

HUDSON, NH BOARD OF SELECTMEN
Minutes of the May 14, 2013 Meeting

1. CALL TO ORDER - by Chairman Maddox the meeting of May 14, 2013 at 7:01 p.m. in the Selectmen's Meeting Room at Town Hall.

2. PLEDGE OF ALLEGIANCE - led by Selectman Luszey.

3. ATTENDANCE

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

Absent: Nancy Brucker

Staff/Others: Stephen Malizia, Town Administrator; Donna Graham, Executive Assistant

4. PUBLIC INPUT

Chairman Maddox asked if anyone in the audience wished to address the Board on any issue at this time that the Board has control over. Seeing none.

5. NOMINATIONS AND APPOINTMENTS

A. Nominations and Appointments

1) Municipal Utility Committee - (7 member board; 1 member vacancy with a term to expire 4/30/2016)

William Abbott - proposed member with a term to expire 4/30/2016
Leo C. Bernard - proposed member with a term to expire 4/30/2014
Bernie Manor - proposed member with a term to expire 4/30/2015
Jeff Rider - proposed member with a term to expire 4/30/2015
Robert Russell - proposed member with a term to expire 4/30/2016
David Shaw - proposed member with a term to expire 4/30/2014

Motion by Selectman Luszey, seconded by Selectman Coutu, to waive the rules and appoint the following as members to the Municipal Utility Committee: William Abbott with a term to expire 4/30/2016; Leo C. Bernard with a term to expire 4/30/2014; Bernie Manor with a term to expire 4/30/2015; Jeff Rider with a term to expire 4/30/2015; Robert Russell with a term to expire 4/30/2016; and David Shaw with a term to expire 4/30/2014, carried 4-0.

6. CONSENT ITEMS

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

Motion by Selectman Coutu, seconded by Selectman Luszey, to approve consent items A, B, C, D and E, as noted or appropriate, carried 4-0.

A. Assessing Items

- 1) Disabled Exemptions - Map 178, Lot 013, Sub 104; Map 182, Lot 171; Map 162, Lot 028, Sub 001; Map 175, Lot 034, Sub 013; Map 160, Lot 097, Sub 002; w/recommendation to approve
- 2) Veteran Tax Credits - Map 176, Lot 043; Map 241, Lot 015; Map 248, Lot 097; Map 179, Lot 002; Map 151, Lot 003, Sub 002; Map 156, Lot 005, Sub 007; Map 168, Lot 005; Map 254, Lot 002, w/recommendation to approve
- 3) Elderly Exemptions - Map 204, Lot 063; Map 124, Lot 069; Map 191, Lot 026; Map 149, Lot 001, Sub 034; Map 191, Lot 008; Map 248, Lot 006; Map 203, Lot 130; w/recommendation to approve
- 4) Tax Deferral Application - Map 173, Lot 025, Sub. 054, w/recommendation to approve
- 5) Institutional Exemptions: Charitable Exemptions - Map 183, Lot 100; Map 190, Lot 015; Map 242, Lot 058; Map 147, Lot 027; Veterans Exemptions - Map 182, Lot 022 and Lot 030; Map 136, Lot 036; Religious Exemptions - Map 140, Lot 047; Map 228, Lot 054; Map 166, Lot 001; Map 166, Lots 011 and 017; Map 182, Lot 129; Map 235, Lot 009; Map 210, Lot 010; Map 176, Lot 034; Map 156, Lot 035; Map 182, Lots 049 and 052, w/recommendation to approve
- 6) 2012 Tax Abatement - Map 156, Lot 5-4, w/recommendation to approve adjustment
- 7) 2012 Tax Abatement - Map 105, Lot 14, w/recommendation to approve adjustment
- 8) 2012 Tax Abatement - Map 156, Lot 6-35, w/recommendation to approve adjustment
- 9) 2012 Tax Abatement - Map 105, Lot 8, w/recommendation to approve adjustment
- 10) 2012 Tax Abatement - Map 105, Lot 13, w/recommendation to approve adjustment
- 11) 2012 Tax Abatement - Map 105, Lot 15, w/recommendation to approve adjustment
- 12) 2012 Tax Abatement - Map 114, Lot 3, w/recommendation to approve adjustment
- 13) 2012 Tax Abatement - Map 144, Lot 3, w/recommendation to approve adjustment
- 14) 2012 Tax Abatement - Map 138, Lot 5-8, w/recommendation to approve adjustment

- 15) 2012 Tax Abatement - Map 107, Lot 25, w/recommendation to deny
- 16) Residence in Industrial or Commercial Zones - Map 176, Lot 43; Map 198, Lot 17; Map 198, Lot 26; Map 204, Lot 3; Map 210, Lot 8; Map 234, Lot 42; to approve the granting of a Residence in a Commercial/Industrial zone classification for the properties located at Map 176, Lot 43; Map 198, Lot 17; Map 198, Lot 26; Map 204, Lot 3; Map 210, Lot 8; Map 234, Lot 42

B. Water/Sewer Items - None

B. Licenses & Permits

- 1) Raffle Permit - Alvirne High School Friends of Music
- 2) Raffle Permit - Friends of Benson Park, Inc.
- 3) Request to Solicit Funds - Animal Rescue of New England
- 4) Request to Solicit Funds - Susan G. Komen 3-Day
- 5) Request to Solicit Funds - Susan G. Komen Breast Cancer Fund
- 6) Request to Solicit Funds - VFW Post 5791
- 7) Hudson Speedway 2013 Permit
- 8) Outdoor Gathering Permit - AJs Sports Bar

D. Acceptance of Minutes

- 1) Minutes of the April 9, 2013 meeting
- 2) Minutes of the April 23, 2013 meeting

E. Calendar

- 5/15 5:00 Municipal Utility Cte - BOS Meeting Room
5/15 7:00 Senior Affairs Cte - Buxton CD Meeting Room
5/16 7:00 Benson Park Cte - BOS Meeting Room
5/16 7:00 Budget Cte - Buxton CD Meeting Room
5/20 7:00 Recycling Cte - Buxton CD Meeting Room
5/20 7:00 Energy Cte - Buxton CD Meeting Room
5/21 7:00 Cable Utility Cte - BOS Meeting Room
5/22 7:00 Planning Brd - Buxton CD Meeting Room
5/23 2:30 Trustees of Trust Fund - Buxton CD Meeting Room
5/27 MEMORIAL DAY - TOWN HALL CLOSED
5/28 7:00 Board of Selectmen - BOS Meeting Room

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on April 23, 2013

- 1) *Motion by Selectman Coutu, seconded by Selectman Brucker, to hire Doreena Stickney for the position of full time Administrative Aide II in the Engineering Department at a starting salary rate of \$16.04 per hour (Step 1) effective May 12, 2013 and then to Step 2 upon successful completion of the probationary period in accordance with the Support Staff Contract, carried 4-1. Selectman Luszey in opposition.*
- 2) *Motion by Selectman Coutu, seconded by Selectman Brucker, to hire Dominique Kaempf at the rate of \$10.50 an hour; Victoria LaRoche at the rate of \$10.50 an hour; and James Tomaswick at the rate of \$10.75 an hour, effective June 1, 2013, carried 5-0.*
- 3) *Motion by Selectman Coutu, seconded by Selectman Brucker, to hire the following: Counsel I at the rate of \$9.75 an hour: Jorge Alvayero, Shayla Bergeron, Nicholas Bunker, Delaney Burns, Kaela Craven, Kevin Kauffman, Emily LaPlante, and Kristine Rowe; Counselor II at the rate of \$10.25 an hour: Matthew Brownrigg, Brandon Doyle, and Brianna Parisi; Counsel II at the rate of \$11.00 an hour: Ralph Carpentiere, Michele Martineau, Larissa Miller, Debra Smith, and Tom Tollefson, effective May 25, 2013, carried 5-0.*
- 4) *Motion by Selectman Coutu, seconded by Selectman Brucker, to hire the following Substitute Counselors/Robinson Pond: Counselor I at the rate of \$9.75 an hour: Michelle Alvayero, Britton Doyle, Andrew Gora, Chevon Gora, Alyson Lavery, and Kelly Robinson; Counselor II at the rate of \$10.25 an hour: Ernest Gifford; and Counselor III at the rate of \$11.00 an hour: Jenna Lambert and Vinnie Scurini, effective May 25, 2013, carried 5-0.*
- 5) *Motion to adjourn at 9:43 p.m. by Selectman Coutu, seconded by Selectman Luszey, carried 5-0.*

B. Request for Release of Tax Mapping Fees

Chairman Maddox recognized Town Administrator Steve Malizia.

Steve Malizia indicated at your last meeting, there was an agenda item for the release of tax mapping fees that are collected to keep the Town's tax maps updated on an annual basis. There was some conversation/indication that perhaps the Nashua Regional Planning Commission could do this work for free. Our Assistant Assessor prepared a Memo which he's attached to this request that indicates that there is a cost to change over approximately \$6,000 to \$7,000 at a minimum from the outset. If you choose to go to NRPC, it's not free at least for the first year. I believe what we're recommending at this point is to approve the request for the tax mapping fee update which is collected from developers when they come in development plans and I think the Assessor is also going to further look at what the possibilities are to work with NRPC for a future potential contract with them.

Motion by Selectman Coutu, seconded by Selectman Nadeau, to approve the expenditure of up to \$2,800 from the Town's Tax Map Updating Account, 1312-505 for the purpose of updating the Town's Assessing Maps and Digital Data for 2013 as recommended by the Planning Board.

Selectman Luszey understood that we're doing the update and not NRPC yet if we were to spend another \$2,000 to let NRPC do the startup costs, we would get "no-cost tax map updates from us in perpetuity". Why wouldn't we do that? As Chairman Maddox understood it, and maybe it's time for the Assistant Assessor, part of that \$2,800 was for monies for something else that's already been expended.

Jim Michaud said the contract proposal from Aerial Map & Survey includes \$1,800 to update our tax maps for 2013 plus \$1,000 for tax map work that they've already done in a series of 8 lots off of Eayer's Pond Road that became an issue between an new owner, an old owner, and our tax maps were incorrect and they had to do deed research in order to resolve that. Our maps were wrong. We were obligated to fix our maps. On the \$1,800 is for the tax map maintenance for this year. What I've received from NRPC was an estimate of \$6,000 to \$7,000 to do a changeover. Basically to load our data into their system. So \$1,800 in a given year, it would take a little over 3 years I believe to make up that difference. Further, they anticipate we'd get a deliverable of August 1st if we were to get everything to them by June 1st. I think that's a pretty aggressive schedule for them. They did the Town of Amherst last year. They got their as of April 1st date delivered to them in December. This contract with Aerial Map and Survey, this proposal, if they were to give it to us by May 15th, obviously that's going to get pushed out if the Board does go with them because they haven't done that.

Vote: Motion carried 4-0.

Chairman Maddox indicated that he would follow up with NRPC tomorrow night and see if we can keep this moving forward.

C. Public Hearing - Amendment to Chapter 317 "Vehicles and Traffic"

Chairman Maddox recognized Selectman Coutu.

Selectman Coutu indicated that this was a recommendation that came to us from the Hudson Highway Safety Committee. They voted in favor of repealing a yield sign on Pelham Road at the Bush Hill Road intersection and replacing a yield with a stop sign. Pine Road traveling east intersection with Winslow Farm Road currently has a stop sign and they're requesting that we move a yield sign that is also there so it's less confusing. This was a unanimous recommendation from the Hudson Highway Safety Committee and having spoken with the Chief on behalf of the Chief, I apologize because he can't be here this evening. There are things going on in town that required his attention this evening. I spoke to him at length. I went to both intersections. I think it just makes common sense.

Chairman Maddox opened the public hearing at 7:10 p.m. Does anyone wish to discussion the proposed Ordinance changes? Seeing none, the public hearing was closed at 7:11 p.m.

Motion by Selectman Coutu, seconded by Selectman Luszey, to adopt the amendment to Chapter 317 "Vehicles and Traffic", Section 29. Schedule II: "Yield intersections" by repealing the yield sign on Pelham Road northerly at its intersection with Bush Hill Road; repealing the yield sign on Pine Road easterly at its intersection with Winslow Farm Road; and amending Section 317-30. Schedule III "Stop Intersections" by adding a stop sign on Pelham Road northerly at its intersection with Bush Hill Road, carried 4-0.

8. NEW BUSINESS

A. Benson Park Landscape Subcommittee - Request to expend funds from the Benson Park Donation Account for various plants

Chairman Maddox recognized Selectman Nadeau.

Selectman Nadeau indicated that this was part of the money that was given to us from one of the Boy Scout's Eagle Scout Projects. This is to plant some plants around shrubs and trees around the gorilla house and also down Alligator Alley. The Benson Park volunteers will plant all the trees and shrubs that they purchased.

Motion by Selectman Nadeau, seconded by Selectman Coutu, to approve the Benson Park Landscape Subcommittee's request to expend an amount not to exceed \$1,500 from the Benson Park Donation Account for various plants and shrubs for the Alligator Pit and Gorilla Cage areas at Benson Park.

Chairman Maddox asked Selectman Nadeau that the paperwork we got says "Bill to Friends of Benson Park". Selectman Nadeau stated it is billed to the Town of Hudson. It's not supposed to be to the Friends of Benson Park.

Selectman Coutu spoke with Selectman Nadeau about this specific request last week. I may or may not have as it was a confusing week last week. Originally I had every intention of not supporting this idea only because of the way it's being presented to us. I don't want the public to think the way I was thinking. I had a good discussion with Mrs. Undercofler about this and I also spoke with Selectman Nadeau. It looked like we were going to buy \$1,500 worth of plants and I was standing in front of Market Basket the other day looking at their plant display saying wow we can buy this whole place for \$1,500. What are we going to do with all these plants? These are not annuals. They're perennials. There are a few trees involved. Some of the trees obviously a little more expensive than others. We're getting from the vendor I believe I was told a 20 percent discount over and above. The monies were raised by the Boy Scout, and that was the one that had given quite a bit back to us. I think it's going to be good use. I think we're going to use a bare spot where the port-a-toilets used to be down by the gorilla cage and we're going to spruce that up with a flowering tree to add some color, some shrubs, and the like, as well as at the alligator pits. It's very bare and when you're looking out over the overlook, I think it will enhance the whole area. I thank Mrs. Undercofler for her thought and for making the recommendation. The volunteers are going to be doing all the planting for us for nothing.

Selectman Nadeau said looking over the list, a lot of these are very nice specimen plants that flower at different times of the year. I think it was Countrybrook Farms who did the landscape design that I looked at. It was really nice, well thought out. It has 3 or 4 seasons of different shrubs and stuff. I think it will be an excellent added attraction to Benson's.

Vote: Motion carried 4-0.

B. Adoption of Musquash Area Trail Names

Motion by Selectman Coutu, seconded by Selectman Nadeau, to approve the following trail names for the Musquash Conservation area: Colburn Trail, Kingfisher Trail (changed from Bird Trail), Whispering Pine Trail, Nacook Loop, and Hidden Ridge Trail.

Selectman Coutu indicated that one of the things that we concern ourselves with whenever trail names are proposed to us is that we go through the process of going through the Fire Department and they did so with Officer Dube to make sure that none of these trail names have any kind of resemblance to any street names we presently have so if they're going to find them via GPS, they'll have distinct names and they can identify them. They did that and I'm satisfied with the process.

Vote: Motion carried 4-0.

C. Highway Department - Request to post for vacant Truck Driver/Laborer Position

Chairman Maddox recognized Selectman Nadeau.

Selectman Nadeau indicated that we have a truck driver/laborer position open. We'd like to post the position as we usually do with all these positions.

Motion by Selectman Nadeau, seconded by Selectman Luszey, to approve the Road Agent's request to post the position for a Full-Time Truck Driver/Laborer with the Highway Department, carried 4-0.

D. Acceptance of a donation of a K-9 vest in the amount of \$770 in memory of George Kessel

Chairman Maddox recognized Selectman Coutu.

Selectman Coutu indicated that this was a difficult one for me because I'm not a big fan of police dogs. However, we have one. We've accepted it and I think that the donor who wishes I believe to remain anonymous is doing so in memory of Mr. Kessel. You've all seen the picture I'm sure in the back of your memo. It shows the vest and in a situation where there maybe some gun fire, this vest may serve well to protect the investment that we have in our K9 officer. I will recommend it only because we've approved a dog K9 unit for our Police Department.

Motion by Selectman Luszey, seconded by Selectman Nadeau, to accept the donation of a K-9 vest in the amount of \$770 in memory of George Kessel, carried 4-0.

E. Acceptance of a donation of \$100 from Thomas and Judith Doucette to be put into the Police Department Animal Control Donation Account

Chairman Maddox recognized Selectman Coutu.

Selectman Coutu indicated that this was a no brainer. Tom and Judy Doucette very generously donated \$100 to put into the animal control donation account. We get a lot of donations for various accounts. We don't get that many for animal control. I was gratified to see that and I hope we send them a letter expressing our gratitude. Thank you Mr. Chairman.

Motion by Selectman Luszey, seconded by Selectman Coutu, to accept a donation of \$100 from Thomas and Judith Doucette in memory of Dr. Dan to be placed in the Police Department Animal Control Donation Account with a letter from the Board with their thanks, carried 4-0.

F. 25 Constitution Drive (Map 170, Lot 38) - Corner of Constitution Drive and Wall Street

Chairman Maddox recognized Attorney Brad Westgate and Jeffrey Merritt.

Thank you very much Mr. Chairman. Good evening members of the Board. My name is Brad Westgate. I'm a lawyer with Winer & Bennett in Nashua. I represent John Jack Jamer. He owns the industrial lot at 25 Constitution Drive. I appreciate the time you've give us to speak with you this evening and we'll be efficient as possible with your time. We're here at the request of a letter I sent to the Town Administrator on April 23, 2013 asking to come before you tonight to discuss and really introduce the concept of potential improvements to the portion of Wall Street which would provide access to 25 Constitution Drive and whether there were potential funding sources for those improvements. We're here Mr. Chairman really as a result of an upshot of discussions that were held at a Planning Board meeting on March 27th. At that Planning Board meeting, we started our non residential site plan review for a proposed industrial building. Mr. Jamer desires to construct at 25 Constitution Drive. It's a vacant lot presently. Towards the close of that meeting, there was discussion about the access to the property, its frontage on Constitution Drive and Wall Street, and the potentiality of improvements to this section of Wall Street. I know the Chairman was of course attended that meeting at the Planning Board and will have an opportunity and am sure will elaborate on some of those discussions that came out of that meeting. So party to explore this idea with you and also as a courtesy follow up to the Planning Board we request that we come before you tonight to talk about this concept.

Attorney Westgate handed out two hand outs Mr. Chairman that all the members have. They're really pretty simple and if I may just note them briefly and walk you through the chronology of how we sort of got here. The plan that I have, there's 2 pages to it. The cover page is a recorded plan at the Registry of Deeds - Plan 30872 and highlighted in green is 25 Constitution Drive. It's known as Lot 18-9 on that plan. If you notice on the plan you'll see that Constitution Drive itself runs east/west horizontally on the plan. You can see that this lot fronts Constitution Drive. You'll also see the beginning of Wall Street running northerly. The north arrow is upside down if you will on this plan - running northerly from Constitution Drive curving along Mr. Jamer's property also the property fronting that section of Wall Street. Unfortunately there's a little more to this than meets the eye by merely looking at this plan. Just to note, the second sheet of this plan is the master site plan sheet from the site plan package we have pending before the Planning Board. I'm not going to get into that detail at all. Just so you had a sense of what's being developed. That one, the north arrow, is up. So you have to flip flop your viewpoint when you look at the second sheet.

Attorney Westgate just to give you a sense of the dilemma and your take on possibilities visa vie Wall Street. In this chronology the page and a half that I handed out if you could follow that with me just for a moment or two. In July of 1988, this Unicorn Industrial Park subdivision was first approved by the Planning Board and a Plan was recorded back in July of 1988. About 4 years later, the plan was revoked. The subdivision plan was revoked because of the failure by the developer to post the bond necessary. So the subdivision plan effectively was voided out. The property languished and in 1998 the Town actually took title to Unicorn Industrial Park which some of not all of you will remember. The Town owned the property for a couple of years and in early 2000 the Planning Board approved a new subdivision plan for Unicorn Industrial Park. Really reflected the same layout that the old plan had in terms of the road system. December of that year, that plan was recorded. That's the plan that I just spoke of and you each have a copy of that cover sheet. Right on that same day, the Town - again the owner of the property at the time Unicorn Industrial Park was approved and recorded, the Town sold to Mepps Development, LLC, 10 of the 12 lots all but really the front two lots, including the lot that Mr. Jamer now owns. The developer Mepps then posted a Letter of Credit with the Town to guarantee completion of all of the improvements required by the Planning Board on the plan. So that would mean the construction of Constitution Drive as well as this section of Wall Street shown on the plan. Mr. Jamer bought his lot in March of 2004 at the time the Letter of Credit was still in place. Other lots had been sold before that in 2003 and then later in 2004, the remaining but one lot was sold. During this 2003/2004 timeframe, various parties bought the lots in Unicorn Industrial Park including Mr. Jamer the Letter of Credit being in place.

Attorney Westgate stated the last Letter of Credit that was posted was dated October 19, 2005 by Stoneham Bank and it was under the so-called Hampton form of Letter of Credit which essentially said that if improvements guarantee by a Letter of Credit weren't completed by the time the Letter of Credit expired, it was supposed to be paid out to the Town for the Town to be able to complete those improvements. That Letter of Credit contemplated the expiration or payout on June 8th of 2007 but for whatever reason, the payout was never done. No other Letter of Credit was ever placed. It expired apparently without being called. Around the same time as best I can determine, Constitution Drive was accepted as a town road. So Constitution Drive was deemed built to town standards and currently exists as a formally accepted town road. This section of Wall Street was never accepted on a formal basis by the Town or the Board of Selectmen. Pavement is laid down, a base course, but it's really been an unused state. It now has overgrowth to it but that base work was originally done. We fast forward to this past March as I mentioned, Mr. Jamer has applied for non residential site plan approval for his industrial building. We are discussion with the Planning Board a couple of zoning and land use questions pertaining to this lot and in particular Constitution Drive and Wall Street. I don't want to bog this discussion down with those details. It's not the time or place for it. Suffice it to say, the Planning Board has raised questions as to whether this lot is deemed to have appropriate frontage on a town road or a Class V or better road to be a conforming lot if you will upon which a building could be constructed.

Attorney Westgate indicated that Mr. Jamer bought this lot at fair market value. He bought it as a conforming lot. A variety of other lots were certainly bought in the Industrial Park prior to Constitution Drive being accepted. Various ones of them have been developed, have buildings on them. Mr. Jamer's remains vacant. We're sort of between a rock and hard place in the sense that Constitution Drive's frontage has an issue because of wetlands along the front. Wall Street's drive frontage has an issue because of its status as not being yet a town accepted road. That's the matter of zoning and land use that we discussed before the Board. That led to the discussion at the end of the Planning Board meeting of about 6 weeks ago as to the concept of well perhaps improvements to Wall Street could be made to a condition that would permit it to be used for access for Mr. Jamer's property. He would be presently the only property access off it and the notion of coming to this Board to talk about that idea, and potential funding sources resulted.

Last thought, when Attorney Westgate wrote the letter on March 23, the research at that point in the records had indicated that there was believed to still be about a \$7,500 contribution made by one of the other property owners in Constitution Drive which we had thought could be potentially used as some of the funds for some improvements to Wall Street for this purpose. There was also some possibility of around \$4,100 perhaps being also available. That one's never certain to me. I have just found out that I guess there is no funds whatsoever left for this possibility collected by Unicorn Park property owners. I gather that those monies were used apparently on some Clement Drive improvements from what I understood. I came here thinking there was some money in the kitty. I come here tonight being told there was no money in the kitty. Certainly what we would contemplate is that Mr. Jamer would make a contribution towards these improvements in the amount of \$7,500 seeing as a potential number to at least consider. That's a discussion for us with the Planning Board a well. That's the state of affairs as we speak. Again, we appreciate the time you've given us. I know I'm coming here with somewhat of an indefinite state of affairs to put before you. It was suggested at that Planning Board meeting that we introduce this concept and really I guess we're perhaps looking for some initial thoughts from this Board as to the notion of improvements to Wall Street and whether possible funding sources towards those improvements may exist. Thank you so much Mr. Chairman.

Selectman Coutu said to the Chairman you've been at all the Planning Board meetings. I've watched them. I've watched this debacle with Wall Street for the past two years. There's no doubt in my mind that the owner has a hardship case. What I'm asking number one is why specifically did the Planning Board send you here? What did they expect us to do? Attorney Westgate said he'd try to articulate as best I can. The idea developed at the Planning Board that if Wall Street, again it's what lawyers call "dedicated road but not accepted". Meaning the public has the right to travel on it by being dedicated as a recorded road on a plan. The Town has no obligation to accept it because it's not built to town standard yet. So the idea was perhaps if there were some funds available it could be improved to a point that it was appropriate access to Mr. Jamer's property on the one hand but he not being that it is a dedicated road, he not be fully obligated to pay for all that improvement frankly because of the past history, the loss of the letter of credit without it being finished, and the need to somehow solve this issue of having a lot that has frontage on two roads but is falling through the cracks in terms of its develop ability. I guess that's at least my take of why the Planning Board we may be here. I looked at the Chairman as to whether he elaborates on that has a better sense than I.

Chairman Maddox said that as your representative to the Planning Board, it was actually me that sent him here because they were dealing with a road that ultimately is ours. It was really beyond the Planning Board at that point. They could ask the Planning Board but it really comes down to this Board as to the road itself. I was under the mistaken impression that there was monies available. I guess they've been taken to trim trees on Clement Road or some other use that was unknown to me at that time. I thought that there was like \$15,000 available for doing something with the road. I did get an estimate from the Road Agent to do this of \$26,200. I thought that we were in the ballpark but now we've now found out that that money is not there. I guess my one question would be is why weren't we sent a check. If this was a Hampton Letter of Credit and we did not show that the work had been done, a check should have been sent for that amount of money. I guess I'm kind of wondering why we don't at least research where that went.

From what Selectman Coutu understands Mr. Chairman based on the discussions that you've had, I realize that Wall Street is merely a paper street but it doesn't meet the width requirement that we require so it would have to be fanned out if I'm not mistaken. Chairman Maddox said right. The \$26,000 that I got from Kevin was to basically grind up what's there, widen it, do whatever appropriate as far as underlayment and all of that and base coat, final coat, landscaping and whatever else the whole total and I have it here. I can pass it around. Selectman Coutu said if that were to be done or if we were going to move in that direction first, we'd have to accept it. Chairman Maddox indicated that first we have to get the work done then the Town can accept it. Selectman Coutu didn't know which order you were going to take it. I hate to do all the work and then have the Town not accept it. That's the procedure, that's the procedure.

The other thing Selectman Coutu asked are we talking about doing all of Wall Street all the way down. Chairman Maddox said no. If you look at your map that you were provided, it's going from Constitution Drive to the end of the green parcel where it says "Wall Street presently right now there are some boulders across there". That work is only for that section that is adjacent to the green. Selectman Coutu indicated that it would be a dead end street. Chairman Maddox said it will be a dead end street but what the Road Agent told me was that he would be able to hand snow removal on that because they use a pickup truck presently to do that whole park because the police station is there and everything. It would not be an issue. They wouldn't have to put a dedicated turnaround.

Selectman Coutu said it appears based on what you're saying that Mr. Jamer doesn't have any money to contribute to doing any portion of this himself. He's lost money in the process. Is that my read? Am I correct? Attorney Westgate said no. He would make a contribution in the number of around \$7,500 was talked about late in our Planning Board meeting. Selectman Coutu said he would not hold him to that. Attorney Westgate said it seemed like an appropriate range given what the last contribution was made by a similar lot owner.

Selectman Luszey asked what the tax revenue implication if we don't move forward with it. Right now it's an undeveloped lot correct? Selectman Coutu said right as opposed to being developed. Do you know the square footage of the plan? Chairman Maddox indicated 10,000 square feet. Attorney Westgate indicated the proposed building would be 10,000 square feet whatever that would be industrial assessed at. Selectman Coutu said significant. Selectman Luszey said the payback is in almost months not including the - I don't know what's going there but I'm sure there's permanent jobs going in there in an industrial building. It's economic growth for us. Chairman Maddox said that's an avenue that we can certainly take a look at. You did get another hand out from Century Park. I don't want to cloudy the water but I did want to make sure that everybody at least saw that. This is really about Wall Street. His issues are really with the Planning Board and its continued presence before them. This is about Wall Street. If anybody would like to have any questions of Mr. Wolters, he is in the audience. This is, again, the infamous Mr. One allowed this work not to be done as part of this development. Wall Street was part of the layout. You're looking at what was recorded. That road should have been built to town standards before the bond was released. So how and who of course into the dusk. I think there is some responsibility to get this done.

Selectman Coutu said he didn't disagree with Mr. Chairman. Chairman Maddox asked the Board if they were amenable to working with this client to do something. The \$7,500 may not be the magic number for them. Is the Board willing to consider doing something with this road to get it built to town standards? Do we have other questions that we may want asked? I asked Kevin Burns a couple of months ago to take a look at that just so I would have some idea of what we were talking about with a \$50,000, \$100,000 and that's the number he came up with. That includes a gate that I think we have somewhere else putting that in so that the rocks would go away so that the Fire Department would have a second means of egress into that park if something was to block the end of Constitution for some unknown reason. It is our public safety facility.

Selectman Coutu said we can sit here and talk about it all night. I think we're on the same page. As Selectman Luszey stated that the development of this property will bring additional jobs to the Town of Hudson. It will generate a greater tax revenue. I think it will almost pay for itself after the first year. I think there's a distinct and clear hardship for this gentleman to be able to develop this property as long as Wall Street remains in the condition that it's in. It's been a bone of contention with the Planning Board. Basically it's not necessarily a bone of contention; it's the reality that Wall Street has never been accepted. It doesn't meet the standards of acceptance. I would fully support any motion that would, and Mr. Wolters I want you to know that I read your letter thoroughly. I listened to you time and again before the Planning Board. It's not a question of whose right or who's wrong here. We have an obligation as a town to eliminate hardships for people who wish to develop their property. We've been good in that direction in the past several years. I'm very proud of the Town for taking those things into consideration. This man faces a serious obstacle. I hate to see this land go vacant and he just turn around and sell it and somebody just throws up a coffee shop in there or something cuz there's nothing else he can do with it. Considering all aspects of approving the Town moving in the direction of working with the client and see what we can work out with them, I think is a good idea.

Chairman Maddox thought they should at least do some research into why the Letter of Credit wasn't where it is. Again if it was a Hampton Letter of Credit unless somebody from the Town said we're all done, they should have sent us a check. That's the part I'm confused by. Did you do any research on that Attorney Westgate? Attorney Westgate said he just had copies of the Letter of Credit but I don't know its disposition. I'm sorry. Chairman Maddox indicated it would solve the whole problem. Probably slim but again I think if it says what it says it is, they have an obligation. If they don't have a letter from the Town, to send us a check.

Selectman Luszey saw no reason why we can't move forward and ask the Town Administrator to work with our attorney to go after and find out how to collect that fee.

Motion by Selectman Luszey, seconded by Selectman Coutu to ask the Town Administrator to work with the Town attorney to go after and find out how to collect that fee, carried 4-0.

Chairman Maddox said he would suggest that we ask Mr. Burns to flush that number out. I just called him and said on the fly what would it take and then come up with some sort of split and see if we can get the applicant to fund a portion of that. Again, they would have been paying \$7,500 anyway as part of the offsite improvements as everybody else in that park has pretty much paid.

Selectman Coutu asked if they should involve Mr. Cashell in this process and once we get the finite figure from Mr. Burns have him work with either the client's attorney and Mr. Cashell to try to work out some of the details and have Mr. Cashell bring a formal presentation to us on Wall Street. Chairman Maddox thought that sounded like a plan that will move this along. Again we're not opposed. I think it's a function of there are some unknowns. I think that we have to find out some information before we give you a number that we're saddled with a bigger percentage. Whatever it may be. I think that firming up that number, and doing some research, and then getting back through Mr. Cashell the Town Planner to you and your client and take it from there. It's not the answer you wanted for the next Planning Board meeting but it's at least moving forward.

Attorney Westgate said he appreciated that. It does give us some detail we can report to the Planning Board next Wednesday night. I appreciate that. I'm sure Mr. Burns will be in the loop of this whole analysis as well.

Motion by Selectman Coutu, seconded by Selectman Luszey, to ask John Cashell to work with the Road Agent and Mr. Jamer relative to the construction of and acceptance of Wall Street.

Selectman Luszey thought that should satisfy the Planning Board's needs that we're going forward with it. Chairman Maddox said right but they still don't have a street to put their building to. Attorney Westgate said they recognize that that's a Planning Board, land use

issue that we still have to work through with them. Chairman Maddox said you might just defer the Planning Board. Attorney Westgate said he was not sure yet. We'll go next Wednesday night clearly to report to them where things stood from this evening and see where it leads on that.

Vote: Motion carried 4-0.

Just for the record, Attorney Westgate indicated that Jeffrey Merritt was with me at the table and Mr. Jamer was in the audience.

Selectman Luszey had a question. It sounds like we're going to make this road approvable and by default did we just approve the road given that we're going to improve it. Chairman Maddox said no. We're going to do the research to find out what the costs will be, whether they're willing to share in those costs, and then make a decision whether we're going to do the work which then will give them an approved road. Selectman Nadeau said that's the way I see it.

A question or concern that Selectman Nadeau said were brought up many years ago was opening up Wall Street all the way down to 111 as a second means of egress for the Police Department and the other activities that go on up there. I'm wondering where we went when this was talked about in the past. I don't remember if the Planning Board had anything to do with leaving the road closed. Chairman Maddox said it will be another half an hour discussion of the legalese of who owns Wall Street. I don't think we want to get into that. There is discussion with Century Park about actually doing something with Hudson Park Drive. That was the intent was to take Hudson Park Drive bring that out to 111 to a signalized intersection. There is still ongoing discussions. Unfortunately the money that we had got evaporated by other projects. It is something that is still being talked about. We have 3 lawyers and 3 opinions. So we could pave it with all the legal opinions we've got so far. At this point, I think that we will continue to have Mr. Cashell try to do something with Hudson Park Drive. There is more and more businesses going in there. It would make more sense safety wise to be able to bring the traffic out to a signalized intersection as opposed to Clement Road. The owner of Unicorn Park is here. He can speak for himself. They have private water and sewer in there. It's something they would like to probably have the town accept at some point. There are some discussions back and forth. I don't think at tonight's meeting we want to get into that. It's something that we can certainly bring back at a later date when things become more solid.

H. Contract Award - Zach Tompkins Field - asbestos remediation and relocation project

Chairman Maddox indicated that they would like to table Zach at this point. There is some real questions as to finance and what's going to happen. We would like to defer that for two weeks to get some solid answers as to where they're going to be able to go with the monies that we have. That will be tabled at this point. Selectman Coutu indicated that it should be Mr. Chairman. We're having a meeting Thursday night with the group and we'll make some decisions there. We'll talk to the group and see where they want to go.

I. Groundbreaking Ceremony - Hudson Senior Center/HCTV Facility

Chairman Maddox said he wondered why we want to do this on the Friday before a long weekend and it's getting close to probably impossible to get people's schedules cleared to make this happen. I will open it up to the Town Engineer and maybe you can give us an overview.

As you know Patrick Colburn indicated that we're proceeding with construction efforts for the senior center and cable TV facility. We had our pre-construction meeting yesterday with the site work contract and the general contractor. They've laid out tentative schedule that will involve them breaking ground during the week of May 20th. You'll see heavy equipment mobilized. You'll see trees coming down and work progressing. The direction that I was given was to get this groundbreaking ceremony scheduled as soon as possible. Given that our contractor was unavailable during any weekends in May, I moved it to a week day. Since I'm limited on Fridays in May, this is where we settled. Certainly open to move it out potentially to a Friday in June sometime. When I scheduled the date, the next step was to try and put together a plan for the event and having no experience in planning such an event, I sought counsel in Town Hall and didn't find any. It seems that we haven't had one of these in some time - a public building project. So then I spoke to Len Lathrop who was tasked with planning the Zach's field memorial field ground breaking ceremony. When I spoke to Len, I was not there for that event but it was obvious to me that it was fairly elaborate and maybe more than I envisioned. In speaking with Selectman Luszey, we decided that the best thing to do was to come and seek the Board's input as to the scope of the event moving forward.

Selectman Luszey stated that the distribution list for who should be included became very large very quickly if you think about all of the different groups, all of the different people that were involved to getting us to this point. Yes to try to pull this off between now and the 24th is probably a long shot at best. Also there is the discussion of where the funds would come to put such an event on, which we need to discuss here. We didn't plan for any funds for any ceremonies other than buying a roll of ribbon when we cut the ribbon and open the doors. That's really the discussion I think we need to have here is how big of an event do we want the groundbreaking ceremony to be and who should be on the invitation list. There's the Council on Aging that's done a lot on it. There's the Hudson Seniors have done a lot to raise monies for it. There is the Hudson Senior Affairs Committee. There's the Board of Selectmen. There are past Selectmen and Representatives that have helped us to acquire the parcel of land that we're on. The list just goes on and on. We're looking for input. We're struggling with this one.

Selectman Coutu indicated that the Zach Tompkins field dedication I couldn't be there because I was an invalid at the time. Selectman Nadeau who was Vice-Chairman sat in for me. It wasn't really that elaborate. There were quite a few people there. The food which was mostly pastries was all donated by Mr. Carbonneau, the press was there, there were a couple of people from the House of Representatives. I looked over the list. I assume that you had some input in it Selectman Luszey. What's going to dictate the

magnitude of a ground breaking or any kind of a ceremony like this, a dedication, there's a number of people that show up. All of these people are not going to be allowed to speak. We could have a couple hundred people there because of the seniors themselves. They're anxious to see a shovel put into the ground and we certainly aren't going to close the park after we have 50 people come in. We're going to keep whoever wants to come in. I'm not suggesting that that's being suggested. The park is going to be open. People who want to come in and watch the ground breaking - I think the list is very appropriate of the invitees. Although it's a formal invitation to people who have a direct impact or will have a direct impact on the use of the construction of the raising of the funds for - obviously you always have your architect, your Town Engineer, and you certainly want representation from HCTV because HCTV is sharing half the cost. I think the invite list is very appropriate. Three to five minutes each is very appropriate. One of the things that I saw here you're looking for a Master of Ceremonies. I can say first hand that I think Deputy Fire Chief Rob Buxton does an outstanding job as Master of Ceremonies. I would welcome having him if he would be willing to accept. He would have to do a little bit of ground work and work with Bernie, HCTV, and the Town Engineer and get the information. I know you're brief and to the point. I think he would make a great Master of Ceremonies. That might solve your problem there. I think in terms of speakers, Benson Park Committee representative. Obviously I think Harry Schibanoff would want to speak. Brookstone and Warren Street representatives - Why would we want them to speak. I would remove them from the list. I would ask that one member of the Cable Committee - Mr. O'Keefe, say a few words. We're paying half the cost. The Council on Aging - obviously we should have a representative. Hopefully it will be the Chairperson. The Senior Affairs Committee - I don't know how health Lucille is but I would hope that she'll at least be there. If she was willing to speak, I think it's appropriate. As far as the Selectmen are concerned, I think you Mr. Chairman should definitely be speaking and I think that considering all of the work that Selectman Luszey has put into it, I think you two should be the speakers.

Selectman Coutu said after that we do the ceremonial ground breaking. I don't know how many shovels you're going to need. How many people you're going to have throwing a shovel in the ground but that's another list that has to be made unless we're going to go by what we have on top. You're going to assume that all the members of the Board of Selectmen providing I'm available but we're looking at 15 to 20 shovels gold plated and hard hats. I would think that the engineer could get us hard hats and probably ceremonial shovels and we can give them back to them. Patrick Colburn thought the hard hats maybe. The shovels I was told they have one ceremonial shovel that they use. Mike O'Keefe indicated that they're not that expensive and cable will pay for it. My thought that there would be one representative from each group doing a shovel. I wasn't necessarily considering all 5 Selectmen having to do it. So I thought maybe 6 to 8 shovels. Selectman Coutu thought it would be appropriate to have all of the Selectmen do it. Whatever you deem appropriate, I'm agreeable to. I think that in terms of the speakers, you pretty much took care of it. Get Brookstone and WarrenStreet out of there and have one from each of the others. If there's an adamant feeling about only having two Selectmen doing the ground breaking, I'm fine with that. Again, it would be you and Selectman Maddox. I may not even be there.

Seeing that Cable will be doing the shovels, Selectman Nadeau indicated that the seniors will be doing the light refreshments - cookies and lemonade.

Chairman Maddox said the other thing you need to think about is some sort of inclement weather planning so either a tent or something. The other thing is let's do what they did at Zach Field and dump some sand so you're shoveling sand and you're not going to have people trying to dig into hard packed earth. Selectman Coutu said that was a great idea considering what we went through at the 9/11 Memorial.

Selectman Luszey indicated that he would like to move it to June. The reason being is our funds don't become available until July 1st. We're kind of working on straw funds. We're starting but to really keep it in focus and moving it forward into the new fiscal year, I think the ground breaking if we have it the second or third week in June would put it right where it needs to be to put focus back on it that the votes passed a warrant article to build a senior center and have a couple of weeks of positive news. It will be a few months when we'll be planning a grand opening ceremony.

Patrick Colburn noted that leaves the 14th or the 21st are the second and third Fridays. Chairman Maddox said June 14th. Where are you getting the money for this? I hear the shovels are taken care of but are we just going to take it out of something. Steve Malizia indicated that we don't have something. We have a donation from the seniors and we have cable money. That's the something we have right now. Mike O'Keefe said they could handle it through cable. Do we need chairs? Chairman Maddox thought they may need several. Selectman Luszey said yes given the audience. We can use the chairs and tables from the Community Center. Selectman Coutu said you could coordinate with the Fire Department. They have a podium and microphone system. Mike O'Keefe said they'd provide the PA system from cable. We have to pick a location to do this. Given that some of the site work will have already been pretty well under way, we may have to base it around where they're working. Either at the top where the jersey barriers are right now. Selectman Luszey said to make it as close to the parking lot as possible. Mike O'Keefe indicated it was a question of people walking over dirt. Some of the seniors may have issues. There's not going to be any real roads or pavement in there. Selectman Nadeau suggested looking at the corner of the dog park closest to the gate down below, the lower section of the parking lot. Selectman Luszey said theoretically we could have the pile of sand actually in the corner of that parking lot.

G. Hudson Train Depot Relocation and Restoration Project

Chairman Maddox recognized the Town Engineer Patrick Colburn.

Patrick Colburn stated another project that is progressing here in town. To give you a quick update, back in January then Chairman Coutu signed a scope and fee from WarrenStreet Architects to take us through the LPA process with DOT, design, and construction engineering for improvements at the train depot. About a month after that, you folks met Nancy Mayville and Bob Hudson from DOT. They described some additional costs and I believe those costs were agreed to by this Board. So we've moved on. We have made it

through Phase I of a three phase process with DOT. Our engineering study prepared by WarrenStreet has been reviewed and approved. So now we're into Phase II, which is preliminary design. I felt that it was an appropriate time before we get too far into this to get a couple of things ironed out seeing how I wasn't here back then to be part of the planning process to make sure I'm on the same page that the Board thinks I am.

Patrick Colburn said he laid out three questions or concerns for you in a memo. I'll go through those briefly. The first one is relative to whether or not we plan to use town forces for any of the work efforts on this site. In reading some of the historical materials that I have in my office, I see at one point there was discussion about utilizing Highway forces to extend utility connections - sewer and water, into the site. During meetings this year, I heard you folks discuss now that I'm on board and am licensed as a Professional Engineer, utilizing my services for inspection work rather than paying the consultant to be on site for inspection work. The reason I'm asking whether those are still the plan is because I'm now going through the process of becoming certified to manage these local public agency projects and I attended my first day of training on the 7th of May and learned that there's an approval process that needs to occur in order for us to be able to use town forces. The Federal Highway Administration reviews what the town pays me versus what we would pay a consultant and compares the potential savings. As well, they investigate whether it's in the public interest to have municipal officials or highway personnel doing construction efforts, inspection efforts, and so forth. It's a process. I would need to prepare the public interest report and submit it for review and approval so that we know where we stand. I think it's important that I go down that road sooner rather than later.

Chairman Maddox told the viewers at home the question is we plan on using town forces for any of this work. I think that the consensus is that we would like to be able to do that. You did state earlier about the utilities. We need to probably talk about is number 4 then. That seems to be going in a different direction. That's your answer for number one is yes. We would like to utilize town forces. Patrick Colburn wanted to make sure that the Board is aware that what they require for inspection efforts, what will be expected of me is what they call - and I know they explained it to you - close to full time inspections. They estimate that to be six hours a day every day that the contractor is on site. I think this is anticipated to be something like a 12 week project. I would be in the field witnessing the construction every day that the contractor is on site upwards of 6 hours a day. I wanted to make sure that everybody is aware. I won't be doing anything else. I just want to make sure that everyone is aware of that.

As long as you're asking them the questions, Chairman Maddox asked why can't we get rid of the lead paint where it sits and be digging the hole and the foundation work at the same time. Why do we have to stretch this out for 12 weeks? It doesn't seem to make any sense. If we could utilize your time for 6 weeks doing it with a more condensed list of project rather than spreading it over 12 weeks, is that a question that we think we should ask? I don't want to tie up the Town Engineer for 10 weeks moving a single wide with a big awning. Patrick Colburn indicated that was the construction schedule that was contemplated. We don't even have final plans together so that is obviously subject to change. I'm just telling you what I know.

Patrick Colburn said he was going to skip number two and jump to number three which is relative to the foundation that the building will sit on. In 2003, the historic structures report was completed commonly known as the SASA Report. In that, it contemplated the building being situated on a frost wall with a crawl space. That was the plan that was presented and that's the plan used to get the funding from the Federal Highway Administration. Since that time, the idea of a full foundation, a basement, with walkout potential has been contemplated and advanced. I need to know the direction I'm headed in before we prepare site plans. Obviously the site plan would be different if I have a walkout basement than it would if I have a crawl space and no basement. Because the full foundation is not part of the SASA Report and not part of the request for funding, the Federal Highway Administration is not going to participate in any additional costs associated with that. I've received an estimate from the consultant that the added cost of the full foundation under that building is about 1,000 square feet - 20 X 50 I think is upwards of \$23,000 for the added excavation, form work, and a full slab in the basement. A second issue that comes with that is the Secretary of the Interior creates the guidelines that we're following for the restoration of this historic building. The Division of Historic Resources locally is causing us to follow those guidelines. The original train depot had sort of at grade access with a platform on two sides of it historically. You can't just take that now and create a walkout basement so that you'd have one side of the building with an 8 foot reveal creating the walkout. Gary Webster came up with the idea of taking two sections of boxed culvert and affixing them to where you would have your walkout basement typically. That would get your entrance to the basement 16 feet away from the building. That would create 16 feet of ground/grass surface adjacent to the building thereby hopefully addressing the concerns of the DHR. That would add another \$8,000 estimated to the \$23,000. So the added cost of a full foundation will be \$31,000 and those as I said are non participating work items. Federal Highway will not participate in that effort.

Selectman Luszy asked to have Mr. Jasper come up. I think he could probably describe the need for the full versus the non full better than anyone of us here. Chairman Maddox asked the Board without objection.

Shawn Jasper thanked the Board for asking me and thank you for allowing me to come up. The idea of the full basement came out some years ago as we were talking about the need for space for the work crews. Right not much of the equipment - there's a Cub Cadet lawn mower/tractor; there's all the rakes, shovels, the equipment that is used by the volunteers on site, the brush mower are stored underneath what used to be the kitchen area attached to the office building. There are plans for that in the future as we go forward for concession areas. As some of you may know, in the deed we are allowed to build another building on site for maintenance. That doesn't seem to make a lot of sense when we have the opportunity for about \$30,000 to put in a permanent structure that will require no maintenance in the future at all. If we put up an above the ground building, you're going to have the walls, the roof, and everything else and this will not require any. It also gives us the opportunity to solve a problem of dealing with the heat for the train station when we get to that point by putting all the mechanics downstairs. It also gives us the ability to bring in the water, gas, sewer and have an area to deal with all those junctions. We have several different directions that all of those utilities are going to have to go in in the future. While I know that the \$31,000 is not in the budget, I also know we're dealing with a \$28 million budget. We're saving

considerable costs in the future because it's just not practical to have these lawn mowers and the equipment stored someplace else as we go forward. You can't store them at the Highway garage. These volunteers are primarily in on the weekend. I was just looking at the volume of things that are there now.

While Shawn Jasper understands it's a hard concept and I know that there's been the discussion about what are we going to with the train station. Well if I take you back a few years ago, there was the discussion about what are we going to do with Benson Park. There was the discussion of the vision. There is a vision for the train station. It will be used as no doubt classrooms, meeting room space. There are a lot of interest groups that are participating in Benson Park and are there. While it's a number of years down the road, and we were looking at the office building tonight trying to figure out what are we going to do to that in phases and be reasonable about the expenditures? We're still 5 years ahead of where I ever thought we'd be at that park at this time. I'd ask you to be a little forward thinking on this. Think of the fact that this \$31,000 is less than a payroll for a day in the Town of Hudson right now and it will save us considerable amount of money as we go forward. It has a use. As I say, it's going to make a lot more sense in the long term. I hope you follow through on that vision that we had. I know that this is something that we don't have to go back to the State for. The Feds. aren't going to participate but they've approved the concept. They've approved the box culvert. I think I was the one who actually first suggested that when we were trying to figure out how do we solve that problem because we thought we could do a walkout on the back side and we couldn't. This is something that has been talked about and well thought out. It's not a Johnny come lately idea. I'd be glad to answer any questions if I may but again I appreciate the opportunity.

Selectman Nadeau indicated that one of the things that the Town Engineer talked about on the line before this is if we can use our town manpower to do the site work. If the Road Agent does agree and we say okay we can use the Highway Department to do the site work, will that bring that \$31,000 price down as far as putting this foundation underneath us? Patrick Colburn stated presumably. Selectman Luszey said it should because you said the 21 included site work, right? Patrick said the excavation. Selectman Luszey said that's money that we wouldn't have to "come up with" because we own the equipment, we own the resources now. Again, Patrick said I need to get the - that's called using a "force account" which is using the local forces. I need to still have Federal Highway approve that. Selectman Nadeau asked if Patrick was going to do that according to our...Patrick said he was going to try.

Shawn Jasper added that a lot of the actual costs is cement. Floors are expensive. It's not necessary I don't think to do the floor right away. The floor could really be done at any time after the building is done. If that becomes an issue, and I would imagine that's a pretty substantial amount, obviously a little bit more difficult to get the concrete in but not the end of the world either. I would ask you to take that under consideration and say we can do this and do the floor any time because it's not a necessity. I've got a dirt basement in my house.

Chairman Maddox said he was going to be the one that's not sold on this. Everything we do with this project because the Feds are involved just never seems to end up - do we know how much we're in the hole at this point? I know we were short \$36,000 so now you're making that \$66,000 that we don't have that we're going to have to come up with to finish this project and we're nowhere near done yet. They're out there woodpeckering all the siding marking. If you go by, you see there's an awful lot of orange dots that that's the wood that needs to be replaced on the site. This project isn't done and anything to do with this federal money, it ratchets up fast. Now that you're going to be digging a much deeper hole, are you going to have to end up spending much more money on the archeological review of the site? There's a number of things I think we probably need to answer those questions on what this is going to end up costing us before we make this decision. Is there a consensus to just go at it? Again, I'm concerned about we're at \$60,000 under where are we going to go with this?

Selectman Luszey thought we need to go at it because the reason we're \$66,000 now in the hole is because we haven't been going at it. The longer we wait, the bigger that number gets. The sooner we get it moved, I think the less it will cost us.

Selectman Coutu was not in favor of spending money we don't have. I wouldn't go at it.

Selectman Nadeau definitely thought putting the foundation underneath it is a good thing. Where all of our equipment is stored now currently, we have plans for that down the road. I don't know how fast this is going to move. I think that we can find the money to do it with the \$28 million budget that we have. I think that it's something that we can do. It's definitely a good use of the funds. If worse comes to worse and we have to do it by not pouring the floor and doing different alternatives, I think it's something that we have to look at. It can be done. It's just how are you going to do it.

Shawn Jasper thought Selectman Nadeau is right. One of the things you can look at at this is if you're only going down a little bit more - you're going to get to virgin territory where you're not going to be dealing really with anything in terms of archeology because I don't think anything has been in that particular area. You're going to get to a point where that's not going to be a big concern and they're going to be able to dig this hole out at any rate. Probably in very little bit more time to go down 8 feet versus a frost wall at 4 feet. I don't think that that should be a concern. Even if you say all right the box culvert is 8 feet. There's nothing wrong with putting up a plate against that doorframe and doing the box culvert later. The cellar doesn't have to have the poured floor. It doesn't have the box culvert right away. If you're concerned about the costs in that, then I would urge you just to go down the extra depth with those walls. That's going to be pretty short money using town forces and you're not cutting anything out in the future. Once you put that foundation in the ground, you've cut out all your options if you don't go down for the full basement. Please look at the numbers very carefully. I think you're going to find that versus putting up a building at some point and where that would be, I've got some ideas but not really the best place that I'd like to see it. The only place really to put a building where it's going to be secure is you come into the park to the left hand side from the parking lot gate, which is where we were talking at one time of putting the senior center - tucking it in there, but again

it's the maintenance. It's the roof. You're not going to put it up for this short money. You have some options here. Please explore them and be very careful about it. Don't be short sighted on this for a few bucks. Thank you.

Chairman Maddox thought there were some unknowns here. Again when this is involving the federal government and their requirements, it never ends. If you're saying that this use is going to be a classroom, are we going to have to put in sprinklers? Now you have flammable materials in the basement. There's all kinds of unknowns here that we're still ratcheting up the costs. I'm just having a tough time to store some lawnmowers, we're going to spend a lot of money to get very little benefit.

Selectman Luszey indicated that we're going to spend a lot of money even if we don't put a full foundation because we're going to have to put concrete in the ground that gets filled in to put a building on which we can't use. That's a lot of money. We sat here about a year ago coming up with money that we were going to use to help build the senior center. Because of the estimates that came in that we awarded for the senior center, we found money in our budget. I think we could find this money in our budget because we didn't use any of that money. I think we would be short sighted by not doing that. You put the foundation and the wall, you put the building on it, and board it back up if the Federal government and DOT goes crazy on us. At least the possibility exists to do something with it in the future.

Bernie Manor stated the utilities - heat, electrical and all that stuff needs to come in there. If you only do a half of a basement, you're going to be crawling around working on your hands and knees underneath this building trying to get that stuff to work. Now is the time to do it right. Don't do it half. Do the whole thing, get it done, and you'll have a useful building with a lot of space underneath it that does not show but gives you the place to do the things you need to do. You can't go back and redo it. Now is the time to do it right.

Chairman Maddox went on to question 3 - full basement. Selectman Coutu stated he would rather defer this. It's going to be two to two. It's going to fail. Do you want to defer this? I don't see myself moving. Chairman Maddox thought that they should ask to get some firm numbers as to what this is all going to be and we need to remember that we're not a budget of \$28 million, we're a budget of \$20 million. Sewer and water shouldn't pay for a train station. With that said, I think we could find monies somewhere. It doesn't make sense. I guess you need to get us a little bit more information - a breakdown of what this will cost and then the 5th vote, we'll make a decision.

Patrick Colburn indicated what we're basing our costs off of is conceptual plans. Right now the architect has been tasked with preparing preliminary plans - not even final plans. That's why I needed some direction so that they can progress the preliminary plans which then gives us something to base some true numbers on.

Selectman Luszey would like to ask the architect to go with the full foundation for the plan. That would give us the worst case cost. When Selectman Brucker is here if we decide to go with the half foundation, then you're just going to be ripping that cost out and shortening the forms.

Selectman Coutu asked if it was the suggestion that we do it without Mrs. Brucker? The consensus won't be there. Selectman Luszey indicated we're looking for the consensus to move forward to get the architect putting the plans together. Chairman Maddox indicated that they could wait two weeks. At this point, we're going to argue is she really the swing vote, I think more information would be helpful maybe. I think we need to find out how much short we are and where there might be monies to fund this. I don't disagree. I don't want to fund something we don't have the money for. I guess we can go hunting for dollars. I'm still not convinced that I need a full basement to store lawnmowers.

Selectman Coutu would ask the Town Engineer Pat if you would check with DOT relative to any additional needs that would be necessitated as a result of having lawnmowers down there or gas storage. I would expect that they might want to have a sprinkler system or some sort of a system down there. It's going to be used as a public building. I'd be interested in seeing if there are other conditions. One of the problems I have with this project is as the years have gone by, the cost keep increasing and not a shovel has been put in the ground. I suspect if we're going to go another one or two years, I'm sure the costs are going to escalate more. I would rather put on a warrant article than make this decision for the voters. I'll leave it at that.

Chairman Maddox indicated that the consensus is to defer for two weeks, get further information, and have a full Board to make a decision.

J. Fire Department - Posting for a Full-Time Fire Dispatcher

Chairman Maddox recognized Fire Chief Shawn Murray.

Good evening Mr. Chairman and members of the Board. Chief Murray stated they've had a resignation for a dispatcher and am here to ask the Board to post that position.

Motion by Selectman Coutu, seconded by Selectman Nadeau, to approve Chief Murray's request to post for a Full-Time Fire Department Dispatcher.

Selectman Luszey asked if it would be a good opportunity to combine dispatch. It's organizational. You wouldn't have to back fill. Selectman Coutu asked if we had money in the budget to do that right now. Selectman Luszey said he didn't understand the money. It's an organizational thing - combine the organizations - you'd have the manpower and the resources to do it. No additional hardware is

required. Chairman Maddox stated there is additional hardware. We learned there's a digitizer. There is radio equipment. Selectman Luszey said it's only if you physically put it in one place.

Selectman Coutu indicated there are more problems than that. We have problems with the unions. They're two separate distinct unions. We may have a problem with that. Organizational structure I don't think there's been any consensus or agreement who's going to be in charge if it's the fire department or the police department. There's a lot of work to be done to be consolidating right now.

Chairman Maddox said we're pushing forward. I think, again, you're putting more onto the Fire Department as we're going to be talking about the Inspectional Services. Again, I think it's a thing for July 1st that we start looking at that. I think hiring a dispatcher at this point is the most logical, sensible thing today. Selectman Luszey said it's the easy way out. Chairman Maddox said it is the easy way out. Again, we have people that we're pushing to get a number of other projects done between this project and the squad that will be coming on line shortly. They need to be gearing up for that. Again, combined dispatch has not gone away. We still need to be talking about it but let's put it off for at least the budget season.

Vote: Motion carried 3-1. Selectman Luszey in opposition.

K. Update on Inspectional Services

Chairman Maddox recognized Fire Chief Shawn Murray and Deputy Chief Rob Buxton.

Thank you Mr. Chairman and members of the Board. Chief Murray deferred to Deputy Buxton whose been working diligently on this project and making some good progress.

Good evening Mr. Chairman and members of the Board. Deputy Buxton stated if you recall our last meeting we talked about getting some sort of an update to you folks as to what we've done since we've actually timed out and decided to go with Inspectional Services starting in January. The timeline that I provided you bring you to date as far as what we've done and what we're attempting to do this evening with the hiring of an inspector and those sorts of things. In addition to the goals and projects that we're working on, we also have the Permit Technician that we're moving forward with and they've also started working with the current Community Development staff in regards to permitting applications and making sure that those are available electronically and fillable electronically versus paper and pen. Those projects continue today and we've also looked at working with the IT Department regarding phone updates and things that need to be done there along with an electronic e-mail address for electronic submittal for permitting. So if you remember back to January when we started laying this project out, we are making some reasonable progress in regards to where we're taking shape. This is just an informational piece for the Board this evening.

Selectman Luszey indicated in the box that's entitled "May 14, 2013", I think there's a number 4 that's missing and that is the re-alignment of all the rest of the inspectors into this organization. This just says he hires an inspector. Does the current Electrical Inspector move at this date into this new organization? Chairman Maddox would say yes but I'm looking for...Selectman Luszey said that's my question. We'll still have two inspectional organizations.

Chairman Maddox stated the first thing we need to do I believe gentlemen is we need to change the date that we picked arbitrarily May 15th to June 2nd due to the fact that we don't have some of the players in place. Swapping them over to the Fire Department and having to possibly swap them back. To make it to June 1st, we will have had the Permit Tech. position filled and that question will be answered. At that point on June 2nd, I would hope that we would have all the inspectors will be transferred to the Fire Department. Is that a consensus the Board agrees that's what we're doing?

Selectman Coutu thought they needed to change the date and that should be by formality.

Motion by Selectman Coutu, seconded by Selectman Nadeau, that we change the date of instituting the Inspectional Services Division from May 15, 2013 to June 2, 2013, carried 3-1. Selectman Luszey opposed.

Selectman Coutu didn't disagree with Selectman Luszey. I'm trying to set the formality. First we're going to change the date because we can't do it tomorrow morning. I'm will to make a motion right now or you can make a motion right now for the formal structure that will take effect on June 1 so we have the ground work laid and everybody knows where they're going to be. I would have to think this through Mr. Chairman. I would make a motion that we have 2 fire inspectors, and electrical inspector, and two other town inspectors...Chairman Maddox said one. We're going to hopefully hire one this evening that the missing inspector will be hired this evening and we do...Chief Murray said and a Permit Technician. Chairman Maddox stated that will not happen until the 28th. Selectman Coutu indicated it will all be part of the structure. Selectman Luszey and I agree. I'd like to see the structure in place before we start hiring people we have no place to put them. Temporarily they're going to be here and June 1st you're going to be there. I know where he's coming from. I want to make sure we have the right people. We have two fire inspectors that have different titles. So we can get it formally. We have a part-time electrical inspector. Selectman Luszey said it was a contracted building inspector, right? Selectman Coutu said not we're not contracting. That's all the inspectors we're going to have is an electrical and the two fire people?

Steve Malizia said you have 2 fire people, a part time electrical inspector, tonight you're going to contemplate hiring a full time inspector. Selectman Coutu indicated that we have to include that. You can put it in all in accord if we have a structure. We know we need an additional inspector. All right so that would be those 4 people as well as even though we haven't made a decision, we know we're also

going to have the Permit Technician. That would be the structure. Selectman Luszey said right reporting to Fire. Selectman Coutu said would be reporting to the Fire Chief.

Motion by Selectman Coutu, seconded by Selectman Luszey, for Inspectional Services to include: 2 Fire Inspectors, 1 Part-Time Electrical Inspector, 1 Inspector, and 1 Permit Technician, reporting to the Fire Chief as of June 2, 2013, carried 4-0.

Chairman Maddox said maybe when you come back in two weeks for the Permit Tech., we can probably formalize that org. chart type of thing.

L. Community Development Renovation

Chairman Maddox recognized Deputy Chief Rob Buxton.

Deputy Buxton stated the other task that we had been asked to look at was the potential renovation of Community Development. There were several items that were laid out regarding paints, office moves, carpeting, insulation concerns, and those sorts of things. While we were looking at this, we tried to work in some efficiencies regarding moving counter space around, adding some additional walls to increase a meeting area for the inspectional team and staff within that generalized area to meet. You see a subtotal there this evening. I did if I may Mr. Chairman, I drafted up a picture today as to what that layout would look like. It is a draft and it is strictly built on needs assessment that we see coming forward.

Motion to authorize the Fire Department to make the renovations per the Memo of May 7, 2013 with a not to exceed of \$48,000.

Chairman Maddox indicated I did \$48,000 because we have been told earlier there was some insulation items. I know you tried to cover it but until you take the ceiling and move some stuff around, I wanted to give them the leeway to take care of that issue that was brought to our attention last budget cycle. Discussion.

Selectman Luszey asked about the work stations. Is that just for tables or for what? Given we use virtualized PCs now, that cannot include that little box, a monitor, and a keyboard. Deputy Buxton said it wasn't to scale. Selectman Luszey said no, the \$14,934? Deputy Buxton indicated that doesn't include anything in regards to electronics or IT needs. The CPUs and those types of things are already owned by the Town. When I say work station, I'm talking about desks, cubicles, and those sorts of things. That price was provided by Eaton Corporation.

Seeing we got into the discussion, Selectman Coutu stated he had forgotten about it but I'm going to bring it up now. We have an item in Nonpublic that specifically talks about the relocation of positions within that department. I don't think it's a Nonpublic item. I will vote no to go into Nonpublic if it remains on it and I will leave. I don't think it's a Nonpublic item. We're not talking about people. We're talking about positions and where we're going to put them, where we're going to actually house them. I think it's inappropriate to talk about positions in Nonpublic session. We're not talking about the personalities of individuals. We're just talking about putting one position in that office and one position I assume out of that office somewhere else in that corridor. I would like, my personal opinion, I think it's more appropriate to take it up seeing that we have a draft, we have an empty office. Everybody is going to see this in the morning and wonder what that is. I think it's appropriate that we discuss it now and we make a decision now who's going to be there and who's going to be in the other office and take that item out of Nonpublic. I don't know if anybody has a preference - who should be in the office and who shouldn't. I would think it's the person that would work more closely I would think with the Engineer because the Inspectional Services Division is going to be in and out I would think that the Town Planner would probably be more appropriate to put in that office whoever the Town Planner is.

Chairman Maddox believed that we originally had it set up to be the Code Enforcement because they would tie in together as far as some amount of inspections. If you're going out to Fox Run could you also take a look at this type of thing? The thought was that was the person that was going to go into that space.

Selectman Coutu thought that might make more sense only because in thinking in hindsight, I'm just sitting here thinking if the Planner is going to meet with perspective developers, I would rather he be more isolated than a corner office and being in a separate office somewhere in the wing might be more appropriate. I can go with that.

Selectman Nadeau indicated that it looks to be two offices that are empty. Chairman Maddox said in the corner. That was going to be the guest office for the Deputy as well as a small closable door conference room if you had a small whatever between the inspectors, the Permit Tech., or whatever could go into there. Chairman Coutu asked if it was the one behind the rear entry. Chairman Maddox indicated the one that's below draft. That was the thought correct gentlemen? Chief Murray and Deputy Buxton said correct.

Selectman Luszey asked what "Engineering" versus "Town Engineer"? Deputy Buxton said Town Engineer would have an office and then the Engineering bullpen as you might call it, would be the interns, Civil Engineer, and that group that currently is housed with the Town Engineer currently. Chairman Maddox indicated Mr. Manor in his capacity and that kind of thing. Selectman Coutu indicated that we have a part time engineer.

Selectman Nadeau stated this isn't drawn to scale like you said. I'm not sure if you made in front of the rear entry smaller and chopped out part of the Engineer's office and put Code Enforcement in and still gave the corner office to the Town Planner or do we have another place for the Town Planner to go?

Selectman Luszey said I'll wait for your answer and then I have a whole different question.

Chairman Maddox said we would try to utilize the offices that we had already constructed rather than getting into breaking up the town. That's not to scale I don't think. Deputy Buxton said that is not to scale. The office slated for the Town Engineer is a little over sized to the other office but probably not that much. I did look at the formal print but I obviously didn't transfer that today when I made this.

Selectman Luszey indicated conversations that had all over the place. Are we going to be changing the organizational structure of the Planner and the Code Enforcement Officer? Selectman Coutu said yes we were. If we are and if they fall under the Town Engineer, Selectman Luszey said then this will kind of make sense to me. If they're not, this doesn't make sense to me.

Motion by Selectman Coutu, seconded by Selectman _____, that the Town Planner and the Code Enforcement Officer/Zoning Administrator, and the two Administrative Aides will be structured under the..

Selectman Luszey said you have three (Admins.). You have a part time. Steve Malizia said no. Who are you referring to? Selectman Luszey stated there's the Town Engineer's Admin.; there's the Planning/Zoning Admin., and then there's a temp. Steve Malizia said it's a temp. Chief Murray said it goes away. Selectman Luszey indicated that's a position right now. Steve Malizia again said that's a temp. It's going away. Selectman Luszey stated it's a position right now. You have to include it in the organization and then you can deal with it. Chairman Maddox said to add the temporary that is going to go away. Selectman Coutu said whatever makes this go away. So we're going to structure the department with the Town Engineer as Supervisor - the Department Head - better said, the Zoning and Code Enforcement Officer, the Town Planner, the two Administrative Aides, and one temporary Administrative Aide as a unit.

Motion by Selectman Coutu, seconded by Selectman Luszey, that the Town Engineer as Supervisor (Department Head), Zoning Administrator/Code Enforcement Officer, Town Planner, the two Administrative Aides, and one temporary Administrative Aide will be structured as one unit as of June 2, 2013.

Just to make things perfectly clear, Selectman Coutu said so we're not doing this haphazardly. The reason why, because people are going to say well gee we just hired the Town Engineer - the reason why the structure is going to be under the Town Engineer is that on the scale of employees by union contract, the Engineer is the most senior ranking of the three positions. That's why we're doing it in that fashion. It would conform with all of the union requirements. Chairman Maddox said that they felt that having the Town Administrator overseeing these five bodies doesn't make a lot of sense.

Vote: Motion carried 5-0.

Selectman Coutu asked to deal with the housing. Move these two bodies somewhere. Whether they stay in here and we have room for the two of them. It's not going to break my heart one way or another or put one in and one out. Chairman Maddox said that's what they had originally talked about is putting the person that made the most sense in the one next to the Town Engineer, which would be the Code Enforcement/Zoning Administrator. Selectman Coutu stated they would all fit in this unit. Chairman Maddox said the only one that would go outside would be the Town Planner. Selectman Coutu thought Chairman Maddox just said we're going to put everybody in there including that. I was including the Town Planner. Selectman Coutu asked where the housing for the Town Planner is going to be. Chairman Maddox said he's going to be in the office presently holding the Checklist, Trustees of the Trust Fund, that center office. Selectman Coutu asked the Trustees of the Trust Fund and the Treasurer are going to go? Chairman Maddox indicated downstairs into the Engineering office. Selectman Coutu indicated he had forgotten about the Engineering office being cleaned out. Are there any additional costs over and above the estimate? I would assume there will be additional costs over and above the estimate that's been provided to us by Deputy Buxton relative to these other changes because he wasn't redoing the Engineer's office and the Treasurer's office. Chairman Maddox indicated that's why I said \$48,000. Selectman Coutu thought it was going to cost more than \$2,000 to do the other two. Chairman Maddox stated we're going to do nothing to this one probably.

Selectman Nadeau asked if we just recarpet down here. Deputy Buxton did not believe the Town Engineer's office has been recarpeted. Selectman Coutu said they could take care of that later. It's only going to be the Engineer's office. If the carpet gets that bad, we can always change it in next year's budget.

Now that we have the relocation done, Selectman Nadeau asked where the \$48,000 was coming from? Chairman Maddox said it was from monies we did not expend for benefits in that department I believe. Mr. Malizia said we have \$26,000 by my estimation. Selectman Coutu said the anticipated excess will be \$26,000. This is what we do. We keep committing money all year and...Steve Malizia said if you look at the Building Department the fact that you haven't had a part time Building Inspector for part of the year when all is said and done, my estimate with an edit today is about \$26,000. There were no benefits with that part time person. So we're not saving on any benefits so \$26,000 approximately in that department. I have not gone to the Police Department, Fire Department or Highway Department. I don't think they have extra money either. Selectman Coutu indicated that the Fire Department should. Steve Malizia said I won't speak for him. I don't want to speak for him. I don't know what he has.

When you say \$26,000, Deputy Buxton said that takes into account all of the Community Development monies or only the Building Department. Steve Malizia said the other motions are still existing. People are still working there. They're still doing those functions.

Selectman Coutu asked if there was going to be any excess in Community Development. Mr. Malizia said there's always access.

There might be a couple thousand dollars but it's not \$48,000. Chairman Maddox thought you got a number of \$66,000 or so. Deputy Buxton thought there was a number of \$47,000 I believe that we saw. I'm a little confused as to where the \$20,000 went. If there's \$40,000 would you say Deputy from what you heard? Deputy Buxton thought it was \$47,000. Selectman Coutu indicated that the Town Administrator works with the budget every day.

Steve Malizia said when I looked at the Building Department which is the department that's not had a person in it for the longest time assuming you hire an inspector at the end of this meeting; you're going to burn some of that money off because of the temporary electrical inspector here. You've been burning that money off. You had no benefits in there whatsoever because the part time people that you budgeted don't get benefits. When I look at the salary that's left factoring in the fact that you're going to probably spend money on an inspector, you have about \$26,000. When I looked at the other line items for example the Zoning Department, you still have the Zoning person. You have a Permit Technician or someone is in there in the Administrative role. You've had that temporary employee in there that covered for somebody who left the Town's employ. I'm not sure there's \$48,000 in that department. That's just what I'm looking at today. You have \$42,000 in contingency but if you're going to start putting money towards Benson's, that's going to disappear like that.

When you're talking about Administrative, inspector, and work stations Deputy these are all new. Deputy Buxton indicated those are new. Selectman Coutu asked we have nothing up there that we could use temporarily until we get through another budget cycle. Deputy Buxton said the question that was posed to me was to look at the potential of increasing the efficiency in the work stations and stuff. That's the recommendation that I came forward with. I was under the impression that in the Community Development line because we had some vacancies that there was more money. I don't have that information with me this evening but I was under the impression there was \$47,000 in there. They were 60 percent spent or something like that through the year. I'm not exactly sure what monies have been - I don't manage that fund today.

Selectman Coutu asked if we could put off carpeting for a year or is it that bad? What I saw, there's some bad spots. Chairman Maddox said yeah we're going to put stuff on top of it only to take it down. Can we take a look at - we didn't pay benefits to the part time Admin. in Engineering and the counter person. So those monies are already accounted for? Steve Malizia said I'd have to look at the Engineer person which we haven't had for a couple of months. As far as the other person, I don't think they took very many benefits when they were here. So I don't think we had budgeted a lot of benefits for the counter person. In other words, that person was not a benefits person. They took a more modest flex payment. I'll look at it again. I'm not saying I'm not going to but I don't know if there's \$48,000 sitting in that account.

Selectman Coutu said the Assistant Town Administrator's position I know is in our budget. Steve Malizia indicated that you've already took the money and put it in the seniors. Selectman Coutu indicated we're assuming we're going to need it. Steve Malizia said you already took it. You already did it. Selectman Luszey said we took it out of this year's budget and put it in there. That's correct but as of July 1st, it's back in the budget. Mr. Malizia said not it's not. Selectman Luszey said yes it's a default. The money is there. Mr. Malizia said you are correct from that regard - the default, we put it back in. Selectman Coutu said this needs to be done by June 2nd. If I may, Steve Malizia said we've moved all that money around and that was some of the money we moved around. Selectman Luszey thought \$22,000. Steve Malizia said he'd have to pull out the list but if you recall, there were priorities that the Selectmen articulated that we moved all the money around. I think the net is we were short \$22,000.

Chief Murray said as we look at the renovations costs, there are some things that can be stretched out and moved to July 1st. Things like old ceiling tiles and stuff. What we would really look to accomplish is getting a new carpet down, getting the new furniture, and some of this other stuff we can nurse until we get to July 1st and start using some funds from there if we have to.

Selectman Luszey asked what happens if we say we can't find any money?

Selectman Coutu said this unit that we just developed, the Inspectional Services Division is going to come under the Fire Department. Can we look and see if he has any money in his budget that's going to be left over and see if that would make up the difference. Steve Malizia deferred to them because they're much more of an expert on their budget. I could look at it but I'm sure they'd want to look at it too.

Because we take money in June and December to pay for earned time, Chief Murray said I'm projecting to be overspent by at least \$150,000 this year.

Selectman Luszey asked what happens if we can't find the money to do this and we're still going forward on June 2nd? Chairman Maddox said we can spend \$27,000. That's what you said you know you have. Steve Malizia said yes. Chairman Maddox thought when you do some more homework, we will find some more money in Community Development. Deputy Buxton said the request was to look at a potential renovation cost of Community Development. That's what we did. If the monies aren't available, we move forward with what we can at the time. I think it's as simple as that. That doesn't mean the organization goes away. Since you're not going to do any of this until June, why don't we stop beating this horse and wait until next meeting when you have to come back anyway for the Permit Tech. position and we will have some real numbers.

Chief Murray said they were pretty accurate figures. Chairman Maddox was talking about monies...Selectman Luszey thought the real action item Mr. Chairman is if we know we only have the \$27,000 to work with this how does he institute the new organization - there's 2 new organizations here. There's the Town Engineer's organization now and then there's the inspectional service organizations that sits in this physical space. I think they need to work together to figure out how they go forward and set this area up with the limited number

of funds. Chairman Maddox said you'd rather allocate the \$27,000 we know we have and at least start. Selectman Luszey said we know that's what we got and let them see if they can do this with that and if they can't, have them come back and say what's missing versus...this was a wish list saying I have an unlimited budget. Tell me what you want. That's not the reality. The reality is we have a limited budget. Chairman Maddox indicated that the motion would be to expend \$27,000 towards the Community Development renovation and will return at the next meeting and if there is additional monies to be found, we will deal with that then and they will prioritize as necessary. Selectman Luszey said he would rather see the wording of the motion to be such something on the order of ask Deputy Chief Buxton to work with the Town Engineer to see what they need in terms of lay out of the physical space to bring the two organizations in there. It's a different goal. Chief Murray said that's what you see here. We have worked with it. Selectman Luszey said that's tell me what you want versus what you need. It's very different.

Chief Murray said not really. Under the concept of becoming more efficient and making work spaces instead of keeping desks, and file cabinets, and everything because of the nature that the Inspectional Services is going to develop into, hence in and out of the office out more in the road than they are in the office, this represents work stations that allows them to come in, get their assignments, perhaps come back from an inspection, fill out any paperwork they have to do and continually revolve in and out of the office. That's the newer concept versus...but if Selectman Luszey may, right, and here's the distinction in my mind. Need versus wants. Do I need to remove old electrical and data phone lines? No. Do I need to remove old ceiling tiles? No. Do I need to remove old carpet? No. Do I need to refigure the counter area? Most likely yes. Relocate the large print copier machine? Maybe not. Install the counter area? Yes. Install a conference room wall and inspection area wall? Most likely no. So there is a difference between a need and a want. You know what I'm saying? Chief Murray said he didn't agree with it.

Chairman Maddox asked where we were taking this gentlemen.

Motion by Selectman Coutu, seconded by Selectman Luszey, to expend \$27,000 towards the Community Development renovation.

Selectman Nadeau wanted to know what I'm going to get for \$27,000 before I go to spend it. We had a proposal of \$45,000. So now we're going to just hack and slash approximately half of that and try to figure out what we're going to do. I'd like to see a proposal of how we're going to spend the \$27,000 before I spend it. So I'm going to vote against the motion until I know exactly what I'm going to get.

Chairman Maddox thought maybe we'd be better finding out how much money there is available within the Community Development pot of money and then they work from that number and tell us in two weeks what they will be able to do with that money.

Selectman Luszey stated you keep saying Community Development. If we limit this to Community Development, I think we know the answer. Chairman Maddox said Community Development - Engineering...Selectman Luszey said how about Town Hall, Highway, Police, Rec., Fire. Chairman Maddox thought all those people are struggling to keep within their budget constraints. Selectman Luszey said he would not disagree with that. If we feel it's important to create these two new organizations, I think it would be important for us as a Board to prioritize where any monies that's left over be spent. Again, Chairman Maddox said we're grasping at invisible straws. I would ask that we just simply come back in two weeks with what monies they found and what they could be able to do with that or if its \$5,000 or \$6,000, we take it out of our contingency. Again without knowing what those numbers are, I can see Selectman Nadeau's point which ones do you pick and choose. The whole idea of this was starting two new organizations, getting it done, and not having to go back and deal with this. Do we wait two weeks gentlemen?

Selectman Coutu said he withdrew my motion. Chairman Maddox thanked Selectman Coutu. You have your direction. Let's see where it takes us. We'll see you in two weeks.

Motion by Selectman Nadeau, seconded by Selectman Luszey, to take a 10 minute recess, carried 4-0.

Chairman Maddox declared the meeting recessed at 9:10 p.m. for a 10 minute recess. The meeting resumed at 9:22 p.m.

M. Workflow Improvements

Chairman Maddox recognized Selectman Luszey.

Selectman Luszey said he'd make it real quick Mr. Chairman. You asked me to have this put back on the agenda. I would ask you to take a look at pages 7 and 9. Everybody keeps asking me what workflow analysis is. Page 7 and 9 is basically the analysis. It is a documenting of what a person does throughout the day, throughout the week by hours. This is the workflow. The prior sheet is more the workflow that shows the bubble diagram on how the work flows. This sheet here is what we talk about more of a task analysis of how much time a person spends doing work in the course of their employment on site within a 40 hour week. This one here on page 7 talks about the inspector workflow and on page 9 it talks about the code enforcement task analysis. The reason this is back on the table is there was confusion whether or not we have an action item for the Town Administrator and the department heads to actually do this for all of their folks so that we can have an understanding as to - actually it's more of the Administrative Aide positions on what we need for those positions given that we had a couple recent folks leave. We just hired one. We're combining a couple of groups upstairs. Now do we have more administrative need coverage in that area? It's really up to the Board. If they want to take on that work, great or not, we'll put it to rest right here and now.

Selectman Coutu asked what is the work we need to take on. Selectman Luszey said the work that we need to take on if we choose to take it on is do we have the right amount of administrative aides, or do we have too many, or do we have not enough? If so, who are they supporting, what is their work, what is their skill set needed given that a lot of this stuff we're supposed to have gone to, we've spent literally hundreds of thousands of dollars in computer automation that was supposed to automate a lot of the administrative tasks. Yet when you take a look at the work profile and employee profile of the town, it hasn't changed with the implementation of automation and technology. I have been questioning whether or not we have the right skills, and the right people doing the right work at the right time. Every time I bring it up, I get a lot of pushback. I told the Chairman that we keep hiring people - administrative aides - so I guess the work is still there. The positions are still needed and if we want to take on the tasks, great. If we don't, then we'll put it to rest tonight.

One of the problems Selectman Coutu has with studying administrative aides and whether or not we have enough or too few is I found that this building like several other municipal buildings are no different than some of the aspects of my business. I can go in there tomorrow morning and expect to be busy all day and have 10 customers walk in. We have the same problem with a lot of our administrative aides, especially in Community Development where at some times of the week it's overflowing. There's people waiting to get in to talk to somebody, or they're keeping the girl at the counter busy, and the other girls have to come out front and answer the phones, or greet another person. We find the same thing if we were going to do this kind of workflow analysis, we were going to do it in the Town Clerk's office and you'd stand there one week, you might have a busy Monday, a very slow Tuesday, a busy Wednesday, a very slow Thursday, and have a busy Friday. You're going to say well Tuesdays and Thursdays we really only need a couple of people there. Then the next week it could be all five days. It's very difficult to ascertain if the workflow analysis is dependent upon how much time did they need to do their job. It's very difficult to do in that kind of situation. It's not like they're assigned a particular task that they have to do every single day. In his industry, there were certain projects that they have to do. You have to go in work on that project and you keep working on it until they assign you another project or when you complete that, they assign you another project. These administrative aides come in here and their job is to take care of people to do the other assigned tasks from their Supervisors - typing, mailing, looking up information, research, and if there's very few people, then they can do a lot of I guess other things, or they sit around and wait for somebody. I think that's less often than not. It's very difficult to do that kind of analysis in a municipal government for that one very reason. You don't know from one day to the next how busy you're going to be.

Selectman Luszey said that was absolutely true. That's why you would do it over the course of time and you would normalize the data and you would come up with the optimal number of resources that you would need. I will tell you in the general read, I circle a few of the Memos where we now have Administrative Aides writing Memos being typed by Administrative Aides. So now we have Administrative Aides supporting Administrative Aides.

Selectman Coutu said he was unaware of that. I don't get paid to spend all my - not that I'm saying that you do. This is not a put down. I don't spend all my time in this building watching people and what they do. All I know is people are calling me and telling me the services are great. They respect our employees. The employees are very respectful. That's what I hear. As long as I'm hearing that, I'm happy. To ask us - usually a municipality is going to do this kind of study. They hire a professional firm to come in and do this. We neither have the time - I certainly don't have the time to do this and I don't think this Town has the money to be hiring an expert to come in here and do this kind of analysis. Once you do it for one department, you better do it for every single department in town government or we're going to be criticized for not doing a thorough job. We just picked on people here and there.

Selectman Luszey said he didn't disagree with you Selectman Coutu yet I do know that in the private industry managers are expected to do just this type of work and yet I don't think we ask our managers and department heads to do this type of work. We just fly by the seat of our pants. I don't spend a lot of time in this building. What I'm talking about is when I do the general read, I take a look at who is dictating the memos and who is typing them. When I see Administrative Aides dictating Memos and another Administrative Aide typing that Memo, that's a red flag for me. Selectman Coutu said for me that's a problem. I agree with you. If I may Mr. Chairman, do you know Mr. Malizia if LGC has any kind of classes on supervision of employees, work flow analysis, consumption of time on the workplace, and things of that nature. Do you know if they hold classes like that? Steve Malizia said they hold different kind of classes. They might have a Supervisor Academy but that's a lengthy training process. I can't say that I've seen any time management classes coming through them. They get more specific into maybe law. Occasionally they'll put on some training programs. I see a lot of junk mail that comes in like how to deal with difficult people, etc. I can't say that that's LGC. There's a lot of private solicitation. Local Government Center will do one day seminars but they'll tend to do welfare administration, or they'll do HR benefits, or things that are more germane to some of the service that they offer. I can't say that I've seen but I again I just don't recall seeing where they've done something that said how to analyze your workflow. I just don't recall seeing that. I'm not saying it doesn't exist. I just don't recall it.

The only thing Chairman Maddox would kind of reference since Selectman Brucker is not here, I believe maybe some of those memos were being generated while the Code Enforcement person was not there and there was some that had to get out and somebody filled in. Again, we're trying to take care of issues as they come to the Town. I know there's an ongoing one in a couple of different neighborhoods that are waiting for the Code Enforcement Officer to come back from vacation or whatever. She stepped in and dictated them and was probably busy enough that she had somebody do the typing. I don't see it as an everyday work...when I look at it, I just don't see the volume that would concern me.

Selectman Luszey said he was going to make his last statement and I will not speak on this topic again. We just combined two organizations and we just created an Inspectional Services and the work of all permits are going to go to a person now, which is going to alleviate work from other Administrative Aides that were doing permits. We have done nothing to see what is the impact of combining those two organizations will have on the Administrative Aide support that's needed for those two new organizations the way we combined them. If you take a look at the letters or the memos and correspondence that I'm talking about, they're form letters. If we are

still have Administrative Aides write those up or fill in the blanks and then give them back to a Planning Officer or a Zoning Officer for signature, it's really shame on us. We have not utilized the technology to increase those resources productivity. They shouldn't be going back and forth between people. A Zoning Officer or a Planning Officer should be able to print out their memos, sign them, and put them in the mailing tray. It shouldn't have to go to an Administrative Aide. I'm done.

N. Request for Proposals to provide Labor Legal Services

Chairman Maddox recognized Town Administrator Steve Malizia.

Steve Malizia indicated that the Board directed that proposals be solicited for legal labor services distinctly different from our general legal service. Our request for proposal was prepared and direct mailed to 25 law firms advertised in the Manchester Union Leader and posted on the Town's web page. We received 6 proposals or 6 responses by the deadline. I prepared an Excel spreadsheet that hopefully gave you some summary information about the proposals. Specifically the attorney, principle attorneys, rates charged, community service, years of experience. I believe you got a copy of material - this is a rather voluminous pile, but I think you got the salient material in your packet for review. At this point in time, I thought the Board wanted to decide which way you wanted to go and how you wanted to evaluate this. You're well aware our attorney that we were using, not under contract. We were not contracted with anyone, left the employ of one firm to go to another firm hence triggered the request to go out for labor legal service. So that's where we're at right now.

Chairman Maddox asked what is the Board's pleasure in determining the criteria for picking our labor legal services.

Selectman Coutu indicated that they had said in our original intent to hire legal services that we would place a lot of priority on the cost because we're very frugal, but I think that the highest priority obviously should be to the type of service that they provide to various municipalities. There was one - Soule, Leslie, Kidder - and I don't know any of these firms. I don't think I know any of them. Soule, Leslie, Kidder, Sayward & Loughman from Salem, NH, I like the idea that they're relatively local. I like the idea that they serve a community the size of Salem. Tilton is not that big but I thought that before we make a decision that if we could have the Town Administrator at least call Salem and Tilton and see if they can give us some sort of a response about the service they provide, are they satisfied, do they respond when they're called upon for contract negotiations and things of that nature. The price is reasonable. We have a high price of \$235. We have a low price of \$130. I wasn't thoroughly impressed with his resume but I liked the Soule, Leslie, Kidder. You said to me one day last week you said how do we do this? How do you pick them? We don't know these people. The only way to do it is to call for references. I would think that Salem is a town. A little larger than us. Steve Malizia said population wise, it's larger than us. Selectman Coutu thought that they're from Salem. If they're saying that they're responsive, if Tilton says they're responsive - I picked Tilton. It could have been Tilton. I could have been Lincoln. I just figured Tilton is in the Lakes Region and it's close enough. These guys obviously travel from the north country to the south country if they're going to Lincoln, NH.

Selectman Nadeau was also of the mindset of Selectman Coutu. If you look at their paralegal rate, its half of what everybody else is almost. I like the idea that they're from Salem. I'd just like to check out the references and see where we go.

Just to make a point, Steve Malizia stated for the majority of these firms with the exception of Broth where he is now, it would appear that they don't have a separate rate for negotiators. So if and when you negotiate or you engage another attorney, you're going to be paying that rate for all of your work. In other words if you brought in because none of them identified anybody different, you're going to be bringing in the attorney to sit in the room with you to negotiate contracts. I point that out only because if I look at what we actually do, have is probably negotiating and the other half is legal. Legal being court, arbitration, grievances, hearings. I just point that out because now if you were to go to another attorney, and again none of them identified a negotiator separate, you're going to be paying that rate for all of their hours. I just bring that up because that was not the arrangement you had in the past.

Selectman Coutu told Steve Malizia he was putting himself in a box. Who would you recommend? Steve Malizia thought the guy we had is a superb lawyer as far as this business goes. Selectman Coutu noted he's the highest price one. I know he comes with great credentials but his new firm is awfully expensive. Mr. Malizia indicated it's actually cheaper than what you were paying his old firm. You were paying them \$250 an hour. Selectman Coutu said he was prepared to recommend him but frankly I don't think we can get three votes. That's why I looked for an alternate. Mr. Malizia said you asked me what I thought, I told you that's what I think. I don't vote. The impression Selectman Coutu said he got from a couple members of the Board is that they wouldn't support our previous attorney so I moved in the other direction and thought maybe we could try to get somebody. I understand what you're saying. Maybe we ought to ask them specifically do they have a labor negotiator rate?

Selectman Luszey didn't think we asked that in the request. If that was important, maybe we should re-request it. Steve Malizia told Selectman Luszey that you wrote it. Selectman Luszey said I know I wrote it but you reviewed it I hope. Again, it was what we used for - it was your template. If you feel that having a separate labor negotiator is important, then it should have been part of the requirements or we should be asking these other folks will they supply that. Mr. Malizia wasn't sure it's important. I just wanted to point out that that is the case. I'm not saying it's important but if you want to use the regular attorney, that's fine too. I'm not saying it's important to me. I'm saying that's been the relationship you've had. That's what they've proposed. None of the others proposed it. It implies to me that that's not how they do it. Selectman Luszey said we didn't ask for it. Mr. Malizia assumed that's how they do it. Chairman Maddox thought that maybe we need to re-ask. Selectman Luszey said that was his point. If we feel it's important, we should re-ask.

Selectman Nadeau didn't think it's out of the way just to call up the six that are on here and ask them if they have a labor negotiator and what their rate is. I think that would probably be the best bet.

Selectman Coutu said he'd ask our lawyer if we can do that. Selectman Coutu said he was all for it but I just want to make sure we're not...Selectman Nadeau said to call all of them. Again, Chairman Maddox said he was kind of sitting here going what do you want to do. I see us looking at one firm or now going back to all six. I was hoping we could weed this down to three and go from there and ask additional questions such as a labor rate for a negotiator.

Selectman Luszey said they were all set with going with one firm until the Administrator said that geez it's important that you have a negotiator, a separate one. That's what I heard. Chairman Maddox thought it's probably a good point to take a look at. Selectman Luszey said if it's a good point to take a look at, then we should go down the whole line. As Selectman Nadeau suggested, call every single one of them. Do you have a separate negotiator?

Chairman Maddox said he didn't see us going with number one. It seems to be a one man shop. He's going to give you the same rate because he's it. Selectman Luszey said that may be true but that's his answer. You have to give everyone a fair shot because either we re-RFP the who thing or we have to call each of them and ask them the question. Chairman Maddox said not if you weed it down to your top three and then call for those. Where would you like to go? Gentlemen is the consensus to call all six and find out what their negotiator price is? Selectman Coutu said he was all for that. Selectman Nadeau said he was all for that.

Chairman Maddox asked if there were any other questions we might think that are important to ask if we're going to make that phone call. Selectman Coutu said he wouldn't spend a lot of time on the phone with them only because lawyers talk to one another and they'll say well they asked me this, they didn't ask you that? Just ask the one question - no we don't, thank you very much, and hang up. The more you get involved in conversations, the more you can get yourself in trouble. Steve Malizia thought it might be easier to put it in writing and send it to each of them. Give them the same letter and get the same response. Please fill out if you have a negotiator and what is their rate.

Selectman Luszey asked if they wanted to ask a couple of the Administrator to call some of the towns for references. Selectman Coutu didn't think you're going to get better references than the towns they represent for labor negotiations. Selectman Luszey said to ask him to call them to find out how they perform. Selectman Coutu said we know how Mark Broth performs. If we're going to go...Selectman Luszey said he was talking about Soule, Leslie...Selectman Coutu said if we're going to go Selectman Maddox's route, I would recommend Drummond, Woodsum & MacMahon. I would recommend Soule, Leslie, Kidder, etc. Because of the number of lawyers they have on board, I might want to consider Donahue, Tucker and Ciandella because they do Pelham which is nearby. Seabrook is a good size community. We'll send them all the letter and wait for their response. Give them a time frame to answer by.

Chairman Maddox asked if you want to have calls made to these towns for all of these people as well. Selectman Luszey said that's what he was asking. Do we want to pick the two or three that we're interested not knowing the other answer yet to have the Town Administrator call Pelham, Salem to get information on how they feel about the services those firms are providing them.

Selectman Nadeau said we could weed out a couple of them as suggested by Selectman Coutu and check with the Town Administrators for the rest of them to see how they're doing. Check their references.

Selectman Coutu asked Mr. Malizia if Stephen Jakubowski is a paralegal. He's not a lawyer. Mr. Malizia said he's not a paralegal. He's a negotiator. Selectman Coutu wondered if some of these are not saying that the paralegal is the one that does their negotiations. Let's do it the way we were heading out.

Just so the Chair and the Town Administrator are clear, Chairman Maddox recapped that we're going to send a letter to all six firms asking for their rate if they have one for a negotiator and to call all the references provided by the six firms. Is that what the intent is?

Selectman Coutu said meaningful references. I wouldn't call Lincoln, NH, or Sandown, or Stratham. I know how small those communities are. You'd have a hard time to find somebody in the office. Certainly my recommendation would be Donahue, Tucker, Drummond Woodsom - he just started there.

Chairman Maddox said, again, you said all six now you're backing up and you're going to ask for the rate or all six but you...Selectman Coutu said whatever. Chairman Maddox thought that's why you're confused Sir. Selectman Coutu thought we were going to send a letter, and get the rate, and then make a decision. Now we're trying to do everything in one big bundle. Again, Chairman Maddox said that's why I'm trying to find out. You just want to come back with a rate for negotiators. That's the first step. Okay. Then we're clear. Mr. Malizia said he would do it this week. I'll get it out to get it back reasonably quickly.

O. Legal Services

Chairman Maddox recognized Town Administrator Steve Malizia.

Steve Malizia indicated that you are currently under an agreement with the firm of Hage Hodes. Attorney Buckley works there for those who don't know he's there for legal services for general purposes - zoning, planning, all our day to day legal services. We have a two-year agreement that will expire at the end of June. Hage Hodes has provided us with a proposal to go two more years til June of 2015 at the same rate. So they're willing to hold their rate. When I say hold their rate, there's a retainer rate for 26 retainer type hours a month for \$160 and I believe their regular rate after the 26 hours when they get into litigation cases on our behalf is \$170. They are willing to sign up for 2 more years with the town at those rates.

Motion by Selectman Coutu, seconded by Selectman Luszey, that the Board of Selectmen enter into a contract for legal services with the law firm of Hage Hodes, P.A. for the period of July 1, 2013 through June 30, 2015 for the terms as specified in the Contract of Employment dated April 19, 2013.

Selectman Coutu said we've been very blessed with Hage Hodes. Many years ago, we had legal bills that were out of whack. These people have come into town, they've represented us well, and they certainly haven't milked us at all. They're very responsive. They kept the costs relatively neutral for the past several years. There's no need to call for references. We're their best reference right now considering the past services that we've received from them. I don't want people to think that we're making a big tadoo about legal services for contract negotiations and we're ready to jump right into this. This is a company that has served us well and I think that their costs have been very reasonable and I think it would be hard for anybody to compete cost wise with them. That's why I'm recommending that we stay with them.

Vote: Motion carried 4-0.

P. Senior Services Director Job Description

Chairman Maddox recognized Town Administrator Steve Malizia.

Steve Malizia believed if it wasn't at the last meeting, it was certainly the meeting before that the Board asked for the job description or at least a tentative job description for a position of Senior Services Director. If you recall back in the 2010 warrant, there was a warrant article for a part time Senior Services Director which was not approved but was on the warrant. This was in essence the job description for that. Quite simply put, I took that description and that's what's in front of you for your view, consideration, amendment, whatever your pleasure is.

Selectman Coutu said he has zero concern about the job description. I read it thoroughly. I think it fits the bill. The only concern I might have is the Bachelor's Degree or 10 years of related experience in a related field. That might be difficult to meet considering most people with that degree would be looking for a full time position. We may find somebody that's semi-retired or retired that might want to come in part time. I would leave it in but I wouldn't hold us to it when we're going through the interview process if we find a qualified candidate with other experiences that maybe a substitute. I like the job description. I think it fits what our needs are going to be for a part time Senior Services Director.

Chairman Maddox asked if the Board thought that the Master's Degree helpful might scare away some people. Selectman Nadeau said yes. Chairman Maddox thought that's one sentence that we probably could strike. Selectman Coutu said I'm having difficulty accepting the other one but I'd love to have somebody with a Bachelor's Degree but a Masters would be tough for what we're going to pay.

Chairman Maddox indicated that there's a blank line on the first page. Selectman Coutu said he was having difficulty with that. I've thought this through very, very carefully. Lately we've been dumping everything on the Recreation Director and say well you're going to do Benson's, and you're going to do this, and you're going to do that. I thought about maybe it should come under his purview. If that was that wish of the Board, I could support it. I would hope that if the Board should decide that the recreation Director would work closely with the Senior Services Director and hopefully the person we hire will be very capable and get the job done without needed too much from you. My first choice would be the Recreation Director. I don't think this is another position we should have coming to the Town Administrator every time they have a question. If they're going to write a grant, they're going to have to be told that they have to come before us for grant application and what the process is. I'm sure that the Town Administrator will give the candidate that is selected general overview of what the process is in Town Hall. I would have no objection if we were - and I have not spoken to the Recreation Director about this at all. I forgot that this was on the agenda tonight when I spoke with him this afternoon. That would be my first choice unless somebody has somebody better to supervise the position.

Selectman Luszey asked if they could change Bachelor's to Associates degree. A Bachelor's degree for a part time person for what we're looking for, I think, is way over kill. Selectman Coutu didn't disagree. Chairman Maddox said then let's change that too. Again, I want to qualified person but we're asking a lot for part time. In terms of the years related experience, Selectman Luszey said it should be like 3 to 5 years. Selectman Coutu said he could go with 5. Selectman Nadeau said he could go with 3. Selectman Coutu said 3 they're just getting their toes wet.

With this kind of position, Chairman Maddox said they either have 25 or 2. Selectman Luszey stated that we're talking about a part time position here to coordinate...Chairman Maddox asked Selectman Luszey you're saying 3 to 5. Selectman Coutu indicated whatever puts this to bed.

Motion by Selectman Luszey, seconded by Selectman Nadeau, to approve the description for the position as amended for the position of Senior Services Director.

Chairman Maddox recapped - 3 to 5, took out the Bachelor's and changed it to an Associates; took out Master's degree and put in Rec.

Vote: Motion carried 4-0.

Chairman Maddox asked now what. We now have this position job description. Are we going to advertise? Selectman Coutu thought it was kind of early. I know some people have said they'd like to get this started right away. Selectman Luszey said he didn't think it was

early. Selectman Coutu indicated as long as we don't hire them before July 1st. It would probably take that anyway. Selectman Luszey said it would take that anyway even if we post now. If I may, I sent everyone the minutes from our last Senior Affairs Committee. I suggested to the Chairman at that point that they begin working with the Council on Aging, the Hudson Seniors, and Affairs Committee to start planning what's going to take place when we open the doors. What is truly missing is someone that is dedicated to doing that work. We have a bunch of great volunteers that are doing a lot but we still don't have someone that is corralling all of these different groups together. I think the sooner we can put someone in focus on that task, the better off we'll be when we come to open the building sometime in the late November early December time frame.

Chairman Maddox said we're going to advertise. Have we got a salary structure for this? Steve Malizia indicated no. Chairman Maddox said we'll advertise and work that out. Mr. Malizia said it's not in any union that I'm aware of. There's nothing. Chairman Maddox asked if they were going to advertise without a salary in it or...Selectman Nadeau thought people are going to want to know what the salary is. Selectman Luszey asked if we can have the Administrator work on that and come back with a recommendation for the next meeting. Chairman Maddox asked if that was the will of the Board. Selectman Coutu and Selectman Nadeau expressed that it was fine with them.

Q. Request to purchase Town owned land - 11 Cliff Avenue, Map 175, Lot 089

Chairman Maddox recognized Town Administrator Steve Malizia.

Steve Malizia indicated that there was a request received, an inquiry, regarding a piece of town owned property that is addressed as 11 Cliff Ave., Map 175, Lot 89. This particular parcel was obtained by tax deed somewhere back in 1983. If you look, and some of these pictures aren't that great, but it appears that it's sort of an old lot that when you look at the larger lot that it sits next to, it appears that it's almost a subset of that lot. It's not but you can see that this is actually a separate lot. The folks that own the lot that its surrounded with have made the inquiry and as typical when I get these requests, I send it through all the department heads to see if the Town had a need for it. Most people didn't even know we had it. Once they realized we had it, there was no need identified for it. If you know where Cliff Ave. is, it's off of Alpine Ave, which is off of Burnham Road on the way to Central Street - that part of town. From the department's perspective, there doesn't appear to be a need to retain this parcel. It doesn't really have any value to us. Right now it's currently assessed at \$7,700. It's not on the tax rolls. I'm assuming that if the folks that are abutting it put in a bid they may do something and merge it with their lot. I don't know. It's not my call. They're the ones who have expressed an interest. We can't just sell it to them. Town Code dictates that if you want to sell town owned property that's been acquired by tax deed you either have to a) hold a public auction, or b) get sealed bids. So those are pretty much the two ways to do it. If the Board wanted to go forward, I don't see the expense of running an auction for this piece of property. That's probably at best going to bring \$7,000 to \$10,000. You probably want to put out a notice for sealed bids. You can set a minimum if you'd like and see what you get. You can always reject any and all bids if you choose.

Selectman Luszey said that's not a buildable lot the way it sits right now right? Chairman Maddox said no. It's a tenth of an acre. Steve Malizia indicated it says it requires 50 foot setbacks. They would need to have variances granted before a structure could be built. Currently it's not according to the Town Planner's analysis of it.

Selectman Nadeau said his only concern with looking at this picture and I don't - it shows that the road is in part of the corner of this lot.

Steve Malizia stated that we have not done a survey. It's just a lot. I don't know if this representation is correct. This was just a series of lines drawn on a map. It is not an official survey plan. Selectman Luszey thought it was just a block to show us where the lot is.

Chairman Maddox said the intent is to put this out for sealed bid.

Motion by Selectman Coutu, seconded by Selectman Luszey, to put 11 Cliff Avenue, Map 175, Lot 89, to sealed bid with a minimum bid of \$7,000.

Chairman Maddox thought they should look into is where the road fits but I think...Selectman Nadeau said the dimensions on the paper would concern me.

Al Antosca of 13 Alpine spoke and indicted that he was the abutter. That was indeed the entire property of 13 Alpine Ave. It was my understanding that 1 1/10th because that whole area were 1/10th lots back in the '20s and '30s. They were camps. It was customary I believe back in the '80s that if someone hadn't paid their taxes - there were several plots of land like that that were taken. My neighbor had one in their yard for a while. This one was taken probably two owners before me. So that's the corner. Our lot is a peninsula if you look at it. It's a little less than a tenth of an acre at the corner. It's actually Radcliff and then Cliff. It's just that tenth of an acre. It's treed and a couple of the trees have actually fallen on my house. The town actually has the expense of taking a tree off my house for that one too. To answer your question about the road, it's one peninsula. It used to be that one lot that was where my house sits right now. We were just trying to make the property whole again and then the Town will actually realize some tax revenues.

Vote: Motion carried 4-0.

R. Impact Fee Accounts

Chairman Maddox recognized Town Administrator Steve Malizia.

Steve Malizia indicated that it's the Board's practice to look at the impact fee account that may or may not be expiring or be at issue at this meeting in May. I've identified the impact accounts that have dates coming up or things you've taken action on. For example, the Stop N Shop future road improvements which have yet to be identified need to be spent before September of 2014. As you'll recall, there was a conversation back in October about town sponsored elderly activities. The Board has actually committed to spending those monies. So you've covered that one there. There is money for Walgreens, 102 offsite improvements which we did take some money but there's still \$7,000 left. Again, December 2014. Reeds Ferry - future roadway improvements on Route 102 you need to spend before December 2016. You have a new one come up this year - Oakridge - which is where Belknap Road is for Belknap Road improvements. We need to begin spending by February of 2019.

Selectman Luszey said the Stop N Shop one if we were to create a capital reserve fund by warrant next March to create a capital reserve for the Mad Maddox Highway, could we move this money into that? Steve Malizia said it was pretty specific to the future improvements between Wason Road and Hardy Road. Correct? Chairman Maddox said correct. No unfortunately there is certain parameters but there is something coming down the pike that may be able to utilize this money. My question would be I'm 97 percent sure there is a second Stop N Shop impact fee that encompasses Wason Road that I don't see on here. Steve Malizia indicated that he would check that. Chairman Maddox said he was looking at it when we were looking at this to see what we could do with these monies. Again, this gives us an update of what needs to be spent. I thought the procedure was if you're going to spend any of these impact fees it went through the Planning Board. Is that still the case and then it comes to us? Selectman Coutu thought that too.

Chairman Maddox said he was surprised that we spent money on Clement. We talked earlier about monies that disappeared out of these impact fee accounts. They cut trees on Clement Road. Mr. Malizia said they approved the site and something over there. For example the town sponsored elderly activities, the Board did that at a meeting in October and they didn't go to the Planning Board. The Board did that. Chairman Maddox asked if this Board does this. Selectman Coutu said we have final authority but usually the Planning Board will come in with a recommendation.

Steve Malizia indicated that the Planning Board has collected the money for some purpose. For example, and I'm just doing the town sponsored elderly activities, they didn't say what to do with it. They said we're collecting money from this developer for town sponsored elderly activities. This Board made the decision what to do with that money. You're going to have Oak Ridge down the road somewhere which is the Belknap Road. I'm assuming this Board is going to decide what they want done on Belknap Road. That's just my assumption. It's this Board that gets to spend this money. These are not slush funds at the Planning Board's disposal like that other account that you have. The account I'm referring to is the collected monies that went into a Planning Board account they can do studies out of which they spend money out of.

Chairman Maddox's question was we had money from something on Constitution Drive and I don't remember the Planning Board or this Board ever saying cut trees on Clement Road. Again, trying to keep track of the money is great but I thought there was more money in that account than there is.

Selectman Nadeau said the Road Agent came and talked to us about cleaning up the edges of Clement Road, fixing the sight distance, and we discussed using the impact fees for that. Chairman Maddox said that was the monies from the developer of Constitution and not the little lots that were on it as I understand it. Again, all this kinds of blend together after a while. I'm wondering if there is a procedure that we're following or not. Selectman Nadeau said that came up at a meeting just like this from what I remember. Chairman Maddox said this Board approved it is what you're saying. Selectman Coutu said absolutely. Selectman Luszey said it may have been before your term. Selectman Nadeau said no.

S. Budget to Actual

Chairman Maddox recognized Town Administrator Steve Malizia.

Steve Malizia said we are through April which would represent 10 out of 12 months or approximately 83 percent you spent in a straight line. We obviously had some legal money. We did a lot of negotiating this year so we'll keep an eye on that one there. Obviously now we're not really in a negotiating mode. You should come in on budget. You can see that Kevin is a little bit over right over right now but that's because we're waiting for the FEMA money coming in which we anticipate. We're going to look at Engineering tomorrow or the next couple of days just to see how much we can pull out of there for the relocation. Police and Fire are pretty close to where they should be as is Rec. When I go to the last page, obviously we accrue for the entire solid waste contract. We may not hit that number. Maybe a few dollars in savings there. It depends on what kind of tonnage we get at the end.

Selectman Luszey asked on page 4 in the warrant articles. We spent \$163,500 for the new ambulance which left \$1,500. Is that \$1,500 going to get expensed or does that stay in the...Steve Malizia said you cannot transfer that anywhere else. Selectman Luszey asked if that was going to stay in that capital reserve correct. Mr. Malizia qualified his answer by saying yes. If we don't need it, we won't pull it out. For the general public if we don't spend it on a warrant article, we can't spend it somewhere else. If you under spend a warrant, that's that. Because we took that out of the capital reserve, Selectman Luszey asked if that...Mr. Malizia said he knows the majority of it came from the capital reserve. I don't remember if there was any piece of it that came from taxation. I'd have to look at it. Selectman Luszey said if we depleted the capital reserve, this would go back to the surplus or how would it work? Mr. Malizia stated we are authorized to pull out a certain amount out of capital reserve and then if we didn't have enough, we'd be authorized to pull the remainder out of surplus. So we'd pull out the capital reserve. We don't need to pull the rest out of their budget we don't. I don't have it in front of me so I don't remember what the warrant article actually said. I'm assuming it came all from capital reserve.

Selectman Coutu asked Selectman Luszey to go back to page 4. Can we communicate with the Library to find out why they've only spent 57 percent of their budget. They have \$1,018,000 budget and to this point they only needed \$576,000. If the budget year would end right now, they'd have a \$436,000 surplus. We only have two months to go. Selectman Luszey said they're doing all that irrigation work and landscaping. Selectman Luszey indicated that he was meeting with him tomorrow and I'll ask him. Mr. Malizia said we process the payroll for the library so that weekly expense hits the books all the time. The remainder of their money, we send it to them at their request. I think in the past there's been two payments but don't hold me to that. That may have changed. We do not pay their bills, we do not manage their funds similar to the school, we send the school a payment every month. The school gets 1/12th a month. When we collect it from taxes, we send them 1/12th a month. The library is a different payment schedule. We do their payroll which we don't send them because we process it here and we expense it, the rest of the money goes to them. They do their own bookkeeping. I don't know if something hasn't hit their books. I don't do their bookkeeping. In other words, we send them their money and that's what we do.

An interesting question Selectman Coutu said would be then - and I'm surprised we haven't asked this before - if they have a surplus at the end of the year, there's no way of us knowing it? Mr. Malizia said the auditors will tell you if there's a surplus in their fund if they have a fund balance if there's any money remaining. You could look at the audit report and see that if they do have one. Selectman Luszey asked if they do, do they return that back to us? Steve Malizia didn't believe they're required to. I think it's been practiced some years...Selectman Luszey indicated there's another change for 202.

Chairman Maddox asked the Board to go to page 3 - top of the page Community Development. If you've only spent 68 and we should be at 83 and your budget is \$840,000, I would think we'd have \$84,000. I know that's linear and that's simple but. Again, Mr. Malizia said he would look at the engineering because that's where I think the lion's share of the money is.

Car registrations. Good news. Mr. Malizia said we're at 86.5 percent. So that's positive. That's finally a good piece of news. Chairman Maddox asked about the interest. Mr. Malizia said what's that. We don't get any interest but we don't expect any. It's not a major driver of our revenue. Unlike the vehicles which is a major component. Again, the numbers look very positive.

9. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Nadeau - I have a few things tonight. The first one is last Friday night we had an ATV accident here in town. It was a pretty major incident which happened. We're very lucky in this town. We have a lot of people who help us out. One of them that helped us out was the Hudson CB Patrol. The Police Department was tied up at the ATV accident and for those who don't know, the Hudson CB Patrol does a lot of help for the Police Department, the Fire Department at fires, car accidents. It's not too often that it's known that they help us out. I'd really like to just say thank you to them for what they've done in the past for us and what they keep doing for us.

One of the other thing is the Salvation Army. We've had quite a few major events here in town on the Fire Department side in the last couple of months - brush fires, building fires, and last year we purchased - because they do all the water, and Gatorade, and rehab for us. We purchase some supplies for them. I'd like to see the Fire Chief continue to do that this year if he can.

The other thing Selectman Nadeau has is Mal's Pals. They're moving forward slow but steady with their fund raiser for the gazebo. They do have a raffle going on. You can go to the malspals.org website to find out more about what they're doing and if there's anything you can do to help them that would be great. That's all I have this evening.

Selectman Coutu - I have nothing. Thank you.

Selectman Luszey - I've said enough tonight. Let's move on.

Selectman Maddox - A couple of things. At our last meeting unfortunately the Town Administrator was not able to be with us for the Workshop with the Library, School Board, and the Representatives. I would ask that you take a look at the minutes and/or the tape and come back with your takeaway of what needs to be done for that inasmuch that we've set up a tentative to meet in September with those groups again what we talked about, what do you think we can do. There was some discussion about trash, contracts, and whatever just so that you've got people looking at what was talked about. Steve Malizia said he watched the meeting. I can't say I watched every word because it was about 2 ½ of nonstop. Next Tuesday, the Finance Director and I are going to meet with the Superintendent and the Business Administrator of the schools to begin the dialog and the thought of what we can do and look at the areas that we can look at. That was the biggest take away I got. I've already scheduled that meeting. The other thing we will do is put something in late August early September for the Board to have if you have legislative requests. If you recall, LGC sent something in. Selectman Coutu actually submitted something last year to LCG where you have an opportunity to do that. That will probably dovetail nicely with that. So I have that as an item for the Board to discuss if you have legislative requests or you want something done with the legislator. I guess we can figure out the details of how you would actually do that. That was the other major takeaway I got.

Steve Malizia said there was a lot of conversation there but when I synthesized some of these notes down, I thought that would be the best approach. First approach is to meet with the Superintendent and the Business Administrator with the Finance Director and myself. We seem to be the right people to start that. The second major thing is having an agenda item, the Board can actually discuss what kind of legislative priorities you may or may not have and requests that you may or may not have. That's what I took out of all of that. Chairman Maddox indicated that he was just trying to solidify what we talked about cuz we did talk a lot and be able to have a plan for

September. One of them was all of us giving the Town Administrator our ideas for legislative so that we can then put them on an agenda to prioritize what we wished to put to our legislators.

On that subject Mr. Chairman, Selectman Coutu said he did want to speak about it because I spoke to you about it. I wasn't here. I was at Mass General but I did watch it. I told you how proud I was of you and the members of the Board, the way it was hosted, the way it was guided, the language back and forth, the verbiage it seemed like it was a most cooperative meeting. One of the best workshops I've ever seen conducted from the Board of Selectmen. I'm pleased to hear that we're on our way to developing a concrete, I hope, dialog with the school committee. I'm just sick of doing this all the time. We're always pointing fingers at each other. We work cooperatively in a lot of ventures and there's no reason why we can't explore cost saving ideas between both the school committee and the Town of Hudson. If we can at least begin the dialog, we're well on our way. Again Chairman Maddox, I compliment you in the manner in which you conducted that meeting. It was not only outstanding, it was very interesting. I enjoyed watching it. Thank you Sir.

Chairman Maddox asked about the action item report. I haven't seen one for a while and I think we've probably fallen off the wagon inasmuch that what we were trying to track. Maybe we can get a copy of that for probably even the workshop just so that we're trying to follow up on some of these things we talk about and never remember to follow through.

Chairman Maddox indicated that he would like to kind of get a feedback from the Board where we might expend some money for the Town Planner to do some road trips. We talked about economic development. He has been sending out letters that one of the State Reps. provided on a list of companies that might be interested in relocating. I'm just wondering if it's something that if I have him put together a business plan for the lack of a better term that we might be interested in hearing doing some things to maybe have him go out and either visit them or have them come visit us. Trying to find a way to find some tenants. Any thoughts?

Selectman Coutu said he was all for companies moving into Hudson. We're not landlords. It's not our responsibility to try to find tenants for them. If they're not out there advertising, they're building. I know for the most part they are. There's a couple of them that don't seem to care because they're not doing anything about it. If we had a legitimate lead on a company and we thought that they had an inkling or some interest in coming into Hudson, it might not be a bad idea to put together a nice folder like we used to have showcasing Hudson, some language about our school system and get some input from them to add to it, show the beautiful Merrimack River, Benson Park, our high school, and talk about how much industrial land we have available, the designation that we presently have, the tax advantages that might benefit them to come here. I would say then you would send that and out to a perspective company and suggest to them that our Town Planner would like to meet with them. If we were going to take a day trip down to Burlington or Westport, Connecticut, wherever there might be some industry interested in coming as long as he passes it by the Town Administrator and he feels it's legit, and I certainly would support it. We're not talking \$1 million here. We're talking a day trip, a meal, and that's it.

Chairman Maddox indicated that he was just trying to get a feel for, again, we can't do much but I think you're right. I think we need to put together a brochure that would highlight our water and sewer rates have been constant for the last decade, our tax rate, and whatever. So let's see if we can put something together. I just wanted to get some sort of feel before I made them go and jump through hoops.

Just on that note, Selectman Luszey thought what we ought to be doing is asking him to work with the owners of these vacant buildings because they're the ones at our spending the advertising dollars trying to get people here. I think it would be worthwhile for us to know what these potential landlords are looking at and who they're trying to attract and what we can do to help them attract them. We're not doing the attracting they are. That's where I think the value would be. Chairman Maddox said he'd tell him to at least start putting something together and give us a presentation at some point to see where we take this. Selectman Luszey said you missed it. If we're going to ask him to put something together, we just missed it. Chairman Maddox said one of the things he's going to put together is a meeting with some of the landlords. Selectman Luszey stated he needs to go out and poll the owners of these buildings saying what can they use from us. That's what we should be looking at.

The last thing Chairman Maddox had and the Cable Utility you were going to get me an agenda to come in and try to sell the meeting room because I still haven't given up on that dead horse. Have they already had their meeting when we...I keep looking at the drawing and saying...Selectman Coutu believed it was next week. Keep reminding me. I have a million things going on. On that note, Selectman Luszey said if you're real serious about that, you need to be like making changes into the architect now. That's going to take a redrawing of the design. Selectman Coutu said he wasn't in favor of it. Selectman Luszey noted that we ought to take a consensus of the Board then to pursue it or not. Chairman Maddox said that I will give my pitch in 30 seconds or less and you can make a decision. I know we say this is the seat of town government but we also know that we may need some more seats in town government. There's an opportunity to use a building that is going to be empty at night if we don't have meetings in there. It would be the best utilization of meeting space. I went on line and looked at all of the programs and there's just not a lot of locally produced out of that building they have presently. I just think it's going to be an awfully underutilized building and putting meetings like this into that building would give the Town in the long term a much better return on their investment. With that said, are we not interested? Selectman Coutu, Selectman Nadeau, and Selectman Luszey indicated that they're not interested. Chairman Maddox said they should use the money for potholes and that will be my vote from now on for any cable money will be to fill potholes. It's just going to be an awfully expensive...Selectman Coutu said that's absolutely nasty to make a statement like that. Chairman Maddox indicated that he's being nasty Sir. Selectman Coutu said it's unbelievable that you make a statement like that. Chairman Maddox indicated he just did and I will - it's an awful lot of money to produce 5 shows.

10. NONPUBLIC SESSION

Motion by Selectman Luszey, seconded by Selectman Nadeau, to enter Nonpublic Session relative to RSA 91-A:2 (a) Strategy or negotiations with respect to collective bargaining; 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 (e) Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed against the public body or any subdivision thereof, or against any member thereof because of his or her membership in such public body, until the claim or litigation has been fully adjudicated or otherwise settled. Any application filed for tax abatement, pursuant to law, with any body or board shall not constitute a threatened or filed litigation against any public body for the purposes of this subparagraph, carried 4-0 by roll call.

Chairman Maddox stated that Nonpublic Session is being entered at 10:30 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.

Chairman Maddox opened public session at 11:55 p.m.

Motion by Selectman Nadeau, seconded by Selectman Coutu, to hire David Hebert as an Inspector with the Inspectional Services Division at a starting rate of \$21.65 per hour, effective June 2, 2013, in accordance with Step 1 of that position classification within the Administrative and Support Staff Union Contract, carried 4-0.

Motion by Selectman Coutu, seconded by Selectman Luszey, to hire Lisa Mudge as an Appraisal Technician (part time) with the Assessing Department at \$18.24 per hour, effective May 27, 2013, in accordance with Step 1 of that position classification within the AFSCME Local #1801 Contract, carried 4-0.

Motion by Selectman Nadeau, seconded by Selectman Luszey, to deny the granting of an abatement of outstanding property taxes for the 2010 and 2011 property tax years, plus associated interest and penalties for Tax Map 175, Lot 34-7.

Motion by Selectman Coutu, seconded by Selectman Nadeau, to hire Michael Lamoureux as a Part Time Maintenance Person at a starting rate of \$13.50 per hour effective May 15, 2013, carried 4-0.

Motion by Selectman Coutu, seconded by Selectman Nadeau, to hire Leo Bernard to assist with setup and breakdown for larger events that occur after hours, approximately 20 events per year, at \$10.00 per hour, two (2) hour minimum, for a total cost not to exceed \$800 per year, carried 3-1. Selectman Maddox in opposition.

Motion by Selectman Coutu, seconded by Selectman Luszey, to hire the following 2013 Summer Counselors In Training effective June 1, 2013, at the rate of \$7.50 per hour: Peter Busnach, Shantelle Lacasse, Julianne McGrail, and Devon Ruiter; and Substitute Summer Counselor Anthony Oliveira at the rate of \$7.50 per hour effective June 1, 2013, carried 4-0.

Motion by Selectman Coutu, seconded by Selectman Luszey, to hire Morgan Ratte as a Substitute Counselor I/Robinson Pond at \$9.75 per our effective May 25, 2013, carried 4-0.

Motion by Selectman Coutu, seconded by Selectman Luszey, to hire Paul Martineau, Jr. as the 2013 Substitute Tennis Instructor at a rate of \$10.50 per hour effective June 1, 2013, carried 4-0.

11. ADJOURNMENT

Motion to adjourn at 12:00 a.m. by Selectman Luszey, seconded by Selectman Nadeau, carried 4-0.

Recorded by HGTV and transcribed by Donna Graham, Recorder.

HUDSON BOARD OF SELECTMEN

Richard J. Maddox, Chairman

Roger E. Coutu, Selectman

Ted Luszey, Selectman

Benjamin Nadeau, Selectman