opposed to the move Selectman Luszey. I think that at the very least I think we owe our IT Director a lot more room than she's had. I think she'd be very comfortable there. It will be a nice clean area once we fix it up. It's just a question of whether she's going to have her co-existing IT person with her or have two of them. If not, can we compromise and hopefully resolve with how much time both people can spend there. I would expect that there will be an occasion where the other IT person may have to go to that building for a period of time to do some of the repair work even if it's a police matter. I think that is reasonable and I think that if we keep that in mind the two of them can work this out. In terms of the Police Chief not responding to tickets or not adhering to what had been established as a policy relative to tickets, he would I'm sure would admit that I personally admonished him in our conversation that he failed the system by not doing the tickets and he readily admitted that yes that's what we failed. Being in his situation, I think I would have done the same thing. I don't want to go through the process of punching tickets and I got the guy across the hall that could go over and tell him but I have to go through this whole process. I understand that. I think they can arrive at a reasonable solution. They're both great department heads. We have the utmost of respect for them. I think this is the way to go but at the same time I want to forewarn him. If they don't come up with a solution, one of us is and we're going to do it in two weeks because I don't want to have to go through this discussion one more time. That's all I have to say on that.

Chairman Maddox said he would like to hold off doing the construction until we know where we're putting who. Selectman Luszey indicated he'd make that amendment. Chairman Maddox asked if the maker agreed.

Selectman Coutu asked Deputy Buxton how far along – are you handling the construction over there as well? Deputy Buxton said he wasn't positive that you'll be prepared for construction over at 39 Ferry Street before the 6th anyway. Selectman Coutu agreed to the amendment.

Motion by Selectman Coutu, seconded by Selectman Luszey, that we task the IT Director and the Police Chief to sit down and come to a resolution on this matter and come back to us on the August 6th Workshop meeting and further amend to hold off doing the construction until we know where we're putting who, carried 4-1. Selectman Luszey in opposition.

8. NEW BUSINESS

A. FY14 On-Call Engineering Services Contract

Chairman Maddox recognized Town Administrator Steve Malizia.

Steve Malizia indicated that he was speaking on behalf of the Town Engineer. As you are well aware, we have employed Weston & Sampson as a water utility consultant. They are well versed in our water utility and we use them as a technical resource when needed. What you have in front of you is the FY14 on call contract not to exceed \$15,000. This is for various analysis that they do on our behalf to make sure that from an engineering perspective, our interests are represented fairly. Again, we're not experts on everything – water, these folks have an expertise that we come to rely on. I recommend you approve the on call services contract in an amount not to exceed \$15,000.

Motion by Selectman Brucker, seconded by Selectman Nadeau, to approve the Agreement for Engineering Services By and Between the Town of Hudson and Weston & Sampson Engineers, Inc. for Fiscal Year 2014 in an amount not to exceed \$15,000, carried 5-0.

B. Request to advertise for a Full Time Police Officer

Chairman Maddox recognized Police Chief Jason Lavoie.

Good evening and thank you again. Chief Lavoie indicated that the Police Department has had two resignations. We've had one now for a couple of months and recently we received one from another officer. So we have two vacant positions. I am expecting at least one retirement to occur in January and possibly a second in January as well. I'm asking that the Board at least authorize me to advertise that we do have the two vacancies. This advertisement will allow us to establish a list of candidates as well and get the process going so that we can try and maintain what we're currently trying to do.

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

C. 9/11 Observance

Chairman Maddox recognized Town Administrator Steve Malizia.

Steve Malizia indicated that it's not too early to start planning for and scheduling this year's 9-11 Observance. I just didn't want to wait until the last minute which the meetings go by kind of quick in August. I just wanted to find out if the Board wanted to a) hold it on 9-11 at 6:30 at Benson Park, and b) if this is similar to last year what the Board is comfortable with as far as a program. As you recall, we started over at the 9-11 Memorial two years ago. We had it over there last year. So I

thought this was the format that we did. I just wanted to make sure the Board was comfortable with this so we can start our planning activities. It's on a Wednesday before the Planning Board meeting.

Motion by Selectman Nadeau, seconded by Selectman Coutu, to hold a 9/11 Observance on September 11, 2013 at 6:30 p.m. at Benson Park, carried 5-0.

D. Budget to Actual

Chairman Maddox recognized Town Administrator Steve Malizia.

Steve Malizia indicated that these are the unaudited 2013 budget to actuals. As you can see here, I believe on page 4 general fund, we under spent by about \$220,000. A big piece of that trash. That's a good thing. That will flow to surplus. Revenue – we did fairly well on the motor vehicles - \$200,000 over the budget. Ambulance revenue as I have mentioned before is a month behind. In general, it looks like we'll add some money to our budget surplus. Again these are unaudited. They are adjustments that will be made by the auditors I know predominately in water. There will be an adjustment there as not all the bills had hit in time. I think we ended up 99 percent of our appropriations are spent so pretty close. Again, positive on the revenue side which we had been looking at automobiles finally getting back up to what it was a few years ago.

Chairman Maddox asked about the sewer project – the project just didn't happen right? Mr. Malizia said yes. Nashua bills us. That did not happen so we did not spend the revenue out of the capital reserve. We didn't spend the money to Nashua. That's strictly a function of what we anticipated or expected to get from the City of Nashua relative to sewer – improvements to the treatment plant. Selectman Nadeau indicated that now they're planning on going forward with its own...Mr. Malizia said he would defer to the Municipal Utility Committee but it's my understanding that they have a list of projects. Selectman Nadeau indicated it's been in the Telegraph for the last couple of weeks.

Selectman Coutu's only question and you couldn't have made it any bolder, unaudited in front of me. When I went through and looked at the – the first thing I always look at is revenue versus what we anticipated then I went back to expenses. It became clear to me that we're going to have some money to put back into the general fund. My question was how much are we going to have but we won't know until the end...Mr. Malizia would defer until we get the auditors. I can tell you that right now it appears that somewhere in the order of \$220,000 will go from the unexpended appropriations. There will be some number probably in excess of \$200,000 or maybe \$300,000 from revenue. Again until all the adjustments are made by the auditors, I do not know. I want to get you this because it's important but I just wanted to let you know that the audit will be in here next week and the week after or two weeks after that but it will be very soon. Some of you have probably filled out a form. When the auditors come in, they will go through all the transactions to make sure that they're appropriately classified in the proper year, if there needs to be reserves for various things it will make those adjustments to reserves for either potential abatements, whatever. When we look at this – I use the term "raw numbers", but they're not final.

Chairman Maddox asked if the ambulance revenue fall a month behind so is this...Mr. Malizia indicated we're a month behind so we anticipate that that will get booked into this year too. Chairman Maddox indicated it could be in excess of \$100,000 over. Mr. Malizia stated it could be.

E. Fiscal Year 2015 Budget Parameters

Chairman Maddox recognized Town Administrator Steve Malizia.

Steve Malizia indicated that last year you discussed the parameters, not that it's a big deal, in my absence. So I thought maybe I ought to at least be here when you're talking about it because I'm the one that usually communicates back to the department heads. I did note that when you discussed it last year, you didn't have anything in front of you. I just tried to make sure that you have information, admittedly voluminous, but to give you some statistics perhaps – a short run of statistics at the beginning and then give you the minutes that indicated what the Board has done and how you've approached or discussed it. Obviously as you are well aware, it's been level funded for the last few years with anything over and above level funding to come on a separate document for the Board's consideration. You went through that process this past year when you actually did the budget and you did a lot of come back, will do, whatever. I'm just stating that for the last few years the direction to the Departments has been level funding everything else out of their labor because labor was something that they didn't control. Again, I put it to you just so you could have the discussion. I will also say that if you need to think about it, you have time. I just didn't want to mention it or not say something when I wasn't here. Last year you had the whole conversation without at least any information in front of you.

Selectman Coutu didn't know if anybody gave it any thought. I'm of a mind to suggest that in light of things that we have discussed in the past and we became more aware last year than any other year even though we've been level funding our budget and included those areas where they have obligations of which we have no control which would be included – for instance if a department had a contract, step raises would be automatic and out of our control. We saw that the voters rejected our budget last year and I hate to see us in that same position this year. I would think that it probably won't go that way because economic revival in our community is going at a much greater pace than it is elsewhere in this State, although the State is doing relatively well. I would suggest and I thought everybody's hand would fly up – I would suggest because

you've been on the Budget Committee and the Board of Selectmen so you know what it's like to have to do it from both sides. I would suggest that we approach the budget in the same fashion that we have in the past three years. However, there are a couple of exceptions that I would be more than willing to include in the budget and I would hope that we could put a – well it would be separate from the budget. It would be a warrant article. I would expect that each department head would come in with a budget that is level funded on the basis of what they had last year but at the same time if they feel very strongly about a certain item within the budget, I'd like them to put it in the budget, highlight it so we can have that discussion and decide later if we want to exclude it. What we've done in the past or what we certainly did last year was that we asked them to come in level funded but if they had additional needs, please list them separately and we'll discuss them at the time of budget. For the most part, I think pretty much everything we excluded and moved it out to the end of the year if we have the money. Well there may be some areas, I don't know whether it would be the Fire Department, Police Department, or IT that they may have an immediate need and they'd like to get to it in the 2015 budget. I don't see any reason why they can't put it in the budget providing with the proviso that they highlight it to give us a thorough explanation of why it was so critical that they had to put it in the budget and other needs they can put at the end and then we can consider it at the end of the year. That's how I would approach the budget but if somebody has a better idea or a better plan, somebody may just say let's cut 10 percent, 2 percent. I want to listen to what others have to offer. Thank you Mr. Chairman.

Selectman Nadeau thought in the last 5 or 6 years we've been doing an extremely good job with our budget. I think asking them to come in level funded again will be tough for some departments and easier for others. I like your idea of putting the items in the budget and working around them and having a needs and a wants list like we did last time worked out good for us at the end of the year. If there's certain things that they feel that they need to get done in their budget such as a maintenance item, sprinklers at the Police Department one year. They were talking about the climate control systems aging and I think we took care of that. Those are the things that I think they should put in their budget if they know that it's an up and coming problem. I hate having to be reactive. I'd rather be proactive on a lot of these things. I think by putting them in the budget would be a good thing. They can like you said definitely highlight it and explain to us why it's in there. I think that's a pretty reasonable way to go about it this year.

Selectman Brucker thought it's kind of to me hard to continue to level fund when we see that the consumer price index is going up for everything. I would expect some raises in some of the areas. As Selectman Coutu mentioned, I think it would be very good to have things spelled out for us in a clear way for things they would like that are not already included as part of the budget.

Selectman Luszey heard what Selectman Coutu said about the economy but following the economy very closely, which I do, the outlook for the second half of this year and next year is not good. We saw \$.19 a gallon increase in gasoline within the last 10 days. The current forecast is another \$.20 to \$.25 in the next few days and they expect that gasoline prices and food prices to increase in the second half of this year throughout next year. I understand the whole thing about it's difficult to level fund. I think we ought to task our department heads not to level fund but to come in probably somewhere in the 5 to 10 percent reduced because if we're going to be serious about getting a contract signed, we're going to have to offset any increase for those contracts. That's my two cents.

For my two cents, Chairman Maddox said he was going to throw in mine waiting not until the end as I've been accused of doing. I think that we need to finally say there needs to be a two percent increase in other than payroll line items. I think that we have squeezed our vendors, we have cut things out, and I think we need to start realizing that as much as we're keeping our costs down, the people that provide X services cannot or did not. We still need to get those items for our departments. I think that we at least ought to give them some guidance as to we are trying to squeeze every nickel we can and I don't disagree. I think that when the budget comes through, I would hope that we – if we put it in the budget the only problem I'm having is now we're going to have to go through all the line items. I think that if we highlight it somehow, I hope that the "Ws" and "Cs" worked relatively good last year. It kept us from having to pick on the first person to volunteer to come in. We waited until the end to make a decision on all of the adds or subtracts. I think that at some point we need to be realistic that we can't level fund forever. That doesn't say Selectman Luszey that we don't look at each department and say do you really need this.

Selectman Luszey's only response to Chairman Maddox's comment is are we looking to get a budget passed or are we going to be looking to have our budget fail and end up with a default budget again.

Chairman Maddox indicated if we explain to the citizens and they decide not to fund it – you're saying we cut 10 percent and hope that that will make them say yes. I think we have to be better at explaining what we're doing. I don't know how we do that but I think that at some point you can't keep running your business on paperclips and gum.

Selectman Luszey said Chairman Maddox was absolutely right and that's the whole point. Businesses don't do that. They start cutting their budgets and it also means you now have to begin to take a look at the services that we provide and start prioritizing which ones we're going to keep and which ones we're not.

Chairman Maddox stated that's why we're having this discussion. Your thought may win out. I think that the Board has time to kick it around but I think that at some point...I think that the other thing is we didn't spend \$200,000. Shame on us for not having a list of things to do that might have accomplished a number of items that we said we were going to and never did.

Again, where does the Board want to go? I guess I'm two percent on equipment. We have a cut of some amount. We have Selectman Coutu that can't wait to say the answer.

Selectman Coutu stated not shame on us cuz we didn't find a way to spend \$200,000. Pat ourselves on the back, we're going to turn in \$200,000 if that's what we have after the audit is done, that's a good thing. It's going to become part of our capital. I don't know who is Selectman Luszey's advisor on gasoline but I'm an avid watcher of CNBC and with all the time that I have on my hands, the birth of the British Heir to the Throne, I get to watch all that all day long. CNBC today one of the things I enjoy about CNBC is that they have some of the most knowledgeable people in finance and everything to do with stocks and I listen to them intently. I base my decisions on the basis of past history and the comments that these people have made. Oil is beginning to stabilize. The market is high right now because people bought in at the price that it is now and whatever was bought in by these larger oil companies is going to serve our needs almost through the summer. The prediction of the rate increase, and there is going to be a slight increase, is approximately 5 more cents through the summer and then they expect that oil is going to stabilize. There's a sufficient amount on the market. Our country has three times or producing at a rate of three to five times more than what our needs would be for the country but they don't have the pipelines to get it there. So shame on us for creating jobs and going with the pipelines.

Selectman Coutu said he agreed with you and though I didn't put a percentage on it, you said why don't we – when we talk about level funding, we're talking about the things that presently exist in the budget and where they're going to need to be which is payroll, benefits, communication within the Fire and Police Departments, in the Highway Department what he's going to need to pay for – well we set an amount for hot topping but he's got to establish a budget. He's got to ascertain what he's going to pay for salt. We used quite a bit last year. He has to predict maintenance on equipment and then we have some obligations for one or two trucks. So we have to meet those obligations. When we talk about level funding, we're talking about maintaining a budget with the existing payroll and the existing commitments that we make every year. I'm suggesting, and I think Selectman Nadeau agreed with me, that if they see a need beyond that, I don't care if it's 2 percent or 10 percent of their budget, if it's a need – and I'm not saying a wish or a luxury, I need this. I have to have this and they feel very confident that they can articulate it, put it on your budget. I need it, it needs to be here. This is where I need it. Then articulate it to us. Make sure you highlight it and articulate it, and we buy in, we're going to leave it in the budget. If we think it's a luxury, we'll move it. That's our decision to make in the end. We have to rely on our department heads to make those decisions. So I'm not saying artificially increase your budget by a percentage or I'm going to give you up to 2 percent to artificially increase your budget. Tell us what your needs are, identify them, but make sure it's a need when you put it in the budget. That doesn't mean that the Fire Chief, or the Police Chief, or the Highway Department or whether it's the Assessor's office can't come in with a wish list so that we can see where we are at the end of the year but again, you may want a luxury chair – something that we haven't had and God knows how old these chairs are, we're not going to just give that to them at the end of the year because it's on their wish list if they don't need one or if the carpeting is not torn. Wherever we've replaced carpeting, we've had hands on and eyes on to see yes we really need to change this carpeting because it's becoming a hazard for people to walk on.

Selectman Coutu stated that he didn't like creating an artificial 2 percent or 3 percent. I'm just saying bring in your budget based on what your needs are now to continue the operation as if we were freezing it and saying we were going to have a hiring freeze or whatever. If you need something, just put it in your budget. Don't well this is a little less than 2 percent. Let's find something else. Put it in the budget what your needs are and tell us over and above what you're presently doing. I think that's the safest approach. If everybody wanted to go in the direction that you suggested the 2 percent, I'm there too. I don't feel that we need to cut it by 5 or 10 percent. That's a lot of manpower.

Chairman Maddox said he was only going up in the non salaried areas just to give them some guidance of what we were going to be willing to accept. Again, we're all having the love fest – well four of us are.

Selectman Nadeau said one of the things we need to look at with our aging buildings, and I've been saying this for years and we haven't caught on yet, but we need to start putting money away for roofs, windows, doors – whether we do a capital reserve fund or in each budget we set up a line item for roof repairs and start putting \$5,000 into it. We know the Highway Department roof is getting old. We know that the roof at Robinson Road is getting old. We know that Burns Hill is getting old. We just went through this with the Community Center. We need to start thinking – and this is probably a good time to start thinking about putting a line item in or capital reserve fund in for these type of building maintenance items whether we do it town wide or we do it department by department. I think this is one of the things the department heads should talk about at their meeting whether they want to do a general one or whether we want to do one per department and put X amount in each one even to just to start it up this year. I'll use an even number of \$4,000 for the Highway Department just to start a roof fund for them. Each department head should know what their buildings will need in the next 4, 5 to 10 years out. We've looked at this in the past but I think we need to start thinking about this so if in 5 years the economy collapses again, we'll at least have some of this money put away in a reserve account to start doing these projects. The Robinson Road Fire Station crept up on us with repointing the building and having to do as much work as we did over there. I think we need to really start thinking outside the box. I don't want to cut 2, 3, 4, 5, 10 percent just because we have to do union negotiations. That should stand on its own versus trying to put it into these budgets.

Selectman Luszey said it's on the same line. Selectman Nadeau and I have talked about it. I do agree with setting up some type of capital reserve fund. My personal preference would be a general one that could be used for any of the buildings. I

think we also need to think about the Cable Utility money that comes in – the franchise fees. The center is being built and that money is still I believe going into that reserve account. Steve Malizia asked to qualify that. We take a certain portion and put it in and then if there's money at the end of the year, you have also been in the practice of taking that balance. Selectman Luszey indicated that the center is a reality now so I think we need to figure out what we're going to do with that.

Selectman Coutu agreed. He indicated a new fire station.

Chairman Maddox said he would look at I think that Selectman Nadeau your number is way too low. I think we realistically have to understand that buildings that we're going to need aren't going to cover with \$4,000. I believe that we should set up a capital reserve fund that puts in \$250,000 a year. To be realistic, it's going to take you a long time at \$4,000 to build anything. Selectman Nadeau said \$4,000 per department. Even still, Chairman Maddox wanted to say that it would make the capital improvement program – the CIP that we haven't done for a number of years, make it be realistic because now there would be money in there. We do this as an exercise to get monies from the developers but we don't have a process to spend it. If you had monies in an account that was there, then they could say okay we have already accumulated $\frac{3}{4}$ of a million dollars and we want to do X it would be there rather than an imaginary dollars that then we have to go out and try to convince people to do. I think that \$4,000 per department well nice is going to be a long road to do anything. These are the discussions we're going to try to have. If it's a warrant article, we need to explain to the citizens that a new fire station is going to be millions of dollars. At \$4,000, it's going to be a while.

Selectman Nadeau said he was talking about roofs, you're talking about fire stations. Chairman Maddox indicated it was still a capital improvement. It's still an expense of money whether you're replacing the roof on one of the fire stations or replacing the entire station. What did we pay to do the Community Center? Mr. Malizia said about \$44,000. Chairman Maddox indicated that 11 years for that.

Steve Malizia pointed out to the Board that if it's a capital reserve fund, the voters have to approve it. I'm sure they would choke to death on \$250,000. So what you may look at is given – we'll see where the audit ends up here but as money goes into surplus, it's something that you can think about, you're taking some of your savings and deploying it from surplus and putting it into a reserve fund for future perspective repairs to buildings. I wouldn't separate them because then you start pitting this group versus that group. You want to have one reserve that covers a gambit of items – roofs, windows, whatever the case may be. You may fund it initially to get the public to support it to \$50,000 to \$75,000. That's a number that if you're showing it's coming from surplus or some source such as that, the public may be more amenable to establishing it and then as you go through the years, you could put different amounts in. You'd want to be the agents to expend. So if you have to – I don't want to use the word "react", but you don't have to go to the public every time you want to change out windows. What I mean is you'd be able to put it in a budget and show where that revenue is coming from. So just as you're thinking about that, you'd have to do a warrant article for a reserve fund. You'd probably want one, certainly not more than maybe one for this type and one for that type. I don't know yet but you don't want one for every group for \$4,000. To be frank, \$250,000, I'm not sure people would vote for that.

Chairman Maddox indicated that they voted for the paving. I think when you show them that there is a need, they can either do it this way or wait until something needs to be replaced and now you spend millions with a bond issue. If we're being more proactive to be able to spend this money to fix things rather than simply waiting until they break down and replace them. Again, I think it's a discussion.

Selectman Luszey said yes the voters voted for the paving but a lot of the comments that I got last year at the March vote, a lot of people thought that was a one-time expenditure and not an annual expenditure. I think that's one of the reasons why our budget didn't get passed last year. You can say they voted for the paving, but I'm not sure they really voted to have paving every year forever.

Selectman Coutu stated it's the wording of warrant articles and whatever that confuses people. A lot of comments that I heard last year is the reason why people – a few comments that I heard – people said to me the reason why I didn't vote for the pay raises last year is I was spending \$500,000 to build a new senior center. They just saw the money that was in there and how much was being spent. Even though the money is already there if we have all the money we need in a capital reserve for example to buy an ambulance, we have to say "to raise and appropriate the sum of" \$265,000 for this ambulance no affect on the tax rate. The minute they see to raise and appropriate the person out there doesn't understand no more do they understand a department store saying 20 percent off. Twenty percent off of what the suggested retail or your retail? People are confused and especially when it comes to questions on the ballot that concern expenditures, people don't understand what those warrant articles mean because whether it affects the tax rate or doesn't affect the tax rate, the preface to everyone is "to raise and appropriate". So that means we're going to raise some money, and then we're going to appropriate for the following. Then at the end, it says this will not affect your tax rate or whatever it says. I think that's the problem. If we put out warrant articles, I'm a strong advocate this year and I think for the 2015 budget, I'm going to be a strong proponent and advocate of a warrant article for a new fire station. How we fund it or if we can work out a deal with the monies that come in from cable – the excess funds to do that, whatever the Town Administrator says the best way to approach it financially, then I think that's the route we're going to go. In terms of budgets, I don't know where we are. I think we do this by consensus – the parameters for the budget. I think we've had enough discussion. I think that you can either entertain a motion or do it by consensus. The Town Administrator will impart that information on to the department heads.

Chairman Maddox asked the Town Administrator if he knows what we want. Steve Malizia indicated he knows what some of you want.

Selectman Brucker thought it was unrealistic to be able to level fund again in view of the cost of everything having gone up. I don't know if that can be done and expressed in a different way the increase without a percentage.

Steve Malizia indicated he could take a stab at what I think you want. From what I gather, we want to try to level fund however if there's a critical need in a department, we would like that in the budget and identified or highlighted as a critical need. Something that's been not been able to be done and then if you have other needs that maybe are not critical but would be something that you would like to ask for, you'd ask for that separately. I don't know if that makes sense. For example, I don't need 2 more percent but Chief Murray may need a new piece of equipment for some rescue thing. From my department's perspective, I'm not going to put 2 percent in. What I think I'm hearing is we want to try to keep it level but if you have a critical need, you need to identify that, put it in the budget – that critical need, and if you have other needs that may be are not critical but you're recommending it or you think it's important, put that separate as we've already done. Try to come in some hybrid of level funded with critical needs identified in the budget. That's what I'm hearing.

Selectman Coutu said he didn't want Mrs. Brucker or anybody on the Board for that matter to misunderstand what I'm trying to say by level funding. If for example every department were to estimate their gas usage for the year and we know that gas is \$1 a gallon. They come in and they request 50,000 miles next year so they need \$50,000. If this year that was appropriated last year, this year we know gas is now \$2 a gallon and they're going to do the same amount of mileage. We're not going to give them less money. We're going to give them what the estimated cost of gas is going to be this year and we also have a contingency for gas. Mr. Malizia said you don't always. You decide if you're going to have a contingency and some years you've done it and other years have not felt the need to do it. If as Selectman Luszey has predicted, Selectman Coutu said we recommend that we do it next year. Level funding doesn't mean keep it exactly as it was last year. Keep into consideration know factors. If we know that gas is going to go up or it's gone up \$.50 from what we appropriated last year, bring it in at \$.50 higher because you've got to be realistic about what your needs are going to be. If it doesn't go up or it goes back down, that may become surplus and it may not. They may travel more than what they estimated. By level funding, I mean realistically what your needs are based on cost today.

Selectman Luszey indicated that was not level funding. What you're asking is to...Selectman Coutu said it is. Selectman Luszey said that was not level funding. Level funding is what I'm paying today – appropriating. What you're saying is tell me what it's going to cost to maintain the same level of services. Selectman Coutu said if for example the Fire Department – I keep saying the Fire Department, the Fire Chief and Deputy Chief are here so they're in my eye sight and I'm going to target them but this is not a target. If for example last year they appropriated a half a million dollars for wages and we say level fund. If the voters agreed to a contract and they had an existing contract and they know that all of the step raises are going to cost another \$100,000, they can't fund a half a million dollars. They have to fund \$600,000 because that \$100,000 is an additional obligation in the next year based on a contract. Buying a necessity to operate your government like gas – if we know that it's more expensive this year, we have to budget at the rate that it is this year. Technically it's level funding with a common sense application to how you budget it. You can't just say well it cost us half a million last year for salaries, I don't care about the \$100,000 I can only budget \$500,000. No you can't. You have to budget the \$600,000. We have a contractual obligation. We in a sense have a contractual obligation to keep our vehicles on the road and if we know that gas is going to be higher, we have to forecast that in our budget. So we're not increasing it just for the sake of increasing it.

Chairman Maddox recognized the Town Administrator because maybe he can shed some light on before we go off onto where we're going.

Steve Malizia said if I could help you with the first part you talked about – contracts. Right now our labor is anticipated to come in at the same number. When I say the labor none of our units or any of nonunion folks got an increase. So I would expect that if I'm still working 40 hours, I'm still going to make the same amount of money. What may change is the medical premiums as we see in the pension rates. So those are things out of my control that the Board is allowed to flow to the department's budgets because they are out of our control. If per chance we pass a contract, that contract will have articulated whatever increases are in there and those increases would include steps, COLA's, whatever not only for the first year but for every subsequent year. So when we go to calculate a default budget should our budget not pass, those items which have been previously approved would be factored into that pool. On a strictly apples to apples, you're making the point that well this year you'd see 500, the next year you'd see 600. The voters have already approved that 100 if they pass the contract. What ends up happening with the rest of our budget from a level funding perspective, and I wouldn't say it's easier or harder, big departments like a fire department or a police department let's say gas goes up, he has to find it somewhere else. He'll cut ladder maintenance, or rope, or whatever other equipment he has. Kevin Burns the Highway Department will do the same thing. He'll say I'm going to have to do with less of this. That's where we level fund. I may very well put gas up, or I need more sand, or I need something but I will find somewhere. In our budget, I cut the Town Reports. We used to print 1,500. I'm down to 800. I'm pretty much going down to 700 or 600 because every year that's where I cut. Why? Because less people pick them up for one thing but I have to cover the other small items that I have to cover. Our budget is more modest. Our Fire Department has a budget that \$4 million, Police is \$6 million or whatever the numbers are. They have more opportunities but there's more risk. That's why they come in with longer lists of I need to do this, this, and this and we need to contemplate adding it. What he's telling you is to get to that level of funding to cover all these gas prices or whatever else the case may be,

I need some relief somewhere else. Part of what you're saying is accurate but when we level fund, we may very well take into account the rising price of gas or some other service but we have to somehow make it up somewhere else. When we do that, you would see a longer list of items from a fire department, a police department, a highway department and say geez I couldn't fit this in. I need it. Getting back to the labor, you're reasonably accurate but if the voters pass a contract, we do put that in just so we know that. Obviously we haven't had any contracts so I wouldn't anticipate any labor. Pension rates change. We saw the State passing down costs to the Town. We've absorbed that. We see health increases or whatever the case may be. Some years it's pretty low. This past year we were lucky. It was very low. Matter of fact, I think it was a negative in some cases. We were able to absorb it. Circumstances change. The direction in the past has been level fund and come in with those other needs because you have to. We've been level funding now for X amount of years. Inflation whether we like it or not whether we agree with it has been 1.6, 2.7, 1.6. Things have gone up and I think we've tried to stay level. Again, that's the whole purpose of these budget meetings. You folks look at what's a priority, what's important. What do we want to vote on to give you for that or for that need. I don't know if that's any clearer.

Selectman Coutu said that he made a solid argument for your presentation. Like I said, I could either way. He just made a solid argument. I stand corrected and I appreciate the information that you gave me relative to level funding. What did you say it's running about 1.6, 1.7, 1.8 in that area year to year. Two percent if reasonable. It is not my intent to have department heads level fund I guess in the traditional way which means that I hear where you're coming from. If your budget is half a million, it's a half a million, gas goes up, and you only appropriated \$100,000 and you need \$110,000, then you better look over here, or you get some extra money in labor, then transfer that over because you didn't fill that position. Wherever you find the money, you're going to have to find it. I think it's reasonable that we ask our department heads to do as you suggested Mr. Chairman and that is that we come up with a percentage, allocation over and above their budget on the basis of need and categories that we always find that we have to anticipate increases and still put in those item which we feel are absolutely critical in their department and we will entertain those on the basis of their articulation of their need. I would agree that maybe we should – we need to loosen the belt a little bit. We can't keep going this way. We're just going to get ourselves deeper and deeper in the hole with each department trying to tighten their belts and we're going to squeeze them to the point where you start eliminating employees, then we start getting criticized because we're paying more taxes, we're getting less services. That's not the case in this Town but we're still seeing thumbs about their losing services because they don't get a second barrel. The second barrel for rubbish is readily available to them and a second barrel for recycle is free. All they have to do is make a phone call. Selectman Nadeau indicated if they can justify getting a second barrel yes. Some people just request them just to have one sitting in their yard and that doesn't work. Selectman Coutu said that make sense with justification. Maybe your argument makes more sense.

Chairman Maddox stated if somebody comes in less, we're not going to be unhappy with them. Again, I think we need to be realistic. At some point there's only so many places we can squeeze without now starting to do reduction in services. Selectman Coutu agreed.

9. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Luszey - Just a little bit on the senior center. The site work is actually going very well. I believe they started blasting this week. Hopefully we'll get some concrete laid down very shortly. Given the situation with the site work, I don't know the exact date but Pat did indicate to me that we won't be in that building before the first of next year, probably closer to February. He is still working with the contractor to figure out exactly how bad this setback set us.

In light of the Senior Affairs Committee, a request from that Committee was to have Dave Yates begin attending those meetings. I know we've kicked it around here but I never formally asked this Board to direct Mr. Yates to start attending that Committee. I think now is the time. We're going to be interviewing for the Part Time Coordinator and I think he needs to become involved in that Committee so that we can begin to create the programming have available when the center opens. I'd like to know if we could ask the Town Administrator to request that of Mr. Yates this evening.

Steve Malizia indicated he's already done so because we had talked. He and I have had a conversation. He's most willing to do that. He'll be in touch with Mr. Porter who's the Chairman of that Committee to make sure he understands when the meetings are. He will also be contacting Mr. Porter to determine what they'd like to do as far as interviewing goes. We'd like to have the input of at least some of the members, all the members, whatever they want to do for the part time position. This is new ground for all of us. We want to make sure that we have a complete or as best vetting as we can get of candidates. Again, some of us are not qualified. I couldn't tell you what some of these people need so those things are happening. I sat down with Mr. Yates as a matter of fact as late as today.

Selectman Luszey's last comment is I did send a note to Council on Aging. We're requesting a donation from their fit up account for \$24,000 to buy the commercial kitchen equipment so that when we get to that point, because I guess there's anywhere from a 60 to a 90 day lead time on those items so that we'll have them for the installers to fit in the building when that time comes. If we don't get it, then I've instructed Pat and Bernie Manor to basically just cap the services in the building until we get them and hope that we get the right dimensions. That's it.

Selectman Brucker - I haven't attended any of my committee meetings but will be attending Planning tomorrow night. I know that things are moving along up in community relations in the area of our Community Development in the area of inspectional services that things, construction is moving along. That's it.

Selectman Nadeau - Just an update on the Highway Department. Hopefully they'll be finished Robinson Road by Wednesday this week weather permitting. When I say finish, finish paving - they still have to do the edges and stuff but that's what we're talking about there. For those that haven't noticed it, they're working very diligently out here at the corner of Chase Street and School Street doing some work out there on the sewer and water lines. They had a little setback on one of them but they're working right through that. I have no anticipated time that this project will be completed.

This is the last Saturday of the month I believe this week coming up. The landfill will be open from 8 a.m. to 12 p.m. for trash and brush with your tickets. You don't need tickets for brush but you do need your ticket for trash. Make sure you have those and you'll be all set. That's it for me this evening.

Selectman Coutu - Thank you Mr. Chairman. Let me say first of all, I'm going to have something good to say about all of you. It's great to be back. This was a lot shorter ordeal than what I went through back in October. I'm feeling certainly not 100 percent but I feel like I'm almost there and I'm going to get there. I do have a couple of things to say. Selectman Brucker to you specifically based on something that you just said. I don't want people to misinterpret you're not going to committee meetings being negligent or derelict in your duties. I know that you have a summer home that you enjoy greatly and you spend time there. I also know that your husband has been on the mend from a heart condition and everything is going well. God has been good to you as well as he has to our family. Being with the stress that you've had to endure in the past few months, I didn't go to my committee assignments and knowing you having the hands on with your husband Will and all that, you didn't attend your meetings because you didn't want to. I don't blame you for enjoying your summer home. I thank you for your best wishes during this most recent convalescence.

Selectman Luszey specifically to you, Selectman Coutu said besides the fact that you dropped my home and I was asleep but had I been awake, I wouldn't have let you in because I had a very contagious virus. I always enjoy conversation with you as well as your friendship and visits that we have. I want to say something in particular without getting into too much detail about you. People sit here week after week and watch meetings and I'm sure they all have opinions about each and every one of us. Chairman Maddox for the longest time was the no vote on the Board, 4 to 1, Selectman Maddox against. People converse about that but they liked you enough Mr. Chairman to re-elect you obviously. I of late Selectman Luszey as well as we all understand why we got elected, we were elected because in some fashion we were able to convince the voter that we are serious about wanting to serve them. People felt that we were the candidates that they needed to put into office. The day may come whether it's me running for re-election if I decide to, or Selectman Nadeau, or Selectmen Luszey, Brucker, or yourself Mr. Chairman that they've had it with us and they're going to put somebody else in. That's the risk we take. We've done our best while we were here. Selectman Luszey is no different. People sit here and I'm sure at home I've had people me wow he's a cantankerous man. People don't know him. You walk out of this room you'd never believe that some of the conversations took place that took place in here because none of us take it to bed I don't think. I'm sure we don't. He took very seriously that for which we seek election - to serve. I'm going to tell you only because I have first-hand knowledge and I've had the privilege of being kept attune to what has been going on with the alleyways. Selectman Luszey has done more than a commendable job in researching that which could have blown up in our face or could eventually blow up in our face if we don't reach a solution. I said before and I'll say it again, I can't believe that the 8th or 9th largest community in the State of New Hampshire has got their hands full over two alleyways as a problem. We will reach a resolution and if we do, we will have no one to thank but Selectman Luszey because of the hard that he's put into this, the citizens in that neighbor's appreciation and willingness to work with him because they like him. He has obviously come across very well to them. I know he has his heart and soul into this and I appreciate what he's done. I had conversed with some of the people prior to having had this past surgery and said that I would be there on their doorsteps and working with them to resolve this. Selectman Luszey stood up, and took charge, and has done a very commendable job.

Ben - Selectman Coutu said he didn't know what to say about you except the Ben and Jerry show is always at work. Ben and Jerry Desrosiers came to my house. Jerry Desrosiers makes the best prize winning chili I think if he ever put it a contest. It was outstanding. Needs a little work on the fish chowder. Ben I appreciate all the conversations we've had. They're about an hour at length each night and they're mostly about fish and food. I enjoy the conversation.

Selectman Maddox between you and your wife and your well wishes, Selectman Coutu said you're constantly keeping in touch to see how I'm doing is truly appreciated as is that of the Town Administrator and all of the department heads and employees at Town Hall. Selectman Maddox you're always one to say that any publicity that is good for the Town of Hudson is something that we wish for constantly. I saw on MSNBC one night this week I've seen other productions on other channels. I think a couple of the national networks. The company in Hudson that makes the t-shirts, Life is Good, I hope that John Cashell our Town Planner stays on this. They've pretty much run out of space in their building. The production is so great and the demand has been so great for their product. They're succeeding beyond their wildest dreams. A couple of young people started this t-shirt company and they're in the millions. They're young self made millionaires and God bless them. They did it here in Hudson, New Hampshire. They're not reluctant to say that they're located in our community. I hope other industrial leaders see that and have a willingness to want to come to our town.

Finally, Selectman Coutu wanted to say something. It's somewhat personal like a lot of things that I say. I have to say it. In terms of my convalescence, I received a phone call today from a Hudson resident. I'm not going to mention her name. This woman is celebrating today her fifth anniversary being cancer free. I was exuberant about learning that. What did she do, she sends me an e-mail message hoping that I'm doing well. It brought everything around for me. No matter how bad you think you are, there's always somebody that's either had it a lot worse off or is worse off. So she brought it all around for me. I'm in great spirits and I'm well on the mend. You know who I'm talking about because I know you watch all these meetings. You told me so. Happy anniversary and God bless you and thank you Mr. Chairman.

Selectman Maddox - That's a tough to follow a great act. I think that we have interesting discussions. I know that people seem to say why can't you guys all agree. We don't want to agree. I think there's differing opinions. I think Selectman X has the greatest respect for Selectman Y. I think it takes us a while to get to a decision but that's democracy. It isn't meant to be pretty and some nights we prove that in spades. I think Selectman Coutu you hit it on the head is when we leave here, we try to walk away and say that was what we're here to do to represent the citizens. Didn't get this one the way I wanted but there's always a next one and we move onto the next one. I just wish they could do that in congress but I guess it's a little harder to do as you get higher up the food chain.

I did want to say that we are going to get busy at the Planning Board. There are a number of projects that are coming. I think some of them were started in 2007/2008 and never fully got through. There's a number of things on our agenda tomorrow night and I understand that our next few meetings will be busy. Again, people from afar are realizing that Hudson has value. When I told somebody the other day that we haven't raised our water and sewer rates in a decade, they were just stunned that we are able to do that. Again, ladies and gentlemen you watch these shows. You understand that we try to do everything we possibly can to squeeze every nickel but we're always willing to listen and hear it out. With that, I thank everybody.

10. NONPUBLIC SESSION

Motion by Selectman Brucker, seconded by Selectman Coutu, to enter Nonpublic Session pursuant to: RSA 91-A:3 II (b) The hiring of any person as a public employee; (c) Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting. This exemption shall extend to any application for assistance or tax abatement or waiver of a fee, fine, or other levy, if based on inability to pay or poverty of the applicant; and RSA 91-A:2 (a) Strategy or negotiations with respect to collective bargaining by roll call, carried 5-0.

Chairman Maddox indicated that Nonpublic Session was being entered at 10:02 p.m., thus ending the televised portion of the meeting. Any votes taken upon entering open session will be listed on the Board's next agenda. The public is asked to leave the room. Open session was entered at 11:11 p.m.

Motion by Selectman Luszey, seconded by Selectman Coutu, to authorize the Fire Chief to hire Dani-Jean Stuart to the position of Dispatcher within the Fire Department beginning on August 11, 2013. This assignment will be a non-exempt position with an hourly rate of \$13.95, Probation Step, and in accordance with the IAFF Local #3154 contract, as recommended by the Fire Chief.

Selectman Luszey brought up a discussion relative to performance reviews. Selectman Coutu thought that after the employee signs their review after they've sat down and discussed it with the Town Administrator, and then the reviews are given to the Board for their review. It was the consensus of the Board of Selectmen to have the Town Administrator review department head performance reviews with employee, have the employee sign, and Board of Selectmen to review and if there's a problem go into nonpublic session.

Chairman Maddox discussed that he thought that it was time to combine dispatch.

Selectman Maddox discussed Code Enforcement monthly review report.

11. ADJOURNMENT

Motion to adjourn at 12:05 a.m. by Selectman Luszey, seconded by Selectman Brucker, 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