

HUDSON, NH BOARD OF SELECTMEN
Minutes of the January 22, 2013 Meeting

1. CALL TO ORDER - by Chairman Coutu the meeting of January 22, 2013 at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE - led by Selectman Nadeau.
3. ATTENDANCE

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

Staff/Others: Steve Malizia, Town Administrator; Donna Graham, Executive Assistant; Police Chief Jason Lavoie; Captain Tousignant; Fire Chief Shawn Murray; Deputy Chief Rob Buxton; Kevin Burns, Road Agent

4. PUBLIC INPUT

Chairman Coutu asked if there was anyone in the audience who wishes to speak to the Board of Selectmen about any matter in which we have control. If so, please step forward and state your name and address for the record. Seeing none.

5. NOMINATIONS AND APPOINTMENTS

In order to expedite this, is Mr. Shoemaker here. Would you step up please. Please state your name and address for the record. Jason Elliott Shoemaker, 27 Sutherland Drive. Chairman Coutu said he noticed that you've applied for several positions. I don't think you want to maintain going to meetings every single night of the week. Mr. Shoemaker said he was surprised to see my name on all of those as well. I just wanted to fill any of the vacancies that needed volunteers. I may have miss communicated that to you Ma'am. I'll take the fault on that. Chairman Coutu asked Mr. Shoemaker to tell us a little about yourself and why you want to come forward and help our town.

Jason Shoemaker indicated that he and his wife relocated here from Ramstein Air Base in Germany right after I separated from active duty. I spent just over 7 years at Ramstein Air Base in Germany on active duty with the Air Force with my wife. We decided to relocate and separate from active duty the question is to why our following assignment was to Hawaii. I've spent in the last two years over 563 days away. My wife has given me 6 wonderful years of marriage without children but now she wants a child. I was in Afghanistan two Christmases ago. I realized that it wasn't fair to watch the dads talk to their kids and the moms talk to their kids and watch the kids cry as to why mom and dad couldn't be there for Christmas. I praise God for the guys and gals that can make a career out of the military but it's not something I want to have to explain to my child. In the best interest of our family we relocated. When we looked through the houses that were available in the towns we looked at crime statistics. We looked at real estate values. We watched the trend that occurred during the real estate collapse and it looked like Hudson did the best out of everyone. Your academic system seemed to pass the rigorous test that I was interested in as far as investment, teachers per student ratio, as well as how you've handled the budget over the course of the past few years. So we settled on Hudson. We ended up taking over the house that's on 27 Southerland in a beautiful area. I work for United Technologies down in Westford, Massachusetts, doing very similar to what I did on active duty. I'm the Senior GS Special Intelligence Analyst there. I work with them doing the high altitude reconnaissance platforms. They provide certain services to the US government. I continue to do that with them currently.

Bringing the conversation current why to get involved in local town politics business, Jas Shoemaker said was twofold. One - and to this day I'd still take a bullet for this country. I believe in the American ideal. I believe in the principles that our country was founded on and the current principles that we exhibit. However, the biggest problem I find is that people complain about what goes in town and yet they never do anything about it. So I saw the vacancy and I believe that as I've transitioned off of active duty that I still have a capacity to serve. Part of the things that the government trained me to do is to lead and to follow, to advise and consent. That's what I'd like to do regardless of which committee that you chose to place me on. You'll probably find a better pedigree out there as far as how many acronyms you can place after the name, but I'll outwork every single one of them I assure you. I would like to participate in advising you and the Selectmen all on the current status of the committees that exist.

Based on the ones that we have vacancies for, Chairman Coutu asked if any one stick out to you that you might have a preference for such as Recycling, Sewer Utility, Water Utility, Energy Committee, Conservation Commission. Mr. Shoemaker said Energy and/or Water Utilities and Sewer would be the 3 that stuck out the most to me. If you had to nail it down to one Sir, I'd say Energy. Selectman Maddox asked if you've watched any of these on television. Have

you gone to any of these meetings? Mr. Shoemaker indicated he's watched them on your loop that you have available. I haven't watched any of the live ones but I have watched the close circuit. I've reviewed the budget and compared the different budgets to see where the increases, especially with consideration to town devaluation of 20 percent. I wanted to know how the tax rates were going to switch from the \$16.25 per \$1,000 that was spent and how that was going to affect us in the future. I've done my best to try and key in on the areas that exist now. However, I have not participated in an open forum. I wasn't 100 percent sure how exactly this forums went and whether they were closed or open to the public. I did know that February 2nd I believe is the general forum. I e-mail a few of you on the Budget Committee. I had read that the School Board had asked for an additional \$2 to \$3 million. My question in that was going to come up to either a public vote and/or if we were going to hear an explanation from the School Board Committee as to where that money was going to go. So that's my involvement as far as the current status.

For the record, Chairman Coutu indicated that February 2nd is the Town Deliberative Session. The following Saturday, the 9th, will be the School Deliberative Session. They are two separate and distinct meetings. Then you get to vote in March.

Motion by Selectman Luszey, seconded by Selectman Nadeau, to suspend the rules and nominate and appoint Jason Elliott Shoemaker as a member to the Energy Committee with a term to expire 4/30/2015, carried 5-0.

Chairman Coutu appreciated Mr. Shoemaker coming forward. I've been a strong advocate of getting young people involved. These commissions we take very seriously. They're the backbone of how our government runs. Without Utility Committees, Recycling Committees, Planning Board and all of these organizations within the structure it would be very difficult for us part time Selectmen paid \$8 a day to run this whole government. So we have great people working for us and at the same time we have outstanding people serving on our various committees. Welcome and we look forward to your fitting right in.

A. Interviews

- 1) Conservation Commission - (5 vacancies, 2 members term to expire 4/30/16; 1 alternate term to expire 4/30/14; 1 alternate to expire 4/30/15; 1 alternate to expire 4/30/16)

Pasquale Pat Nappo - OUT OF TOWN ON BUSINESS - WILL RESCHEDULE
Jason Elliott Shoemaker

- 2) Energy Committee - (2 vacancies, 1 member term to expire 4/30/2014; 1 member term to expire 4/30/15)

Jason Elliott Shoemaker

- 3) Planning Board - no vacancies

- 4) Recycling Committee - (1 vacancy, 1 alternate term to expire 4/30/2014)

Jason Elliott Shoemaker

- 5) Sewer Utility Committee - (2 vacancies, 2 member terms to expire 4/30/2016)

William Abbott
Jason Elliott Shoemaker

Chairman Coutu indicated that Mr. Abbott is well known to all of us. He has years of committee service to our community and he wishes to continue the punishment. Bill thank you so much for applying again to serve your community. It's greatly appreciated. I think everyone here is familiar with you but maybe Mrs. Brucker could be brought up to speed. You could tell her a little bit about yourself.

Bill Abbott indicated that he got involved with the Sewer Utility about 10 years ago. At that time I want to mention this Gal in particular Katherine Valley was the Chairman at the time. She took me aside at one point and said gee you look like you're fairly enthusiastic about this would you like to be Chairman. So little did I realize I was going to be the Chairman for a while. I did want to say that in a way I would be replacing Katherine but I'm not really replacing Katherine. She was a very unique Gal. She had a lot of spunk and she had the interests of both the ratepayers and the Sewer Utility Committee at heart. We'll miss her. I've been on the Committee. I did take a short break. My wife decided that maybe we got sick of scheduling our trips around some of the meetings that were popping up so I took a year off but like the old fire horse, I came roaring back every time the whistle blew. Here I am again. By virtue of my experience of having worked with you Bill, Chairman Coutu said you are a work horse. You don't shy away from

putting together reports and plans that are readable and you can explain and get into all of the detail. It's truly appreciated.

Motion by Selectman Brucker, seconded by Selectman Maddox, to suspend the rules and nominate and appoint William Abbott as a member to the Sewer Utility Committee with a term to expire 4/30/2016, carried 5-0.

- 6) Water Utility Committee - (1 vacancy, 1 alternate term to expire 4/30/2015)

Jason Elliott Shoemaker

- 7) Zoning Board of Adjustment - no vacancies

6. CONSENT ITEMS

Chairman Coutu said again I'm going to refer you to a raffle permit that came in from the Barkley Memorial Fund. It should be on your desk. It's not on the Consent Items but it is up for consideration. If you need further explanation, Selectman Nadeau can give it to us.

Motion by Selectman Luszey, seconded by Selectman Nadeau, to approve consent items A, B, C, D and E, as noted or appropriate.

Selectman Nadeau asked if the consent item included the raffle permit. Chairman Coutu said that would be inclusive because it's noted here. It is inclusive with the raffle permit.

Motion carried 5-0.

A. Assessing Items

- 1) Veteran Tax Credit - Map 216, Lot 014, Sublot 079, w/recommendation to approve
- 2) 2012 Tax Abatement - Map 251, Lot 7, w/recommendation to approve

a. Motion to approve the granting of a Residence in a Commercial/Industrial zone classification (G-1) for the property located at, Map 251, Lot 7, 81 River Road, as recommended by the Assistant Assessor.

b. Motion to approve the granting of an abatement to Map 251, Lot 7, 81 River Road, as per attached abatement form as recommended by the Assistant Assessor.

- 3) 2012 Tax Abatement - Map 198, Lot 148, w/recommendation to approve

a. Motion to approve the granting of a Residence in a Commercial/Industrial zone classification (Business) for the property located at, Map 198, Lot 148, 104 Lowell Road, as recommended by the Assistant Assessor.

b. Motion to approve the granting of an abatement to Map 198, Lot 148, 104 Lowell Road, as per attached abatement form as recommended by the Assistant Assessor.

- 4) 2012 Tax Abatement - Map 216, Lot 14, Sublot 83, w/recommendation to approve
- 5) 2012 Tax Abatement - Map 246, Lot 72, w/recommendation to deny
- 6) 2012 Tax Abatement - Map 148, Lot 40-33, w/recommendation to deny
- 7) Tax Deferral Lien Release - Map 234, Lot 30, w/recommendation to approve

B. Water/Sewer Items - NONE

C. Licenses & Permits

- 1) Hawker/Peddler/Itinerant Vendor's License - Glenn Smeltzer
- 2) Request to Solicit Funds - Brownie Troop #65231
- 3) Raffle Permit - Jeanie Barkley Memorial Fund

D. Acceptance of Minutes

- 1) Minutes of the December 11, 2012 meeting

- 2) Minutes of the January 8, 2013 meeting
- 3) Minutes of the January 15, 2013 meeting

E. Calendar

1/23 7:00 Planning Board - Buxton CD Meeting Room
1/24 7:30 Zoning Board of Adjustment - Buxton CD Meeting Room
1/28 7:00 Recycling Cte - BOS Meeting Room
2/02 9:00 Town Deliberative Session - Community Center
2/05 7:00 Board of Selectmen - BOS Meeting Room
2/07 6:30 Recreation Cte - BOS Meeting Room
2/07 7:00 Benson Park Cte - Buxton CD Meeting Room
2/09 9:00 School Deliberative Session - Community Center
2/11 7:00 Conservation Cmsn - Buxton CD Meeting Room
2/12 7:00 Board of Selectmen - BOS Meeting Room.
2/13 7:00 Planning Board - Buxton CD Meeting Room
2/14 5:00 Sewer Utility Cte - BOS Meeting Room
2/14 7:30 Zoning Brd of Adjustment - Buxton CD Meeting Room
2/18 7:00 Energy Cte - Buxton CD Meeting Room
2/18 PRESIDENTS' DAY - TOWN HALL CLOSED
2/19 7:00 Cable Utility Cte - BOS Meeting Room
2/20 5:00 Water Utility Cte - BOS Meeting Room
2/20 7:00 Senior Affairs Cte - Buxton CD Meeting Room
2/21 2:45 Trustees of Trust Fund - Buxton CD Meeting Room

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on January 8, 2013

- 1) Motion by Selectman Luszey, seconded by Selectman Nadeau, to hire William F. Condra as a Temporary Part-Time Building Inspector at the rate of \$28.00 per hour, Monday through Thursday from 1:00 p.m. to 4:30 p.m. and Friday from 8:00 a.m. to 4:30 p.m. (16 to 20 hours a week to be determined by workload). Employment shall commence on January 9, 2013 and shall terminate on or about February 28, 2013 and can be extended for an additional two weeks if needed, carried 5-0.
- 2) *Chairman Coutu adjourned the meeting at 9:22 p.m.*

B. Votes taken after Nonpublic Session on January 15, 2013

- 1) Motion by Selectman Luszey, seconded by Selectman Maddox, to have the Town Administrator prepare new employee review/evaluation forms for discussion at 2/12/2013 Board of Selectmen meeting, carried 5-0.
- 2) Motion to adjourn at 8:55 p.m. by Selectman Luszey, seconded by Selectman Nadeau, carried 5-0.

8. NEW BUSINESS

- A. Public Hearing - Acceptance of a \$17,800 grant award from the New Hampshire Department of Environmental Services for the invasive aquatic species control project at Robinson Pond and Ottarnic Pond

Chairman Coutu recognized Town Administrator Steve Malizia.

Steve Malizia indicated that there's some subject matter experts here but in a nutshell, this is an annual grant. I believe this would be the third year we've had a hearing to accept a grant for the control of the exotic species at Robinson Pond and Ottarnic Pond. I believe the Chairman of the Conservation Commission is here as well as Mr. Kegley who I believe has written the grant for the Board's consideration. If the Board wants to accept this grant, you do have to have a public hearing. That's why it's on the agenda.

Chairman Coutu indicated that he knows Chairman Battis is here. Jim I'm only going to have one question because as the Administrator stated, this is the third time on this particular grant. Mr. Battis welcome.

Good evening. Jim Battis indicated that Chairman Coutu was correct. This is a grant that's been going on for several years. Again, this will cover the calendar year. It's about a 40 percent matching grant which unfortunately is down from previous grants. It was 50 percent last year but they have more applicants. Roughly the same amount of money. Again, this is money for the Town I guess. It saves us money.

Chairman Coutu said we're always ready, willing, and certainly able to accept monies that come to the Town. Based on your last meeting Mr. Battis, I listened very intently to an explanation you were trying to give about the matching fund and being reimbursed. Has that all been resolved on how that's going to be handled? Mr. Battis said no it hasn't. We have not taken any votes on how we're going to fund our part of the money. I've had some discussions with Mr. Malizia and also Ms. Carpentier about it. We're still working on those issues. There's a deadline for the acceptance so we would ask that you do proceed with the acceptance of the agreement as issued.

Selectman Maddox asked if we carried any monies as part of this in our budget. It straddles the two fiscal years. Jim Battis said no. That apparently in talking with Kathy, that's really the Conservation Commission's mistake in their budgeting that has sort of created this issue we have where we have to access our conservation funds to pay for this. The Town gets the reimbursable funds. We're looking at coming up to see whether we can actually credit the Conservation Commission with the rebate from the State.

Chairman Coutu asked if this problem was created as a result of having to have need for the money prior to the new fiscal year because you needed to get out there in the spring. Mr. Battis said that was part of it but it's also a mistake on the part of the Conservation Commission in the way we did our budgeting. It's a timing issue because we're looking at budgeting for next spring and we need the money this spring. Even so, it's just the way that we budgeted the pond remediation efforts. I think in our next budget we will correct that and have it corrected.

Selectman Maddox asked for a follow up question. Maybe it's time to set up a revolving fund in order to be able to take monies over multiple fiscal years and dispense it. Chairman Coutu said that was up to them to make the budget recommendation. I would suggest...Selectman Luszey thought they addressed this the last time Mr. Battis was here when we talked about the two line items in his budget. I believe there's monies there available that they can use right now to do this should they chose to do it. I'm not sure what the budget problem is even through this is a matching fund. They have the funds to match it.

Selectman Maddox said now they're going to lose this part of this money as well. This will go to the general fund as I understand it right? Mr. Battis said that was correct. The way the grant is set up, the Conservation Commission has to come up with 100 percent of the money. The contract is with the Town. We have to pay the contract 100 percent. Then vouchers are submitted to the State. When the revenue comes back, it goes into the general fund. We pay 100 percent. You pay 60 percent. Selectman Luszey said they did this last year and it was \$24,000 we did it with if I recall the right amount. We allowed the grant to go through. We came up with a special vote to fund the \$24,000 in the current fiscal year knowing we would get it back the following fiscal year from the grant.

Chairman Coutu said he was only going to entertain a question that relates to the budget. Jim Kegley, 5 Griffin Road, Hudson. I was here last year when you did that. It was the timing of it. I came in that night with the proposal from DES and it was just in time to slip it into the budget for that fiscal year. So we did it just in the nick of time. Chairman Coutu stated the question would be why wasn't it followed up the following year. Selectman Maddox said timing. They had a revolving fund that as they spent the money out, it would go back into that fund as opposed to the general fund. They should pay half but they shouldn't pay the whole thing and then we get the money from the grant. Steve Malizia said you can't use money dedicated for a land purchase. That's different.

Selectman Luszey indicated there are two line items in the Conservation cost center. One is for land and one is for support. Steve Malizia asked when you say Conservation are you talking about the Capital Reserve Funds. Selectman Luszey said one of them is and one of them is not I believe. We've had this discussion many, many times. The last time we talked about this particular topic, they had some large number that they could use to treat any of the ponds if they chose to. It was around the DASH unit.

Jim Battis told Selectman Luszey he was correct. We will have to use given the amount of money that's in our budget, we will have to access the Conservation fund not the Conservation Capital Reserve but the Conservation fund to pay the 100 percent. We are looking for a solution is when the revenue comes back from the State that that essentially go back into the conservation fund so that we're using that as sort of as the revolving account that you're suggesting.

Selectman Maddox indicated there is one. It says "pond reclamation - CRF". It has \$10,160 created in March of 2010. Mr. Battis said that was correct. That fund was created through a warrant article and we do intend to access it to pay for this spring's treatment or subsequent years treatments.

Selectman Nadeau asked if we can take the State money that comes in and put it into that fund. That's the question. Chairman Coutu indicated that they got an explanation as to why the State could not do that or why it could not be done I thought. Jim Battis said no. Chairman Coutu said all the money goes back into the general fund. That's been the history. As it's done today or in previous years, Mr. Battis said when the State rebates the money Kathy puts it into the general fund. We're trying to find another solution. Right now you get an addition to the general fund in the Town but the Conservation Commission basically had to pay 100 percent for the treatment. There is a manner to do it through budgeting. At the time the funds come in or whenever, the Selectmen deemed to put that into the Pond Reclamation Fund. That would be satisfactory.

Chairman Coutu said at this point rather than belabor this point, why don't we go into the public hearing on the grant and then let them work out for the next budgetary year how to resolve this problem. It's nothing we can do right here right now without having the Finance Director and the Town Administrator all getting together with numbers. If there's no objection, I'm going to open the public hearing at 7:27 p.m. If there's anyone in the audience who wishes to speak to this item, please step forward and state your name and address for the record. Seeing none, I declare the public hearing closed at 7:28 p.m.

Motion by Selectman Luszey, seconded by Selectman Brucker, to accept a \$17,800 grant award from the New Hampshire Department of Environmental Services for the invasive aquatic species control project at Robinson Pond and Ottarnic Pond.

The only thing Selectman Luszey wanted to say is with the understanding that we will work with the Finance Director and the Town Administrator to make sure that there is no general taxation impact on accepting this grant on the match part because that was my understanding of what we would be doing. Mr. Malizia indicated it was coming out of the Conservation Fund. It's been raised from other sources not from the Town...Selectman Luszey indicated that they have to make sure they set that up so that it doesn't happen.

Point of clarification. Selectman Maddox thought there was some monies put into the Conservation Commission's budget. I just want to hamstring by that statement that no general taxation because I believe there was some money budgeted just there wasn't as much as they would have liked. I thought there was some money. Selectman Nadeau said there was. For this particular match Selectman Luszey said you're right because there was to meet the match from last year. There were monies put in.

Selectman Maddox said, again, without having the budget books there I could have sworn that there is monies budgeted in FY2014 for pond reclamation as part of the Town's input into the conservation budget. Your statement saying that no tax monies...Selectman Luszey said no to match this grant. Selectman Maddox said if they use monies in their budget to pay the other 60 percent, that would be in violation of what you just made as a motion. What Selectman Luszey heard is that the grant money is going to come into the general fund and it needs to go back out otherwise monies raised through general taxation would be used to support the grant and I don't want that to happen in future years.

Steve Malizia said money goes out and gets paid. We get reimbursed the money and it goes into the general fund. Selectman Luszey stated that we need to make sure it goes out. Mr. Malizia said it will definitely go out when they pay the bills. Selectman Luszey said the grant money needs to go to the appropriate place.

Chairman Coutu thought what Selectman Maddox was saying, I think, is that initially we have to create a budget for the Conservation Commission for this particular project. In order to do so, they make a budget request. We approve the budget request. Does that money come out of general taxation? What I heard or I thought I heard was that no it does not. It comes out of the Conservation account. Steve Malizia indicted that there is a certain amount in the budget that you raise through taxation. Chairman Coutu said that's the conflict that Selectman Maddox is having right now. Mr. Malizia said 5586 is a cost center. You have a discussion here every year when we raise money in the general fund budget. Separate from that, they have a conservation fund that's over here and they spend money out of only on their order not on your order. So if they've raised and appropriated, and you've approved, and it's gone through the budget cycle money for this project in the general fund budget, it's a fait accompli. You've already done it. I just don't know if it's in this year. I haven't looked.

Again to what Selectman Maddox was saying, Chairman Coutu said what we do is in conflict with what Selectman Luszey is proposing we do. So we can't do it because we'd be denying them any access to any funds. Steve Malizia indicated that they have a budget which you've approved. Selectman Maddox stated that this said you couldn't use taxation. We did. I just don't know the numbers. We're just sitting here trying to guess them. Off the top of my head, Mr. Malizia said he didn't know either. Chairman Coutu knows they make a request as do a lot of other committees and boards and we grant them money on the basis of the request and they justify it usually. This one has come in as matching funds for the Ottarnic Pond project. Last year I think it was an emergency we had. Selectman Luszey said

we did that because there wasn't funds there to do that for this and it was to support the DASH unit basically. I was to get the grant money in.

Chairman Coutu said one of the problems we have with this is the overlapping budgetary years. The \$17,000 is for the calendar year 2013 which expands over two of our fiscal years. There's no way we can correct that because that's the way the State refunds us on the basis of the total cost. Somehow or another, we have to appropriate money for the spring project and then we have to appropriate money for the fall project. Then we submit our invoices that we paid it and then they reimburse us. So we can't just say we're not going to take it from general taxation. The rest whether it comes back from the State is treated as income. That goes into the general fund. It's just like ambulance revenue. It's income. Selectman Luszey said he understood. It's the portion that the Town has to pay. If my understanding is correct, the amount of money that's in the reclamation line item is not enough to cover this project. Yet there are monies available in the line items within the Conservation funds not the land fund. It's the general use one that they can use to support the rest of the match versus using monies appropriated through general taxation.

Chairman Coutu asked in the discussions that you've had with Ms. Carpentier and Mr. Battis are you satisfied there's enough money to cover this this year in the conservation fund? Mr. Malizia said there's \$700,000 in the conservation fund. That's a lot of pond reclamation. That was Selectman Luszey's point. They have enough money to cover this without..

Selectman Maddox thought in fairness to everybody, I think this motion should be to accept the grant but a second motion should be to hold off spending any money until our next meeting where the facts and figures can be put before us because we're all trying to remember the silly season of budget in two different years. Chairman Coutu said not only that, last year this came in as an emergency and we were rushing. Selectman Maddox was saying is let's fix the problem we have today.

Motion carried 5-0.

Selectman Maddox asked to put on the action item list for the next agenda to show what monies are budgeted in FY2013 and FY2014 and how this money would be expended. Selectman Nadeau wanted to make sure that we asked the Finance Director how to make sure the money comes back to the Conservation Commission when we get the money back from the State so it doesn't go into the general fund.

B. Bid Recommendation - Police Package Vehicles

Chairman Coutu recognized Police Chief Jason Lavoie.

Good evening. Thank you. Chief Jason Lavoie indicated that it was that time where we have to put out the bids for new vehicles. Captain Tousignant oversaw this process and was actually a little different this time. We only had one bidder. That's where we ended up today.

Chairman Coutu indicated that we're talking about 4 vehicles correct? Mr. Malizia indicated 5 vehicles - 4 Impalas, 1 4-wheel drive Silverado type truck. So there's 5 vehicles for a final cost of \$91,694 before you put on all the lights and mark up. Chairman Coutu asked if all 5 going to be followed with a trade in. We're trading in 5 vehicles - we have nothing to put in our rotation? Chief Lavoie said we do. Captain Tousignant is going to talk about that with Community Development. Steve Malizia believed it was a 2005 Crown Vic. out of the Community Development pool. That was a hand me down. That's what they're telling me today.

Captain Bob Tousignant said they're taking a 2008 Chevy Impala from Community Development. It's got 88,000 miles. They're taking our current animal control Chevy Colorado pickup truck 4-wheel drive. Chairman Coutu said the vehicle that you're taking out of rotation will go into the trade package. Captain Tousignant said yes.

Selectman Nadeau indicated they just said they're taking the Chevy Colorado that we have. Why are we replacing it with a Silverado? Captain Tousignant said it was actually cheaper to go with a full size Silverado than it is for the Chevy Colorado. To replace it with another Chevy Colorado, it would have cost a lot more money. The Silverado has a State bid price on it and the Colorado does not. Selectman Nadeau said if it's cheaper I guess I'm all set but I just don't always think going bigger is better. In all fairness, Chairman Coutu said it's not always cheaper either. It's what the State recognizes on the bid packages in order for us to be able to get the discount bid. They only recognize certain vehicles. I would assume in this case, this is what they're recognizing for the Chevy packages - the Silverado. Selectman Nadeau asked if these were the prices that are on the State bid list that we got this bid for. Captain Tousignant said he didn't have the State bid prices with me. All I have is the bid submitted by MacMulkin Chevrolet. I sent out 7 packages of bid requests and only 1 came back. I don't have what the State bid price is.

Chief Lavoie indicated that this was the same process that we've been using for the last 20 some odd years. We haven't changed anything. We advertise in papers. We go do what we're supposed to do. We had 7 inquiries from different dealerships and we only had 1 respond back. For really the last 20 some odd years, it's been awarded to the same one. I don't know if the others have just given up because they can't match the pricing.

Selectman Maddox asked if the pricing was commensurate with last year's. Captain Tousignant believed it went up last year about \$2,000 to round it off. Selectman Maddox said there was some emission changes right this year that you're probably...Captain Tousignant said no. The price went up and also we got a little less for our trades than we normally do.

If you remember what happened last year, Chief Lavoie said unfortunately we're kind of stuck in this thing. When the Tsunami hit a couple of years ago, that put us out of order for getting vehicles. What MacMulkin had done was they said we can't get you the 2010 I think it was or the 2011 because of the Tsunami. They were buy American and everything is made in Japan. They honored their 2010 or 2011 pricing and we got them in 2012. So really those vehicles that we got in 2012 should have cost us more but because MacMulkin honored the pricing on what we should have had, that's why we're seeing the jump.

Motion by Selectman Maddox, seconded by Selectman Luszey, by Selectman to award the bid for four (4) Chevrolet Impala 9C1 police package vehicles and one (1) Chevrolet 4WD Silverado Extended Cab 2012 Police Package vehicles at the net bid price of \$91,694 to MacMulkin Chevrolet of Nashua, NH, as recommended by the Police Chief and the Finance Director, carried 5-0.

C. Police Vehicle Replacement Plan

As you recall, Chairman Coutu indicated that there had been some discussion by members of the Board that they wanted to see a revised plan sooner rather than later but as always, we get caught up in other matters and we get hung up on the budget. I thought that if you and the Fire Chief were available this week it might be a good time to discuss it. We have a relatively light agenda. I see here that you have presented your responsibility for vehicles. If you can give us further detail on these vehicles and how we stand on rotation.

Chief Lavoie said it was kind of difficult to really outline a master plan if you will for vehicle replacements. A lot of factors come into - we base it upon mileage and we try and get them traded in with just under 80,000 or right around the 80,000 mileage mark. However, there's a lot of variables. We try and project every year what's going to be going within the next year or two years out. However, vehicles assignments change, shift assignments change when those vehicles are being driven. Sometimes I may have one officer that is putting miles on the vehicle that all they're doing is driving, following, etc. I may have others that do their patrols are a little different. They like to park and run radar. So it's hard for me to predict out or any of us to predict out which ones are going to be going next. Typically it works out the oldest in the fleet will go. Again, it comes down to a lot of monitoring and a lot of adjusting as to whose driving the vehicles and again shifts. Late nights, for example, are going to put more mileage on their cars because they're out. Day shift more traffic, etc. They're parked more. They're stopped on the side of the roads more, etc. A vehicle gets into an accident, it's going to be off the road a little while so you have minor fluctuations. Come budget season is where we really spend a lot of time taking a look at the mileage as to how much we're putting on and tweaking it. Sometimes we have to take a car from one officer and give it to another officer to either keep the mileage down or we've got to get some miles on it maybe to get rid of it. Sometimes the Town has said to us in the past Community Development needs a new vehicle can you send one our way. So we'll work that out too.

Chairman Coutu asked if there were any questions on vehicle rotation with the Police Department. I know that Selectman Nadeau you had expressed some concerns about vehicle rotations in both departments. Selectman Nadeau said they just bought new ones. The concern I was having is getting all of these big vehicles and do we need all these big vehicles. Today is the perfect example. We had a Chevy Colorado. Now we're going with Chevy Silverado. Going from a small vehicle to a large vehicle. The dog officer's vehicle now is a Colorado and it's going to a Silverado. We had Tahoes, now we have Suburbans. Like I've said, bigger is always better but it just seems that every time we turn around, we're moving up to the next biggest vehicle.

Chairman Coutu asked if you're Tahoes versus Suburbans in the Police Department or in another department. Selectman Nadeau said in all the departments. We're going from smaller vehicles to bigger vehicles. They went from Trailblazers to Suburbans. Chief Lavoie said no they did not. Captain Tousignant said we had Chevy Trailblazers. We still have one and I believe the Community Development has our older one too. They needed a vehicle a while ago. We gave them that one. We got the Chevy Tahoe, I looked for the same type. They don't make the Trailblazer any more. All we got a bid for on a 4 wheel drive utility vehicle or SUV type vehicle when we asked for bids - I had an ad in the paper I'm looking for a 4 wheel drive SUV type vehicle. Chevy was the only one to respond with the Tahoe because it comes out with a different package. Nobody else responded. I was looking forward to getting 4 dealerships and I had 4 dealerships request the information for the bid package. None of them submitted a bid on the

SUVs. The Ford Explorer came out with a police utility package. We didn't receive any bids from any Ford dealerships to sell the Town a 4 wheel drive utility. So the only one that I got a bid on when we got the Tahoe was Chevy.

Just to be redundant, Chief Lavoie stated that we started off the conversation with Trailblazers were no longer being made. The Tahoes were actually less money than what the Trailblazers were when they came out according to MacMulkin as well as the new Tahoe came out with a more energy efficient vehicle. I don't think it's a really great astronomical numbers on fuel consumption but supposedly there is some...Selectman Nadeau had a follow up question on the State bid lists. I've seen them. They list Fords on them. They list Chevys and Dodges on there. Can we call up and say to a Ford place I want one of these Fords what can you do? How does that work? Chairman Coutu said it was in violation of the bid laws. That's putting the Town in an awkward position where you called him, what conversation did you have, or how come you didn't call us. Selectman Nadeau said you have a State bid list and it has these Fords available on it. You can't call up the 4 garages and say hey I'm interested in a Ford...

Chief Lavoie said he wasn't going to speak to every single item that's on that bid list. I can tell you I get better pricing on our tires from Tire Warehouse who also had the State bid. We were getting them for less money than what the State bid was. Again, I'm not saying that every product that's on there is like that. I'm just telling you that's an example.

Selectman Luszey thought the real question is not so much around the make, it's more around I think part of the conversation should be and the plan is what is the type of vehicle you need to support each of your functions here if you will. The cruisers you have a type of vehicle - a 4 door sedan, etc. without putting a specific make or model to it. I think when you went out to bid, you said we needed this type of vehicle not a specific make or model. Ford dealers are welcome to bid. What I heard tonight is we got no response back from Ford. We only got a response back from one dealer.

Captain Tousignant said when he put the ads in the paper, I did ask for the Chevy 9C1 package because we have a Chevy fleet. All of our gear that we transfer from one car to another fits the Chevy Impala which I'm being told is probably the least expensive police package vehicle out there which I don't think they're going to be making much longer. I talked to the Chief about it. They said why are we looking for a generic police package vehicle when we want to stick to Chevys? We're going to have to buy an outfit - if we got a cheaper bid for Fords, are we going to buy all the equipment again to fit into a Ford? It doesn't make sense. We have the equipment to fit in the Chevy Impala. Until they don't make Chevy Impalas, we're looking for Chevy Impalas...Selectman Luszey was following. All I'm saying is I think part of the rotation plan if you will should talk about the type of vehicle you need generically for the function and the reason you're going out to bid for a specific - like the Chevy cruiser because all of our equipment right now is designed for that particular platform. If we went outside of that, it would cost us a significantly more amount of money to outfit a Ford or a Dodge fleet now.

Selectman Maddox thought if we look at the State bid, someone could come in lower for the price, I think this vendor that we've been using comes in as the trade in because they give us a much higher trade in than somebody else from other parts of the State that probably don't know how we're maintaining our vehicles. We can get the bid package number and it might be cheaper for the vehicle but a trade in would not be as much. You know you have to look at the whole package as to what we're trying to accomplish, which is keep the cost as low as reasonable for a vehicle that does what we need it to do.

Selectman Luszey said that's what I'm trying to do. We're talking about "the plan" now. I'm trying to get away from the specific why we're buying Chevys versus Ford but addressing the plan. I think there needs to be a little more detail in the plan that talks to why we have a specific fleet that includes a lot. The fit up costs and all the special gear that we have that fits a particular platform and why we're sticking to it. When it comes to a point in time when we could change a platform, like you say Chevy stops making that Impala, then we know for a cruiser you need a specific type of vehicle - A 4 door, etc. That is what you would go out to bid for but in this package, it also will talk about the items that would have to be included in moving from one platform to another. When that day comes that we can no longer get Chevys, it should go out as a generic bid to all manufacturers. Now you're talking about the mid change in the platform.

In regards to that, Chief Lavoie said in the last 6 years - I'd have to go back and take a look and see if our records accurately indicate it or not. I think there's been definitely one and possibly two occasions that Chevy has changed the interior design of the Impala. We'd be constantly fluctuating what's in that list and trying to remember to always update the Board. I've got to change them and tell them that they've changed the interior. As soon as they change the interior now, the cages change, the center console changes, the laptop mounts can change. It's a domino effect. Also the Crown Vic. went out one year and we were told Toyota was now coming out with a car. We were told all these new cars were coming and these others aren't going to be made any more. Well we've been hearing Impalas aren't going to be made now for the last 3 years. They're still making them. They've changed the interior dimensions

of them which cause us to have to go buy new cages for them. Again because of the system that's been in place where we're buying 4 or 5 at a time versus buying a whole new fleet. There really hasn't been much of an increase. We know what's needed in there and with the Chevys this time around, it's the same interior. So we don't have to change the cages or the center consoles.

Captain Tousignant asked about the recommendation you're making, do you want that in the plan or do you want that to be specified in the bid that we put out? I don't know where you're going with that. Selectman Luszey said we're not going to be here next time...well some of us may not be here next time, but when another Selectman sits down and looks at what is the requirement for a cruiser it would be nice to have something other than cruiser. They need a 4 door right. Your animal control vehicle. Chief Lavoie said it's not a plan. You just want a spec. sheet of what we have in the vehicles. Selectman Luszey said a specification around each one of these vehicles. You do have a plan here that says you're basing it on usage and mileage versus a few years ago we were doing them every two years or something like that on a time basis. Chief Lavoie thought Selectman Luszey was thinking of that year that we missed because of the tsunami.

Selectman Brucker asked if they had extra vehicles in here for when they need to go out to be serviced. Do you keep an extra one? Chief Lavoie said yes. It varies when you say extra because we have a main patrol fleet that goes out. During the day for example, we could have as many as 6 cruisers on the road plus 3 school resource officers. So you're looking at 9 vehicles being out. I think we have a total of 11 marked patrol cruisers. Sometimes we have as many as 9 of those being out. One of them could be down for service. One of them could be used to go up to Concord for training. If you go second shift or late nights, we don't have School Resource Officers working and we don't typically have people in Concord at outside training during the business hours. We may be down 6 cruisers on the road all together.

Selectman Maddox said basically you have 14 marked vehicles of which you're saying you're replacing 4. So they average about 3 ½ years per vehicle and the marked cruisers stay as marked cruisers. The Legal Bureau, the criminal investigations are they hand me downs from the admin. vehicles? Chief Lavoie said they could be patrol. Selectman Maddox thought that was more like we were looking for is how that mechanism works is how you're going to come up with a plan of saying you're going to replace no marked vehicles this time so how does that cycle based on how many years are you getting out of an unmarked cruisers as opposed to a driving all the time marked cruiser. Chief Lavoie said it was a difficult task to produce and we try to manage it. Every time the budget is around on yearly basis, monthly basis, we're checking out the mileage of these vehicles. We take a really hard, hard look come budget season when we're doing our planning for what's coming up and we're trying to project out how many miles we think are going to be put on them. It depends on the cases for the unmarks. Sometimes we'll take them out of patrol and see where the needs are and where the mileage is as to when they're going to go. There's one I think it's a 2005, 2004 maybe, we're going to squeeze another year out of that one. I wouldn't have thought that would still be here by now.

Selectman Maddox has a follow up question. You have a fluid process but this is the second year I think that you've only spent \$90,000 out of your \$120,000 budget for vehicles. I know there's additional things you have to letter them and fit them up but what is the average cost of that? Are you still carrying \$20,000 that you're not spending on a vehicle this year because you might spend it next year? I think what we're trying to do is see how this fits into some sort of logistical plan right. Chief Lavoie said it was \$4,000 or \$5,000 to get them outfitted. Captain Tousignant said they have to strip the old cars and outfit a new car and the cost for doing all that is probably around \$5,000 to outfit a cruiser and that's with equipment that we have. Occasionally they'll replace the lens on the blue light bar on the roof if it's too far gone. Out of this year though, two of our marked units - the ones that are on the road now we're going to be taking those and we're getting rid of two of the unmarked. In fact in this year's plan, we're giving Detectives and Legal the cruisers out in the street. We keep the brand new cars usually for front line patrol. So two of our current vehicles that are on the road right now are going to Legal and the Detective Division.

Selectman Maddox indicated that that was the missing part. When you show a trade in, we thought they were still part of that fleet. This isn't a plan. This is just an explanation because it seems like it changes regularly. Not only that, Chairman Coutu said we're at the mercy of whose going to bid, cost of manufacturing going up every year, cost of steel - although they don't make too many cars with steel any more. They're mostly plastic but that's going up too. Anything further? Thank you very much Chief and Captain. We appreciate your time. Again, my plaudits to the Department Chief. I know I've sent you an e-mail and I'm sure I also have to Captain Tousignant relative to the investigations that have been ongoing with recent crimes and how quickly they're being solved in our community. It's truly appreciated. It speaks volumes. We have a citizen here who thinks we have a great town and we want to keep that up.

D. Fire Vehicle Replacement Plan

Chairman Coutu recognized Fire Chief Shawn Murray and Deputy Chief Rob Buxton. Gentlemen welcome.

Good evening Mr. Chairman and members of the Board. Per your request Mr. Chairman, Chief Murray indicated that they were here to discuss the Fire Department's replacement plan. We did provide you with some backup information, including rational, some apparatus replacement schedules, a global look at the replacement program which basically takes all of our cars, vehicles, apparatus and moves them out to the years 2013 to 2024. On this most recently updated plan, we have just taken our commanded staff vehicle replacement and put them on a spreadsheet for you to look at. The last document you received was the current vehicle identification year, model, and mileage of all of our apparatus.

At present, Chairman Coutu said you had given us initially a couple of years ago a plan similar to this. Not quite as extensive and not quite as colorful. It did have color. When I look at the one with the boxes you're dealing with just in light blue which is the overall picture of the replacement plan, it starts in 2009 and it goes up to 2023. How are we doing relative to that particular plan?

Chief Murray said this schedule here comes out of Selectman Nadeau's concern that we were keeping the 2004 Tahoes. It was determined by the Board that the Board would support 3 command vehicles for the Fire Department in the future and that we should get rid of the 2 2004 Tahoes. What this plan does is within the next fiscal year 2015 and 2017, we're going to trade those 2 2004 Tahoes in and go to an all wheel vehicle. After that, the command vehicles or the white Tahoes will follow a 6 year replacement schedule. When one of those vehicles comes up for a replacement, the current SUV vehicle will be traded in as part of that deal. So we're going to maintain 3 SUVs in the department.

In terms of our heavy equipment, expensive equipment which would be our ladder truck and our fire apparatus and ambulances, Chairman Coutu asked how we were doing on the rotation. I think the ambulances were right on target. What about the other pieces of equipment such as the rescue and ladder vehicles? Chief Murray said the ambulance replacement program has been very successful for us. We're on that 9 year schedule. It's proven itself right there at the 9 years. Our maintenance costs start going up, repairs. The only shortfall is the trade in value we get for them. That's always been lower than we'd like to see. So that program works.

Chief Murray said he does have a concern and I mentioned it in the notes and that is Engine 4, the 2006 KME, currently has 70,754 miles on it. That's not due for replacement until 2021. Engine 2, the 2008 Pierce engine which would be the newest engine that we have, has 47,911 miles. So considering their age, we know the mileage is high which has caused us to begin evaluating our response with the vehicles. We are beginning to make changes. We put 3 people on the ambulance up at Burns Hill so Engine 4 isn't responding all the time. That bid reduced quite a bit of mileage and maintenance costs. That's working out. We have the proposal for the squad vehicle concept coming up. That's going to help with that considerably. From that perspective, that's something we have to keep a close eye on. That mileage is very high. We'll continue to try and get that under control. It may mean in the future that you're going to have to replace one of those engines earlier. However after 7 or 8 years Selectman Maddox, I think we're ready to come forward and at least begin to open a dialog with the Board about the replacement of the 1995 ladder coming up. We've talked about a Quint type concept which is a combination engine ladder for a number of years and perhaps as we go through the year, get into a deeper discussion of beginning the plan for the replacement of that ladder truck which is going to be a significant cost with a Quint concept which in the long term would allow us to deal with the excessive or high mileages on the two newest engines.

Chairman Coutu wanted to get one question out of the way so I don't forget. In terms of capital reserve or equipment replacement have we been factoring in our costs - the increases that are going on continuously? It appears to me that vehicles are going up from \$1,500 to \$2,500 every single year. I'm not just talking about us. I'm talking about even for the general consumer. Are we factoring that in now? I find that our reserves are a little tight if not we don't need it we need to raise additional fund. I would like to see us tighten up on capital reserve.

Chief Murray said you're correct. Typically there have been a lot of increases. One good thing is this last year the federal government is beginning to waive for fire departments some of those stringent EPA requirements that they would do with normal transportation. That was contributing to a large spike in it. We've been at the mercy of a bad economy trying to keep in mind we need to build that fund but we have to be cognizant of that. So they are somewhat underfunded.

Selectman Luszey had two questions. One is I'm not sure which vehicle it was but we just had a major overhaul on one of the engines when the engine went probably a year or two years ago. Chief Murray said that was a ladder truck problem 5 or 6 years ago.

Selectman Luszey's second question was there's only a short paragraph that really starts talking about the squad vehicle. Then you do mention the Quint. Would you be willing to really do an entire proposal based on moving in that direction, and what it would look like, and how long it would take to get there, and what it would do to the costs of the

operations of the Fire Department. The impact of those two vehicles really doesn't show up in this document. Chief Murray indicated that could be done.

Selectman Maddox indicated the other thing we might want to take a look at is both of our front line vehicles sending them out to be rehabbed. We did that with the ladder and got X amount more years out of them. If it's truly just miles on them to take them and redo whatever systems - they're half a million dollars to replace. If we put \$50,000 into rebuilding and doing whatever is that more cost effective over the long term especially if we're utilizing the Quint to do a lot of the manpower delivery systems. Taking a half a million dollar truck to go and say you have a CO alarm going off doesn't make a lot of sense. Sending a squad truck saving miles on that very expensive truck, those will again solve their problem but until the March election, I don't think doing much until that is...Selectman Luszey said he was actually there. Selectman Maddox thought they should take a look Mr. Chairman. Increasing that refurbishment of capital account and spending some money out of there before we go out and buy a new vehicle. Again, I think we bought some good equipment with the Pierce. Hopefully it will serve us well. If it's just mileage is there things we can do with refurbishment before we spend another half a million. That's really the questions I think that the Chief is now going to be struggling with.

If you remember correctly when we established the refurbishment account, Deputy Buxton said that's what we had intended to do was at the 5 and 10 year mark take a look at those pieces of apparatus and put them through either a light refurbishment or a major refurbishment depending on where they were at in their lifespan. The intent was to get them to their 15 or 20 mark based on the fact that if you remember from the original KMEs that we had. When we got to the 20 year mark, we really started putting some money into them because transmissions began to go and that's what we tried to replace. That was before the refurbishment account. Regarding the ambulance purchases if you remember correctly last year during the budget process, we did bump up the capital reserve from I believe 35 to 45. So we're starting to trend and push our amount. We are tight I agree but we're starting to push those numbers forward.

As long as we're cognizant of the fact, Chairman Coutu said we just can't depend on the same dollar every year because they do increase. We're not talking small little Toyotas here. We're talking fire trucks and the like. Chief Murray said Chairman Coutu was correct. I just want to remind the Board too that this is another one of those fluid programs too. We're constantly looking at the apparatus. As you know, two years ago we replaced the tanker and eliminated one. So we're looking at those types of things too. In the long run, we're looking at that apparatus, how we now utilize it, and how we can also reduce some of that fleet if we need to.

To that end, Selectman Maddox said at some point one of the KMEs is going to need to be put to pasture. You're presently going to say calling into to reserve status...Deputy Buxton said the freightliners. We're going reserve status if the squad is successful in March. Selectman Maddox asked why they just didn't get rid of it. You don't get the manpower back demand it anyway. What's the sense of having it? Carry on that thought, Chief Murray said if we convince the Board to go with the Quint concept, all of that is going to have that trickle down effect. It will allow us - and I talk about it in the plan that eventually if you go to your long-term schedule plan the squad concept goes through one of the freightliners moves down to a reserve status. So we essentially are only running 3 first line pumps rather than 4. I put reserve status but the opportunity may present itself at that time to eliminate or put towards a trade in for a Quint.

Selectman Brucker asked what the forestry trucks were for. Chief Murray indicated they were for brush fires, force fires out in the woods. They're 4-wheel drive pickups with a special skid unit. It has a water tank and a pump on it that allows us to bring it out into the woods to gain access to those fires that are deep in the woods. Selectman Brucker asked if he was going to remove one of them. You now have 2? You feel that you only need the one? Chief Murray said yes they currently have 2. If the squad concept passes because of the equipment that will have, that will allow us to eliminate one of them.

Selectman Nadeau asked how the squad vehicle was going to be able to get rid of one of the forestry. Don't we keep one of the forrestries at Central and one at Station 4? Chief Murray said the squad has to have 300 gallons. It will have the capacity to carry forestry hose so we can utilize that if we need to.

E. Ladder Truck Repair

Chairman Coutu recognized Chief Shawn Murray.

Speaking of the ladder truck, Chief Murray said the ladder trucks are very complicated pieces of equipment as you can imagine. Its main systems for moving the ladder, turning it, allowing water to extend and all of that is based on hydraulic systems. We did replace the engine. One time, we actually had to replace the stanchions that come out - the stabilizers during a summer rain storm. The stabilizer slipped and actually bent it. Fortunately insurance paid for it. It's constantly under inspection. Just recently, it went through an inspection because we had a hydraulic leak on it.

Unfortunately, the hydraulic leak is coming from inside the ladder base on a device that's called a hydro-motion swivel. The ladder has to swivel and it's got electrical cables. The hydro-motion swivel has worn out and needs replacement. The estimated cost for the repair is \$23,000. The ladder is currently out of service right now. We're using it for the ground ladders that it has. We want to bring this to your attention tonight and ask you to consider - there's a couple of ways we can go. We can go forward with the repair. I'll take it out of my budget. Obviously I'm going to over expend a line and we can wait until this spring or we did create the apparatus repair and refurbishment account specifically for issues like this and wanted to bring it forth for the Board to discuss on whether you thought we could take the funds from their or whatever the will of the Board is. That's the dilemma we're facing with the ladder.

Chairman Coutu told Chief Murray obviously that's why we created that account. We have \$74,000 in that account. My question is this - this repair is quite extensive. What assurances do we have from the company that's going to do the repairs? Do we have any warranties or guarantees that work is going to be sufficient? Chief Murray said they do warranty their work. We have held them to that before. It is a new part to that extent.

Selectman Nadeau said that we have a new motor in this truck, new outriggers..Chief Murray said the motor is 7 years old. Selectman Nadeau was sure we have 30,000 miles on that motor by now. If we had to replace this truck with a new Quint, the new Quint is how much? Deputy Buxton said it could be upwards of \$800,000. Selectman Nadeau said to spend \$24,000 how much more life are we going to get out of this truck? Chief Murray said it was a 1995 and it took from 1995 to now to replace the hydro-motor swivel. Selectman Maddox indicated it says it has 38,996 miles on it according to your chart here. Is that new miles or total? Chief Murray said it's probably total. Selectman Luszey thought the question that hasn't been asked is if you didn't repair this and traded it in toward a new vehicle now instead of paying \$24,000, this now like a boat - it's a black hole in water. It just sucks money. Deputy Buxton said it's a 1995 vehicle that we're starting to put some money into. It's at the end of its life span. Systems are going to begin to fail on that truck. We've talked about it in the past. If you remember correctly, we replaced a...Selectman Luszey asked what is the salvage cost of the vehicle right now? Deputy Buxton didn't have that number. We can get that number. The only point that I would make is the vehicle that's in service over at Central Station right now is built specifically for that building. I know that's one of Selectman Maddox's issues in regards to you get one of what they call low profile aerial device on a truck. Again, we're going to be at that high end of that value in regards to replacement costs. I can pull those numbers together.

Selectman Maddox said \$23,000 for a piece of equipment that's going to cost us \$800,000 that we don't have budgeted doesn't seem to make...that's what we need to do. It's only got less than 40,000 miles. It is a piece of equipment we don't use often and you're using it less and less. You're rolling it to when it needs to be rolled and not for everything that goes off. Unless you have \$800,000 somewhere stashed away that we're going to be able to utilize, you're talking 2 years, are you going to let the thing sit in the station? It serves a purpose - \$24,000 is the price of getting it back on the road. The trade in value because we had this custom built...if we got \$24,000 for it in trade in, I'd be stunned. We need to spend the money Mr. Chairman.

Motion by Selectman Maddox, seconded by Selectman Brucker, to authorize the Fire Chief to withdraw a maximum of \$24,000 from the Fire Department Apparatus Refurbishment and Repair Account in order to repair the Hydromotion Swivel on our ladder truck.

Selectman Maddox said they're talking about a replacement schedule that is 2 or 3 years old for a vehicle how we're going to go whether it be a ladder or a Quint. Where are we going to put the magic device because we don't have a building we can put either one of those in if we don't spend customer dollars. To spend \$24,000 to get our ladder truck, it is nothing but a paperweight right now, back in operation seems to make sense Mr. Chairman.

Selectman Luszey indicated the last paragraph of the Memo from Deputy Chief Buxton that I'm looking at says, "We will be using mutual aid while this is out of service." If we can use mutual aid for a little while, and I'm not sue what a little while is equal to, it might allow us to buy time to take a real hard look at whether or not we can do something in terms of replacing this vehicle because it is old. It has a bunch of replacement parts on it, and we are now beginning to refurbish it. Either we refurbish it and put it into service for another 10 or 15 years, or maybe try to work a deal with Nashua. This is a ladder - aerial support. This isn't a tanker. This isn't an ambulance. How often do we need aerial support in this town? Selectman Maddox said if you're asking me the day I need it, I want it coming. I think that's what people expect out of us to provide them. If our ladder is down and Nashua is willing to cover as we cover for them for various things so be it. If you're going to say go to them and say if we give you X amount of dollars, I think those dollars are going to stun you when they start adding up the cost of the equipment and the cost of the manpower. I think \$24,000 is going to look like a bargain Mr. Chairman.

To the point about mutual aid, Chief Murray said it is a look I can help you out but I can't be responding every time. I've gotten away with 3 weeks to a month when we replaced the engine. It's just not fair to the other communities to say it. After a while they call and say...

Selectman Luszey's last point is in the Midwest they have regional departments where regions, many cities, ban together to support the common need for all of them so that not every community is duplicating specialized equipment. These are very specialized pieces of equipment. I think as the nature of the type of emergencies that our Fire Department is responding to is changing dramatically. We're not fighting a lot of building fires. We don't have a lot of multi-story buildings here that require 105 feet. I think it's worth a discussion with our neighbors to see if we can begin to enter into mutual agreements on how we support one another in such a way that we can reduce the tax burden on all the taxpayers in all those communities. Chairman Coutu believed we have mutual aid agreements correct? Selectman Luszey said it's going past mutual aid. It's a little more than that.

Selectman Brucker had a couple of things. One I wouldn't want to wait for the traffic for some of these mutual aid trucks to get across the bridge to Hudson. The other thing is how sturdy is this truck? I have a Volvo that's 13 years old and it's a better car than my brand new one. Do you feel like this is a solid piece of equipment that adding this to it? Chief Murray said it is. This is known as a heavy duty ladder. It's one of the strongest, stable type ladders that they build. Although it's a 1995, it's got 30,000. That isn't a lot of hard miles. I have to agree. It's certainly worth to fix. It opens a good conversation for the Board to make a decision in the next couple of years. I'll tell you you're absolutely right about out in the west - the regionalization they have. Down in Baltimore, they have county systems that are very strong. The problem is we can say all day long that we want to regionalize and join up with other departments. Typically what happens though you go to another town and they're not willing to take that step. It's certainly effective out in the west. That's because of strong county governments.

Out of curiosity, Selectman Nadeau asked of the surrounding towns around us, how many of them have ladder trucks? Chief Murray said Nashua, Londonderry, Windham, and Tyngsboro. Selectman Nadeau said surrounding us we have a quite a few ladder trucks. So if it takes us 2 or 3 weeks to make this decision on where we want to go, I think there's plenty of support out there for us. Chief Murray said absolutely. We've got Nashua. They're on notice. They know ours is out of service. Their called on confirming fires. They're not going on every box alarm and you can do that.

Chairman Coutu's problem is the same as Selectman Maddox. What's the alternative? We're going to wait 2 or 3 weeks and decide to spend \$800,000. Let's go out and buy a new truck. Where are we going to get the money to do whatever we have to do in 3 weeks? Selectman Luszey thought all this for me is to open up the dialog. We're going to spend this money. We're going to get this truck fixed. I think it makes us aware of other opportunities that we should actively pursue and not just when something like this happens. We're going to buy some number of years by fixing this truck. Part of the plan that we're going to be going forward with should hopefully have an element of regionalization in it if you will that goes along with your Quints and your squad vehicle. Chairman Coutu didn't see what Selectman Luszey saying because everything is territorial. You're not going to get that. This is New England. Selectman Luszey indicated he knows its New England but you know what everybody's tax bill around us is going up and everyone is looking at a way to begin to optimize and get that under control. Chairman Coutu thought he may be right. The first time you pick up the phone and call a neighboring town and say we're looking to regionalize our public safety. They're going to laugh at you.

Selectman Maddox thought it was a goal that we can certainly try to push somewhere. That's not going to solve our problems. A little history. I think 10 years ago you said we'd already have a new ladder by now but the Board said no let's send out this one and have the engine rebuilt. So we've bought some time. Again, it's only got 40,000 miles on it. That truck should last another 20,000 miles but it's going to cost us some money. It's certainly not going to cost us \$800,000. I think we need to be prudent in how we spend the money. To have that thing sitting there doing us no good, I will say that about a month ago now I actually heard a call and I got there. The ladder was already set up and venting the roof as the Nashua ladder came strolling up the street. The difference in time certainly probably made a difference Deputy? Deputy Buxton said yes absolutely. Selectman Maddox said the ability to attack that fire, to be able to reduce down the damage to that particular homeowner while waiting for Nashua coming as fast as they can only having 2 access points to get to us certainly impacted the ability to fight that fire. I think \$24,000 in the grand scheme of an \$800,000 vehicle, I think we have to spend the money now. Have a discussion about where we can go. This might be a discussion - NRPC is having its meeting. I think maybe that's a place to start a conversation. We're still not going to get the response time Mr. Chairman that we need to get.

Selectman Nadeau had a final follow up question of the whole thing. We're sending this truck out to get \$24,000 worth of work. Have we had the rest of the truck checked over to make sure there's nothing else there we need to do while it's out? Chief Murray said yes. It's inspected routinely but we'll also be able to check some of the other critical areas with them down in that area that they're going to be. They'll do the same. Chairman Coutu said that wasn't a comforting answer. Selectman Nadeau was thinking the same thing. Chief Murray said there's nothing beyond this repair that we know of that is pending. Chairman Coutu said that doesn't mean Selectman Nadeau that on any given day you can step into your truck or your van and something is going to give and unanticipated like the ladder.

Selectman Maddox said let's be smart here. Correct me if I'm wrong but they have to physically take the ladder out of the chassis. Deputy Buxton said they're actually going to do the repair local. They're going to be able to access this by pulling the turntable off and getting to it from the top. This hydromotion swivel sits inside of the big gear that sits on top of the truck. It rotates and the ladder does not need to come off of the truck. That's why \$23,000 is a lot of money but originally we thought they had to take the aerial device off of that truck. Selectman Maddox indicated that if they're in there and they find an \$800 piece that needs to be replaced Mr. Chairman, we need to be smart enough to say it's a part fix it. So if that went to \$26,000, it wouldn't break my heart. We need to fix it. Deputy Buxton stated the company that's doing the repair has been maintaining the truck since we purchased it. They've treated us very well. They know the history of the truck and they've always been willing to throw the flag if they found something.

Motion carried 5-0.

F. Inspectional Services Division

Chairman Coutu recognized Selectman Luszey.

Selectman Luszey said this came out of the need for a Building Inspector and some work that I started a number of months ago. With the situation of our current Zoning/Code Enforcement Officer, it kind of aspirated the situation. We got into some conversations with the Fire Department that they actual do a number of inspections for us. I felt that this was an opportunity for us as a Board to have the Chief go off and take a look at what it would take to basically combine and create what I call an Inspectional Services Division which would do all inspections for the Town of Hudson whether it be electrical, building, fire, gas pipes, you name it. It made sense that we do that because I know of one that is a requirement that it be performed by the Fire Department. So it couldn't happen over in a Building Inspection Division if you will.

With that, we tasked the Fire Chief to go off and take a look at what it would take to do that. Would there be any cost to do that? We had questions around training. Are there any specialized skills to do this? We had conversations from everything that we needed from licensed Master Electricians to now we don't need Master Electricians. We need OCCI - the certification from the State to do that. With that, I'll turn it over to the Chief and let him tell you what he came up with.

Thank you Mr. Chairman. Chief Murray said you may recall before we moved Deputy Buxton over to operations, he was responsible for our Inspectional Services Division. He did a great job over there. I did task him with this project. If it's okay with you, we'll have him present this to you.

Good evening. Deputy Buxton indicated that the scope of the project was to consider the merger of the Building Department and associated permitting into the Fire Department to get a baseline as to what that actually meant, we looked at several different things. We looked at the budget. We looked at the MRI Report from 2000. If you remember, Community Development had a study done on Community Development to look at merging some of the things underneath there. They talked about Planning, Engineering, and Zoning at that point in time which encompassed the Building Department underneath there. We also went and we looked at the work flow that was being produced and a lot of that history came out of a meeting that I had with Bill Oleksak who is the Building Inspector and the presentation that you folks saw in regards to full time inspector. To make sure we've had a full understanding as to what the liabilities were, we met with some contractors who are using the system day to day. We looked at a vision in trying to create a vision as to what we thought would be an appropriate merger of that.

Currently Deputy Buxton said the Fire Prevention Division for the Hudson Fire Department in 2012 did approximately 1,200 permits. Compare that to Community Development, they were doing about 1,293 permits last year. Permitting plan review consulting inspection enforcing was pulled right out of their numbers. One of the things that's different regarding the Fire Prevention Division versus Community Development is they're also responsible for a number of other things. They do public education, fire investigation, and all those other things. The total tally for activity in the last 12 month within the Fire Prevention Division was actually 13,000 contact with the public. When we look at permitting and inspection, that is one segment of the job that's being done over there. Those permits that we pulled went from above ground, to commercial tanks, to crowd management training, to places of assembly inspections, and there's a list of them that we do. Selectman Luszey had spoken about several permits and inspections that were required by State law to be delivered by the Fire Department. One of them is school inspections that are done yearly by State law and need to be inspected by the Fire Chief to make sure they're in compliance with the life safety code. Places of Assembly inspections are the same thing under State law are a requirement of the Fire Chief to get that accomplished.

As Deputy Buxton said, he did speak with some contractors at current and we didn't go too far back in history. We said how are things working today. They find our system slow. Permitting is slow. It takes a long time to get things reviewed. In the next breath they thing they tell us is that the employees that we have are very good. They have a lot

of historical data. They're very knowledgeable and very helpful to the best of their ability. They felt that they would like to see one stop shopping. I think that's something we discussed in the past one stop permitting all the way across the board whether it was an engineering permit, a fire permit, or a Community Development permit they wanted to go to one spot, pay one check, and move forward from there. One of the contractors spoke specifically about the number of checks it took him to get through the building process. He said I'm cutting 8 different checks through the building permitting process from application fees, to foundation permits, to this permit, to that permit. They wanted to see a streamlining of that event and if it could all come together underneath one roof that would be beneficial for everybody.

The vision for the department, Deputy Buxton said was quite simple. You take the Fire Prevention Division and the Building Department and you have it come underneath one set of permitting rules, one permitting process, and you have administrative staff to support that, and you put that underneath one authority. There is a lot of cross training that can be done down the road in regards to residential permitting and residential inspections. We did talk specifically about having a one stop shopping on a residential inspection. If you were getting your rough inspections today, that means your framing, plumbing, insulation, windows, and all that type of stuff one inspector shows up and now they're not making 3 different appointments. The same thing for your CO inspection of one person showing up.

The one thing Deputy Buxton said they all did talk about was the industrial and commercial side of the house. We're always going to have a need for those specialties. When we talk about specialties, one of the things we spoke specifically about was the part time Electrical Inspector. How much need is really out there? That seemed to be something that was debated in this room quite extensively. Does the new Building Inspector need to be a Master Electrician, a Journeyman, does he just need to have requisite knowledge? They said with the part time Electrical Inspector's position being filled in this community, they felt that that was fitting their bill of goods. They were getting a good service from Joe Bourque and that was going well.

Goals for what we're looking to do - Deputy Buxton indicated customer service, customer service, customer service. I built that in here but one stop shopping and those types of things.

Associated costs. Deputy Buxton stated the good news is we own a lot of licenses and IMC Telestaff which is our scheduling software and those types of things, we're looking at some internal training to get started. I did speak with the IT Director and she gave me some associated costs to get all of the Fire Department inspection folks on Munismart and those types of things. Down the road, there will need to be some budgeting items brought into place for some different licensing. I'm not savvy with all the software names and things like that out there but the different accesses she associated down the road we would be looking at up charging the licensing fees for Pervasive and that's one of the search engines that's utilized in the Munismart system and some additional Munismart licenses. The cost could be as high as \$4,500. The good news is as we sit here today if we locate under one roof underneath Community Development, there's ability to put a couple of work stations up there and they're already wired. We're presently not using Mark Pearson's open spot. There's a couple of different spots within the area, move some folks around, realign some things that we could actually get the fire prevention folks to fit in there quite nicely underneath one roof and get that established. That's pretty much the goal of the system.

Implementation time - Deputy Buxton asked if you the Board would like to see this move forward, March 1 we could get started or as soon as February 1st to be honest with you. There needs to be some phase in time for the Fire Chief to go over there with myself and get a process in place. Long term is to cross train those folks, look at our permitting process, and get those things in. I think there's a page in here that speaks of 3 different departments in the State of New Hampshire that are doing this. This is not an uncommon theme across the United States. This is spreading from the West Coast to this direction is this merger. New Hampshire and these 3 communities have grabbed onto it for different reasons. Bedford, NH, actually has been doing this for 15 plus years. Mike Currier over in Merrimack made 2 points to me when we spoke on the phone. Mike actually came in and spoke with Selectmen Coutu and Maddox last year when Mark Pearson was here. He said you don't want to rush across staffing. You want your folks to be comfortable with the new system and the permitting process. He warned me and warned me a second time not to underestimate the administrative staff that's necessary in supporting a town-wide permitting process. He did say they've tried to move as on line as possible as they could but they still have underestimated the counter staff that they have available. They're stretching thin. He recommended a minimum - they're a very similar sized community to us. Similar sized activity he recommended at least 2 counter type people swapping off to support that type of division.

Deputy Buxton stated that tonight we're looking for a little direction as to where you want to go. We made some recommendations at the end. We kind need to see where the Board would like to go.

Chairman Coutu said housing for this department. Deputy Buxton said his recommendation would be as we sit here today to move them into the Community Development area the fire prevention folks. You have some open slots over there. Chairman Coutu said they were going to vacate the bottom of the administration building. Deputy Buxton said you have 2 officers downstairs that would be vacated and moved over.

Chairman Coutu's other question is we presently have a Building/Code Enforcement Officer Mr. Oleksak. We announced this evening that in a previous nonpublic meeting that we contracted for a part timer to cover while he's out. What is Mr. Oleksak's role in all of this? Selectman Luszey indicated that he'd take that one. What spurred this particular conversation as I did the analysis for and with Bill on zoning, code enforcement, health enforcement, and the building inspecting. If you recall, that required 2.25 people which means those in zoning and health doesn't change. That actually alleviates him of the building inspecting role and allows him to focus more on the code enforcement which was causing some issues being delinquent with some of the work that had to be done there.

Chairman Coutu reiterated that Mr. Oleksak is going to continue to do or try to catch up with code enforcement because I hear it from members of the ZBA and what not that he's really not been on top and a lot of people don't realize that we've been discussion potential changes and it's culminating now hopefully. You talk about engineering permits. Are there engineering permits that need to be acquired? Selectman Luszey said there are some. Chairman Coutu asked if they had to go down to the Engineer's office to get them. Selectman Luszey said they do. Chairman Coutu said it's not going to be one stop shopping. We're still going to have maybe down here, upstairs. Selectman Luszey said no. There is nothing that prevents us from saying those permits cannot be provided here. What made not be able to be taken place here is the inspection. That's what the Town Engineer Gary used to do or will still do is the inspecting of those. It's the roads, bridges, and stuff like that. The permitting, there is nothing that stops us procedurally to have all permitting done in this one space.

In terms of the overall picture, Chairman Coutu went through the entire package and of course you and I Selectman Maddox have had extensive discussion about this and didn't see it going anywhere. I certainly didn't. In the final analysis when you thought through this process of consolidating and having one stop shopping, direct service to the consumer so that they're in, they're out, one check here you go, go build you thing and we'll be around to inspect it. Was any consideration given to the overall cost and if so, are there going to be any increases in costs other than what you've already outlined which is the software and licensing? Selectman Luszey said the software and licensing actually should be a break even right now. I believe by moving the personnel physically in this building, there are work stations that are licensed. That's a non issue. The training that I think you're alluding to, there will be some training but my conversations with the 2 gentlemen here - the Chief and Deputy Chief is that what they will need can be absorbed in their current training budget. So there's no additional training costs. Correct me if I'm wrong, so there's no additional costs there. What's not fully clear to me right now in order to get all permitting done, and some of the longer term visionary items in allowing the users to be able to cut a permit from their office, their home and what not. That's an IT question that we need to get at. That's more of long term. Short term and short term for me is 18 to 24 months there is no significant or even appreciable increase in cost other than bringing on a full time building inspector that would fall in this roll. One of the things that we need to make sure that we do as we go forward with this is to put in the redundancy of inspecting so that we don't fall in a position we are in today where we had to go scrambling looking to hire contractors to cover that. We have an electrical inspector that has put us on notice that he's looking to cut back on his hours and things like that. So we need to make sure that we put in place the ability to maintain a level of service that this town requires and can afford.

While they're being housed here, Chairman Coutu was trying to get a picture of the number of employees. Mr. Oleksak is obviously going to be separate from this small entity in that he's going to be doing code enforcement and ZBA stuff. So now we're going to have a part time electrical inspector...I'm very sensitive to that subject so be careful. Selectman Luszey said so was I. Like I said, I'm working off the memo that I have. When I read that, that particular memo like I said, that person has put us on notice. They want to scale back a little bit. When I read the words to be "as needed", as needed is not the same as having a permanent schedule that says you come in 3 days a week or what not. It's very similar to the contract we went with the gentleman in Nashua. It's an as needed up to some number of hours. There's going to come a point in time when that person is going to thank us for the opportunity of working for the Town of Hudson and they're going to retire. What I want to make sure is that we're not put in another situation like we were in the last couple of weeks where we had to scramble to find someone that could do building inspecting for us. That's what this plan will do. It will put a number of people in place. It will cross train a number of people that will be able to do building and electrical inspecting. Again, this plan is about an 18 month plan if I recall.

As Chairman Coutu understands it, we have 2 people transitioning to this building from the Fire Department. They're both inspectors. What is the Town providing to this inspectional force? What do we have left? We have 2 fire inspectors and then a part time electrical inspector. Selectman Luszey said you have a part time electrical inspector and you have a part time building inspector up to February...Mr. Malizia said we have a temporary employee until the end of February. That's it. Chairman Coutu said that was his question. If we were to implement this - say we gave them the authority to go ahead and implement this June 1 or March 1st...Selectman Luszey said March 1st. Our hope would be that we get approval to go and begin the implementation phase of this March 1st which will allow and will be part of that is the posting of a building inspector position for the town. Chairman Coutu said that's where he was going. So we are going to have...Selectman Luszey said it has always been. One full time...Chairman Coutu said they were hopefully look for a qualified building inspector. Selectman Luszey said yes. It will have a number of certifications behind their name that says they can do...Chairman Coutu said the plan is to cross train. Selectman

Luszey said yes the other ones to do the same both ways. Chairman Coutu understood. I just want to make sure that I'm not getting into something that I don't have a total comprehension.

Selectman Luszey said the point of clarity though is as we implement this and when it's done, you would not have an electrical inspector or a building inspector. You will have an inspector. Chairman Coutu said he understood that. Who's supervising in house? Chief Murray said the establishment of it and the setup initially will be Deputy Buxton.

Selectman Maddox said he was sitting here looking at the implementation timeline and it says "hire a new building inspector April 1st and review current practices April 30th". I think those should be reversed. I still don't think there's enough work. I know you did that fabulous detail but we're not using the part time guy we got now 20 hours a week. Why we need to hire somebody full time? I'm just saying. They're going to have 2 people. We're going to have at least 1 person and 2 halves. Why don't we just swap those to see what their needs are before we just go out and hire somebody? I'm just saying that we seem to be putting this in reverse.

Chairman Coutu told Selectman Maddox that he was talking about two within the timeline you said to change. Hire a new building inspector which is scheduled on April 1 according to this timeline. Selectman Maddox said the other one was "review the current practices". If these people do what I think they're going to do, they're going to see that they're not going to need the hours because you're going to be sending 1 person rather than 3. You're not going to send to the same place 6 times. Chairman Coutu said you make perfect sense. We should be reviewing our practices and our needs before we go ahead and hire and say we really don't need this guy full time right now. At the same time, I want to make sure that if we're going to implement this, that we hire somebody full time and we do so such that allows that person such time as is necessary to transit, and learn our community and our people, and what the formatting and process is going to be. Every town is different.

Selectman Brucker said she was confused because a month ago we didn't need a full time building inspector according to a few people on the Board. We only needed a part time person. Now we're going to have 3 people who are going to be building inspectors, fire inspectors, and electrical inspectors.

Selectman Luszey said he could understand some of Selectman Brucker's confusion. You're absolutely right. I was probably one of the loudest proponents saying we don't need a full time building inspector. I guess if we approve this, we need to change our language on how we refer to the people that are filling these rolls. They're not an electrical inspector. They're not a building inspector. They are inspectors for the town that cover everything from building, electrical, fire, gas, flues, and all that. They've become inspectors for us. That's where the tasks and the number of hours equates to the number of people. Yes we cannot keep one person busy 40 hours a week inspecting a building. We can't keep 1 person 40 hours a week busy inspecting electrical. We can keep a number of people busy with allow the requests for all of the different permits that have been pulled to be inspected and signed off.

Selectman Brucker thought it was going to be very difficult - being an electrical inspector, you only have 1 person part time who's even qualified to do that right now. Isn't that going to take a lot of training to have all 3 of these people? Selectman Luszey said no. We've gone through that and we had that debate. That was the whole debate around do you need a Master Electrician, a Journeyman? You don't even need either. What you need is what's the certification...Deputy Buxton said is the ICC Electrical Inspector Certification. Selectman Luszey said that's a test that you take for the State of New Hampshire that says you are qualified to inspect an electrical service or whatever they do. Selectman Brucker asked if Selectman Luszey thought that's going to be pretty easy to do. Selectman Luszey said many people do it.

Chairman Coutu said to Selectman Brucker the requirement is that they know the Code and that they are able to research the Code to make sure they're applying the practices that have been approved by the State Inspectional Services Division. We're going to be certain that when we go through a hiring process we're obviously going to want to hire somebody with electrical experience. The greater the license the better for us. If we can get a Journeyman for - it's like if you own a business and you can hire a Journeyman or whatever for \$40,000 and some Master comes along and says I'll take the job for \$40,000. I'd rather have the Master because he has that much more years of service and experience. I don't think that presents a problem. I think it solves a serious problem that we've had in our municipality which is Mr. Oleksak's position. It gives him an opportunity to be able to do the work that he's supposed to do that he's been putting on the back burner because he's so involved in inspections and other things that he's been pushed here and there. That will kind of free him up and he can focus in on Zoning Board matters, regular code inspections in the town. People call they have a health problem, he can go in and inspect it. There's signs. Of course the political campaign is going to begin but there are signs all over this town that are illegal. I've never seen so many. At one time, we used to have one guy almost full time going around just pulling these signs down and throwing them in the back of the truck. Mr. Oleksak has not had the time to do that. I don't think we pay him that kind of money to be climbing up a ladder removing signs. He should be calling these people. Most of them have their phone number on it and say if you don't remove this sign, you will be fined whatever it is per day effective 7 days from

today. It's a blight on our community these signs that are appearing everywhere. I know I for one am getting disgusted with it. Every time I turn around another one pops up.

Chief Murray reiterated on the electrical part too. We're also fortunate that Deputy Buxton is a licensed electrician too. Again has that ability to understand the standards and codes too. Another reason to bring that together.

Steve Malizia wanted to point out a couple of things. Currently you have the two people in the Fire Department. They're in two different unions. The inspector that you'd hire over here is a union position in a third union. Before we go running off the cliff, you have people in 3 different unions. Second, I just heard we're going to move people in this building. We spent days working on a work flow performance issue where we're looking at maybe moving Engineering upstairs in recommendation. I don't know if we have the room. Before we go moving people around, you need to consider that plan at your workshop what are we planning on doing. I'm just saying. It's moving awful fast. I think there are some things we need to consider before we just run out and do it. Chairman Coutu said he's right. Mr. Malizia said I'm just pointing it out. You tasked us to do certain things and now all of a sudden there we go. That just changed.

Selectman Brucker said she didn't understand why those people would be over here and not under Community Development. Mr. Malizia said they would be under Community Development if they were here. Selectman Brucker said right. So they're going to be under the Fire Department but they're going to be here. Chief Murray said the reason for that is this one stop shopping concept. Often times someone comes in for a burn permit, needs to have plans reviewed, they will ask for the Fire Inspectors to discuss it with them. Simply if we're going to go one stop shopping, it makes sense to put them all in one area where potentially a builder could come in and talk to the Fire Inspector, the Building Inspector, the Zoning Administrator.

Chairman Coutu asked if someone was going to be able to walk into the office upstairs, assuming that's where the housing is going to be, and get a burn permit Monday through Friday regular business hours. Chief Murray said not immediately but within time people can be trained to..Chairman Coutu said he knows it won't be available week nights and weekends because we're closed. I was just wondering because we're trying to make this all encompassing. Chief Murray said it is possible.

Chairman Coutu said that the Town Administrator has brought up and I was going to question how many unions are involved here because I know that..Deputy Buxton had one clarification and I may be incorrect Steve, but I believe that when Bill Oleksak was the Building Inspector he joined the Supervisors Union and there was a transition. Mr. Malizia said we still have a Building Inspector which is the position that we're talking about here. Bill went to Inspectional Services Director, then he went to Zoning Administrator. So that job is in the Supervisors Union. The actual Building Inspector proper Mr. Miller was the last one to occupy it is still in the Support Union. Deputy Buxton asked how did he get combined in to the Supervisors group in '08? Mr. Malizia indicated he was promoted to something called "Inspectional Services Director" which is not the same thing as the Building Inspector.

Selectman Luszey's understanding on this is since I asked that if we go forward with this, we're not talking about a building inspector. We're not talking about an electrical inspector. We're talking about an inspector which means we will have to create a new job code as part of doing this which we then get to elect what, I believe, where we put them organizationally based on a conversation I had with our attorney a number of months ago about combining dispatch. That was the same conversation. I don't think that is a major stumbling block. What we need to do tonight is to either agree to move forward on this and if we do, then I would say that we would begin the work on February 1st. I think I kind of agree with your swapping of two boxes. That is a logical next piece is if we do that, get these gentlemen going out, and detailing all of that work including where we would house these people because yes I have your results and we're going to be talking about it tomorrow. Mr. Malizia said that's our results. It wasn't just my results. Selectman Luszey said that's what he's saying your results. When I say you, you encompass for me the body of all the department heads. So we need to talk about that. This is a change even to that. Chairman Coutu said that they need to talk about that and I'd rather not rush into this until we've had that discussion.

Selectman Maddox said he was going to move 3 boxes on you. I think that review current practices at April 30th should swap with relocate division. So March 1st you review the practices. All I'm saying is I'm moving those down. Selectman Luszey indicated when I say relocate division for me that's the decision we make tonight. Selectman Maddox thought physically relocate. Selectman Luszey said no. Again, this is a plan, a proposal to go forward. If we agree to go forward, then there's a next level with any organizational development that goes on that says okay we, the Board of Directors, agree we want this organization to come together. There's a whole level of details now that need to be worked out like the when, where, and the how that would actually get implemented. If we don't agree to that first box, then we don't do anything. It's business as usual.

Selectman Maddox was getting at was there's some costs here. If you are going to physically relocate these people into Community Development, I hope we're not going to do what we've been doing is using boxes of paper to hold up

fake walls. We ought to go in and have whatever that steel case or something to make legitimate cubicles. So that has a cost and that has a time frame. That needs to be figured into this as cost. Yes the relocation was a word that I took a different way. All I'm trying to get at is the last thing I'm going to do is set him up to fail by having him in these make shift box held up walls. If we're going to do this, we need to do it in a seemingly professional set up rather than the cardboard boxes. I don't disagree with what you have now have said. I just think there are some costs and some questions that need to be answered Mr. Chairman.

Selectman Brucker didn't think we should be making a decision to go forward on this without these Zoning Administrator here. I think that he's been the Building Inspector, the Supervisor of the Building Inspector for many years and I think we need his input. This is all a very interesting idea and it may very well come to past. I don't think its right. Chairman Coutu said he didn't necessarily disagree with you.

Selectman Nadeau said he was on the same page as Selectman Brucker. I like the plan. I'd like to see where it's going but I'm also thinking that we have a few steps that are in the wrong order.

Selectman Luszey tore up his document and said we're done. Selectman Maddox said you're done. Selectman Luszey said he was done with it. Selectman Maddox said okay.

Getting back to where I was going, Selectman Nadeau was thinking that this is going in the right direction and we just have to move a few things around. My biggest concern is the unions and whether moving these people around or changing their descriptions is something that we can do as easy as we think we can.

Mr. Chairman and members of the Board, Chief Murray indicated that what was brought before you tonight was a concept. It was a concept that was studied a couple of years ago with 2 selectmen. It is an involved process. This isn't being done on the fly or anything like that. There are a lot of areas that have to be looked at. We don't envision changing titles which is going to conflict with collective bargaining units. I think it's the concept of combining, reducing duplication of efforts, finding efficiencies in what we do and making an Inspectional Services Division. We're not tearing people from positions, moving them here and there. We're bringing it together to find efficiencies. This is just a very global report. There is a lot of things that need to be checked out - legalities, physical space, but this is what we envision that is going to get us there.

Chairman Coutu said he didn't disagree with that. I think that it's, again to Selectman Nadeau and Selectman Brucker, I think that we can't just put Mr. Oleksak by the wayside and say we don't need your input we're just going to go ahead and we're going to do this. I think that he should be incorporated or his thoughts should certainly be incorporated in the overall plan. The two of you have worked on this. Have either of you spoken to Mr. Oleksak? Deputy Buxton said yes. I had a one on one meeting with Mr. Oleksak. Chairman Coutu asked if we have a confirmation that he thought that this was a good plan. Deputy Buxton said he never saw the ending document. He was already on medical leave. Chairman Coutu thought that was imperative. I think he should see it.

Selectman Luszey said he knows what his answer is already. He's made it public. He disagrees with doing this.

Chairman Coutu indicated that Mr. Oleksak doesn't make the decisions we do. I would still like to hear it.

Selectman Maddox indicated that he's not being touched in this for the most part. He is staying the Code Enforcement Officer. He's not being blended into this plan so be it. I think that the inspectors are going to be the inspectors and for the present time, we're going to leave the code enforcement as a separate entity. We really haven't decided where we're going with that. His input would be great but I don't see it as we're going to wait 2 more months for him to come back to make a decision.

Chairman Coutu mentioned secretarial support staff. What do you have now or what do you utilize now for Joe and the other inspector? Chief Murray indicated that we have an Administrative Aide. That is one piece of her responsibilities. She currently takes care of that scheduling piece for them and provides them light administrative support if you will. Chairman Coutu asked if that was anticipated that that will continue. Chief Murray said that Rob needs to go to Community Development to better understand how their counter works and how the other 2 or 3 Administrative staff is shared over there before we know whether our person would also need to be. There's clearly some just plain and simple things. Some of them don't even have e-mail over there or access to a calendar to schedule their own appointments. So now it's being done administratively in Community Development and not at the Fire Department. That's what I mean. We're looking for the direction. If you want us to go deeper into this, we'll go over and do that and determine and come back and say this is what they're going to need for support staff.

Chairman Coutu wanted to go back to where he was. Selectman Luszey I've vented my frustration in the past. I've done worse than tearing papers up but we were behind closed doors when I did it. You've done the same thing Selectman Maddox. Selectman Nadeau you've done it behind closed doors and in open public. We do get frustrated.

I think that I can understand your frustration. I think that for us there's not a clear understanding what implementation timeline really means. To me I look at an implementation timeline and I look at the very first item on the page and I see relocation of division March 1, 2013. Now on March 1 everybody gets their marching orders you're going up there ready or not. I just don't think this plan allows any flexibility. There are so many still unanswered questions that I don't think there's any need to rush into it. I understand that it's a great concept. I can certainly support it. You and I have talked about it in the past. We were looking to try to put this together. You succeeded in doing that. I would just like to have a little more work done on it before we just jump right into it. If it's ready for March 1st, then it's ready for March 1st.

Selectman Luszey said he'd ask the Chairman specifically what is he looking for. What does this Board need to make a decision? Chairman Coutu asked what is the decision you want us to make to go forward. Selectman Luszey said to proceed. For me what that means is an Inspectional Service Division will be created under the Fire Department where all inspectors for the Town will report and all of the procedures and processes needed to do that will be developed. I guess that was a bad choice of words and I made that statement. It's not relocation. It's implementation. You've got to make that decision that you're going to do this. If we don't make that decision, what is it you need to make the decision?

Chairman Coutu declared an emergency recess at 9:22 p.m.

Selectman Nadeau called the meeting back to order at 9:29 p.m. Selectman Coutu has stepped out for the rest of the meeting and I will be taking over at this point. We're going to put the inspectional services off until the next meeting.

Selectman Maddox thought that that's going to slow us down where we want to go. If we send the Fire Department off to go upstairs and start looking at the processes that they have, which is kind of that review current practices, they can't answer some of our questions until they know what they're doing. I think that they need to get direction from this Board to go take a look at what's going on upstairs so that they can give us better answers when they do come back.

Selectman Luszey said they've already done that. If you look through that report, they've talked with Mr. Oleksak. They've reviewed the current permitting process. There's an overview of some of the macro level deficiencies in there. In there there's an overview of the macro level improvements that can be had if we combined inspectional services with the inspectional services that is currently taking place in the Fire Department. You have that base line information. I'm not for sending anyone off to go fetch another stone when we don't know what size, color, shape of stone we want them to bring back. That's what we have kept doing here. We have been sending people off to fetch a stone without telling them what it is that we specifically need to make a decision. I think this Board has enough information to make a decision. They either want to go forward and make an Inspectional Division in the town and consolidate those services to get an improved level of service at a reduced cost and better performance. If we don't want to do that, then we're done.

Selectman Nadeau said it was something I want to look into. Reduce costs. You said nothing about reducing the costs tonight but you just did. Selectman Luszey said yes. Do you know where that reduced cost is, we have an opening for an Administrative Aide. We will not have to fill that open position when all this is done. Selectman Nadeau indicated that he didn't say that to us this evening. That was one of the questions that I had when that just came up. Were we going to move the Administrative Aide over from there to here? He said he was going to have to look into that and get back to us. So I was thinking that was one of the questions that he was going to go back and look at for us and let us know that you're not going to have to fill that Administrative Aide position that you have open over here. The other thing was the unions, which is a big question that I have. I think we're going in the right direction and I think they know where this Board wants to go. If we want to instruct them to go forward if we have some guidelines that we'd like to lay out and questions we want answered, I have no problem with doing that this evening. If we want to gather some more questions before we send them to gather the pink rocks and not the purple ones, it's the Board's decision on which way you want to go this evening. I just think with the Chairman leaving in a rush I'd rather put it off but if we have the questions that we want to move forward with, I know he had some concerns and questions. It's up to the Board where they want to go.

Selectman Maddox said to Selectman Luszey that sometimes you have to go looking for rocks to get the answers for the plan that you're always pushing us on. Until such time as these 2 gentlemen are comfortable being able to say to us this is what it's going to cost you, this is the manpower you're going to need, we don't have a plan. This is a nice circle but really what is that going to take? How much is it going to cost. I think those are questions that still need to be answered. I am asking that they can go off with our blessing to take a look at inspectional services upstairs and be able to answer some of those questions better and as well as the same time look at if we called them "Inspectors" instead of "Building Inspector" what union they will fall under. Those types of questions also need to be answered because they're going to come up.

Selectman Brucker had a question about since there are other towns that have done this, on the training, the cross training, the inspection team do you have any idea how much time that's going to take? Chief Murray said they heard from Bill Oleksak that training for a Building Inspector or certification is just a matter of studying a book. It's an open book test. Selectman Luszey thought it was \$200. Chief Murray said the bigger piece of that part is training someone in the fire inspection side of it because there is a State certification for that and there's a lot of hours involved in it. Our vision is that this occurs over a long period of time. You can go pick up a piece of an inspection, life safety code, then you can go get another piece. Over a longer period of time, it brings that together.

Selectman Brucker asked if they were firemen. Deputy Buxton said they're currently assigned to the Fire Prevention Division full time and they are full time certified fire inspectors. Selectman Brucker asked if they go on calls. Chief Murray said yes. They are firefighters also. Deputy Buxton indicated that they were cross trained. Chief Murray said building type inspectors would not. The two fire inspectors right now are certified firefighters which is a requirement for the State. Selectman Brucker asked what happens if they have to go on call. Deputy Buxton said the same thing that happens today. They move the schedule. Selectman Nadeau asked if it happened often. Chief Murray said not really. Deputy Buxton said large scale incidents only. Selectman Brucker asked about the third person, the building inspector, would he be a firefighter? Chief Murray said no.

Selectman Maddox said he would like us to move forward Mr. Chairman. I'm just not prepared to say without any costs, any timelines, what it's actually going to take to say yes go tonight. I still think there's some questions to be answered Sir. Chairman Nadeau asked if Selectman Maddox wanted to give him the questions that you have to go forward with. Selectman Maddox would like them to go upstairs and take a look at the operation and tell us what they're going to need for space, monies, staffing, and training, and what they believe the timeline and costs for those would be.

Deputy Buxton asked for a clarification. Do we want to start with short term and long term? How do you want them broken down? Selectman Maddox said we all know that the need is not there. One of the things I'm looking at is a lot of your inspections are static. By that I mean you do them every year. You have to do places of assembly, schools. You do them at a certain time because schools are closed. You're not as driven by the contractor. How will that benefit us as we're looking at cross training people to say June and July are our busy times to do schools and all of the public assemblies. How does that mesh with upstairs? How do their permits line up? If you look at their process and they're driving from West Road in the morning, the next step is at Schaeffer Circle, how do we fix that? Is that part of what you're looking at? You may be able to come back and tell us that you can stand by with the staff we have today but any uptick of more than 20 percent in permits would require another person. Whatever it may be, I think we're just looking for some of those type of things before we just say go off and do this. That's just my position Mr. Chairman.

Chairman Nadeau's only question is the unions if we combine them all or what we have to do with them. Selectman Brucker is that your consensus to go forward with these items? Do you have any items that you'd like to put on the list? Selectman Brucker said no. I guess that would cover mine too. Selectman Luszey said his closing statement - personnel. We already told you tonight how many it is. It's 3 with 1 Admin. for front counter support - a total of 4. Unions. We know what that answer is. We went through that discussion when we talked about combining dispatch. We went through that. We know what that answer is. These are new job codes. We get to declare that. I'm not sure what else you're looking for other than do you want that from an attorney.

Selectman Maddox said if two of them have to be firefighters, they're not leaving that union. Selectman Luszey said no that's not necessarily true. Selectman Maddox said if they have to be firefighters because they are backups and they have to have that to be in that qualification, they're going to have to stay in that union. Deputy Buxton indicated that currently we manage all 3 labor groups anyway - the Support staff, the Firefighter's Union, and the Supervisors group under the Fire Department. We already do that today. We manage all 3 unions as we sit here as an organization before you tonight. Selectman Luszey said have them fetch whatever rocks you need them to fetch.

Chairman Nadeau asked when Chief Murray and Deputy Buxton could have that for us. Selectman Luszey said February 5th would be great because we're supposed to be talking about the work flow. Chairman Nadeau asked if February 12 was good for them. Selectman Luszey asked why wouldn't we want it the 5th so we can talk about it globally in terms of integrated with the workflow analysis that took place in October. Chairman Nadeau said they gave them a lot of rocks to fetch. Do you think you can get those fetched by the 5th or the 12th? Chief Murray said they'd make an attempt.

Selectman Luszey said here's my prediction. Say they don't have it. We'll have a discussion on the 5th that we won't be able to make a decision because they're going to be coming back on the 12th or whenever. Selectman Maddox said they're going to delay the decision for a week. Selectman Luszey said we're kicking the proverbial can down the road just like the federal government.

Chairman Nadeau indicated that we will see you either on the 5th of the 12th. Thank you.

G. NH DOT Response to January 16 snowfall

Chairman Nadeau recognized Road Agent Kevin Burns.

Briefly, Kevin Burns indicated I'm here also representing the Chief of Police. I'm looking for your assistance in the form of a letter to New Hampshire Department of Transportation in regards to their response to the storm last Wednesday. Not only to their response last Wednesday but their deteriorating efforts on their roads within the Town of Hudson. Over the last several years, their efforts have been going downhill rapidly. We're having to take up the slack. This last storm for example I had to take 5 of my 11 trucks and pull them out to do their routes. District Engineer when he does return my calls admitted to me that they didn't get a truck on the road until 7 a.m. I had my guys in at 3 a.m. We were on the road at 4:30 a.m. I made a recommendation to the Superintendent to have school. I made that recommendation with the assumption that State of New Hampshire would take care of their responsibility and maintain their roads. Now if their first truck didn't hit the road until 7 a.m., I don't think they met that obligation. Our buses had already been rolling for an 11. They had 12 reportable accidents on their roads in just a 4 hour time period.

Mr. Burns said he's tried to remedy this problem on the district level and I've gotten nowhere the last few years. It seems like the District Engineer changes on a regular basis in District 5 recently. This problem I started dealing with Pam Mitchell years ago. I don't think the problem is the resources. The State shed in Hudson had, to my knowledge, 6 vehicles to maintain about 25 miles of road. I have 11 to maintain 200 miles. We're doing significantly larger amount of work per vehicle. If it's not resources, then it has to be personnel. What I'm asking for without actually reading you my whole letter of timeframe and everything else is a letter from the governing body of the Town that we are not happy with the services we are getting from the State of New Hampshire. They're not taking care of their responsibilities. It's costing us money as I am now routinely going out onto State roads to do their work. The Police Department doesn't even bother calling the State anymore. They just call me because they know the State is not going to respond. We're picking up that nickel. For example, this last storm I have 11 large trucks. If I have to put 5 of them out onto State roads, that only leaves me 6 to do 200 miles of road. It's not working. I think we would have made it this last storm if the State came out. We had a plan. Our plan went south when the State never came out. They never got a truck on Route 111 until 9 a.m.

When I did talk to the District Engineer, I said to him, "That's a failure." You're 4 hours after we're out plowing and sanding, you haven't even got out on Route 111. He said to me, "I don't think it's a failure. We could do a little better." I asked him what would you describe as a failure. What time of the day would finally say we failed. He couldn't answer me. He's offering me no plan to improve what they're doing. Kimball Hill Road we routinely maintain almost every storm now because they can't do it adequately. State Representative Jasper and State Representative Ober is trying to set up a meeting with the Commissioner with myself and the Police Chief to bring this to an end I guess. I'm looking for a letter that I could bring to this meeting to the Commissioner saying that you support our thoughts that we're not being adequately served. Selectman Luszey asked who was going to write it. Selectman Maddox said the Town Administrator should take what was given to us as the Memo from the Road Agent which does a great job of detailing. There's none of this "I called several times". No, he says he called at 7:20, 7:23, 8...it's all documented. I think that there should be a cover letter saying the Board of Selectmen is the governing body wish to bring to your attention the following issue and then attach this. Again, it does a great job of laying out. It's not just oh I call 3 times. It's who they called, when they called. That doesn't need to be in the body of the letter.

Selectman Luszey thought the State is negligent at this point. They were notified that we were going to have school buses on the road. When they chose to bring their equipment into service caused a number of serious accidents and mishaps...Is that appropriate language?...that we had to respond to. I want to know if there is anything from a legal standpoint that we can bring and add to that letter. Mr. Malizia said he'd have to ask the lawyer. I suspect that stuff doesn't flow uphill though. I say that with all respect. What I mean is I'm not sure we're going to get away with we're going to pin negligence on you for your delayed response. Selectman Luszey said the negligence is on the person that's responsible to deploy that equipment. Steve Malizia assumed is the whole point of the meeting is to get some action for that particular efficiency. Selectman Luszey said he wanted it to have some bite to it. Just some words on a piece of paper...Mr. Malizia thought the whole point was bringing the two State Reps. who are fairly respected and have leadership posts going to the Commissioner because you are meeting with the Commissioner. I would anticipate that that should at least get their attention. I would surmise that if they don't respond or things don't improve, you may be in better stead to perhaps pursue some sort of negligence claim. I guess the bump is we're either going to sue them - because if you're going to threaten somebody, you better be ready to do it. Mr. Malizia said he could certainly ask but my experience in this business indicates to me.

Selectman Luszey said for me, there's a couple of things that don't set well. One is if we are now constantly utilizing our resources to maintain State roads, we should be getting reimbursed for that at a minimum. That's coming directly

out of the taxpayers of this Town. So therefore the taxpayer are being doubly taxed. One by the Town and two by the State for the service that they're not providing. Mr. Malizia assumed through the gas tax or whatever the other tolls or however they're raising it. Selectman Luszey said we pay a county tax. It goes to our county that goes into that. Mr. Malizia asked to make a counterpoint. We have an ice and snow policy which is articulated what we're going to do when. I haven't seen their ice and snow policy. For all I know, they're following it. They may have a policy that says we're not going out unless it's 4 inches and that's their policy. That's the way that words. Whether we agree with it or disagree, we have residents calling all the time when it snow. I don't like the way you plowed my street. I feel for you but that's our policy. You didn't get to the sidewalk quick enough. I'm sorry we have manpower issues. We have to do the road then we do the sidewalk. We follow our policy. My point is I don't know all of their policy. I don't know if they're following their policy. I think you'd have a stronger case if they have policy and they're not following it. You're the better expert at that. They don't plow Kimball Hill Road. I don't know why they don't do it on a timely basis. They may come back and say we do it every 4 inches. It didn't snow 4 inches therefore we don't do it.

Selectman Luszey asked what the ramifications be if we directed our Road Agent to no longer maintain State roads. Mr. Malizia said they'd be impassible at times. Hopefully people would say here's the number you call for that problem. That's not our attitude, but I'm saying that is where you come down. When you're driving down Kimball Hill Road, most people don't pay any attention. That's a State road. My point is it's a road in Hudson. It's not a State road to them. It's a road I drive to get to work or school. I could care less. Just plow it. He stepped into the breach. I think it's admirable. I think it's admirable. You keep stepping in the breach; they're going to go yeah okay go right ahead. Keep doing it. It's no skin off their back. Nothing's happened.

Kevin Burns said he can answer a lot of these questions because as I've said, this has been an ongoing fight. Whenever I tell them well I'm going to bill you for my services, they'll like don't do it. That's basically what they're saying. We didn't ask you to go out and plow Kimball Hill Road so we're not going to pay you. They have a snow and ice policy. I don't think they adhere to it. It's up to their interpretation. Liars figure and figures lie. I just think this is our best push is to outline the problems and get it to the Commissioner. Staying at the District level has not worked.

Again, Steve Malizia said he's not disputing anything he says. My point is they can obviously skate a lot of things and you have to use the tools that you got. Chairman Nadeau asked Mr. Burns if he had a date that you're supposed to be meeting. Mr. Burns said Representative Jasper was hoping this Friday but he's not 100 percent sure. Mr. Malizia said it won't be sooner than that.

Selectman Maddox said if the camera can cut to the map that's over behind the Road Agent, you can see that there are all those black lines represent the roads that the State plows. It's those heavy black lines that Selectman Luszey is trying to hold up to. There is a number of streets within the Town that are plowed by the State and you just assume that our people do it. When it goes fine, I guess they say oh well that's the way it goes. Now our people are going to be unfortunately blamed for not the work that they usually do. Again there's a considerable amount - 3A to 102 to 111, Kimball Hill which is the one that always surprises me but that road for whatever reason is done by the State. I think this should be on our website. I think, again, people probably thought the Town wasn't doing a good job of plowing the roads and that's not the case. Mr. Burns said they all called me and let me know.

Selectman Maddox said his backup plan would be to put a sign at all of these roads saying this road is maintained the NHDOT, District 5, and here's their phone number so at least they could call the right people. I think if the Town Administrator Mr. Chairman can take this document and just tie it in with a letter saying that this Board is unhappy with the performance, this was a small storm luckily. It's the first one of the season. Let's see if we can fix this and see where it takes us.

H. Designation of a Selectman to post the Town Warrant

Selectman Luszey asked when do you need to do that. Steve Malizia said the Board needs to do that. It needs to be done on or before January 28th which is next week. Let me point out one thing. The reason I put this on the agenda is twofold. One somebody has to be designated to post it. I believe last year Selectman Luszey volunteered to do it. It can be anybody. It has to go to the Community Center door, the Post Office, Library, and Town Hall. So it's in public places.

More importantly the other reason Mr. Malizia put this on here, and I'll turn the attention and unfortunately I didn't paginate it, but if you go towards the back there's the actual Town Meeting Warrant. The last 6 pages. I wanted to make sure this is what you want. This Warrant has a few things that are prescribed. In other words, you have to put Article 1 to choose the election officers. You have to do the zoning amendments next, the regular sponsored ones, then the petitioned ones. The reason I ask you is because I've ordered this in the traditional manner that I usually order this. In other words, once we get past the required election of officers and zoning administrators, the Board in the past has put labor contracts first followed by operating budget, followed by hard goods. For example building something, purchasing something, hiring somebody. I want to make sure this is the order you want this in before we

post it. There's no bonding on this particular one. Bonding would have been after zoning but before any other article. There is no bonding. I guess what I'm saying is the way this warrant has been laid out was the election of officers, the zoning amendment, the petitioned zoning amendment, and then the Selectmen articles. The Selectmen articles were basically laid out with the labor contracts as they were settled. First come, first serve. That's how this has been laid out. Then you'll see the Town Clerk, non union personnel, operating budget, then the senior center/cable TV facility, the squad vehicle, the Infrastructure Capital Reserve Fund, the Treasurer, our warrant article - which is minimus, and then by petition those go at the end. So the petition goes at the end. I want to point this out. This is the order that we've arranged it based on past practice. You have the ability to change this. I don't want to just say oh you didn't see it. So you see it. This is the time to change it. I can do it tomorrow.

Chairman Nadeau said you have Petition Zoning Amendment. Mr. Malizia said yes that has to go there by law. The zoning ones go. It's the ones that are sponsored by the Planning Board, then Petitions, then we go to the Selectmen's articles. There are two different sections. The reason I say this is because we'll have this go out to print for the Deliberative Session which will be February 2nd. I wanted everybody to take a look at it. If you have changes, comments, concerns, that's why we're here. Again, I tried to be consistent. If that's the case, then somebody does need to be designated to post this and they'll sign a service when they're done.

Motion by Selectman Maddox, seconded by Selectman Luszey, to designate Thadeus Luszey to post the Fiscal Year 2014 Town Warrant and Budget on or before January 28, 2013, carried 4-0.

Mr. Malizia indicated that he'll assist Selectman Luszey if he wants or you can do it yourself like you did last year, whichever way you're comfortable with. Selectman Brucker said it doesn't give the increase on the tax rate for the different...Mr. Malizia said the warrant does not give that. There will be an insert probably into the HLN. We do a voter's guide and you'll be able to see it there. Chairman Nadeau said you can't put it on the warrant.

I. Fiscal Year 2014 Warrant Article Speaker Designation

Steve Malizia said as tradition dictates, if you've been the liaison to a department or you've been the union negotiating person you've been designated. This list has been prepared of my understanding of who's got what liaison assignment and who worked on what contract. The one qualifier here is the Budget Committee Chairperson speaks to the operating budget. So we are not the lead on that. Any Selectman is probably free to speak but that's the traditional lead on that particular one. The petition for the property line adjustment, that is the petitioner. It's not ours to bring up. We can answer questions, we just don't introduce it. This list will go to the Moderator. For those who need it, I have been starting to prepare some bullet points that will assist you and at least give you the basics. If you need more, KC is available. I'm available. We try to make sure you're at least reasonably prepared.

Selectman Luszey thought they did agree we were going to get one set of bullets about the savings for the insurance reductions and all that. Mr. Malizia said you'll be speaking to that on your February 5th workshop I think is what you were going to do it for. Selectman Maddox said they were going to do it for the February 2nd Deliberative Session. Mr. Malizia said it was understood. We can do something but each of you also has some individual stuff for your unions too. Selectman Maddox didn't think there was a need to do 5 times changes in the health care. One time and we all go yip we're there rather than boring people with...Mr. Malizia said it's simple enough in general to do that and have some estimates globally of the whole thing. I'm not sure who's speaking to that. Selectman Luszey thought we agreed that we would do it and I thought Roger said he would speak to it when he talked to one of the first contracts that passed. Mr. Malizia said the first one would be the Highway union which is Selectman Nadeau's. It he wants to get up preceding Selectmen Nadeau just as a global just to give you an idea of what the next 5 contracts have the common theme of removing the JY.

Chairman Nadeau said basically I'd go through the bullet points from the Highway contract and then say...Mr. Malizia said we'll start and then you'll get your bullet points. Selectman Maddox asked who was going to cover what covers all 5 contracts. Selectman Luszey thought they should get up and say before we get into specifics on each contract, there's one set of things that we did that are generic across all of them and here it is - the whole health insurance savings, modifications, and what they do years out. It's a fundamental changing the architecture of the contracts which really is important. Chairman Nadeau thought they should put that in here so that Paul introduces him first.

Selectman Brucker asked if they could show any figures, any savings amounts. Chairman Nadeau said that she'll have all those numbers. Selectman Maddox said that's why it would be good to have a sponsor that they have a slide at cable to present some of the numbers. Selectman Luszey indicated that they normally do. Mr. Malizia said no. I prepare thing for people to make sure that you're prepared. We have never posted that I know of, and I've been sitting there for many years now, put up a slide that has all of that unless you individually have gone out and done it on your own. Selectman Luszey said he's had them put up the slides that I've talked to. Mr. Malizia said you may have very well done that but tradition is I've given you some bullet points to speak to that say Highway union has 22 workers. They're truck drivers, foreman, whatever. This is a 2 percent, 1 percent contract. That doesn't get thrown

up. The article is up there behind you. Other folks may want or have - for example, the Fire Department may put up a picture of squad vehicle. They have done that. Selectman Maddox said if we're going to have numbers, and we've talked \$200,000 on just the savings by getting rid of the...Mr. Malizia said they can put up a generic slide for that if you want. Selectman Maddox said that's what he's saying. When Selectman Coutu gets up, I think that's important because again, those are considerable numbers that we want to drive home to say the \$200,000 in savings by people eliminating JY or by capping the flex payment. Mr. Malizia said the flex is where you really get your savings. Selectman Maddox said those were big numbers. Yes we cannot predict what insurance costs is going to be in 3 years and we can't predict if we're going to hire all single people or married people, that changes the dynamic. There will be savings and some estimate of what those would be.

Selectman Brucker thought they needed to get the message that if these contracts pass, that will lock that in. If they don't pass, those savings are not locked in. It may not happen...Selectman Maddox said they can say it but I think it would be behoove us to have it as a slide...Selectman Luszey said it has to be visual so it impacts. Selectman Maddox said we can say we'll save \$200,000. It's fleeting and gone. If it's up there the entire time that he's saying this, I think it has more of an impact. We need all the impacting we can get. It is talking about contracts.

Steve Malizia said added to this would be overview of the union contracts by Chairman Coutu that articulates \$250,000 savings in the next 3 years on these contracts. Selectman Maddox indicated it would be before Article 4. Mr. Malizia said when you get into your contract, you'd be this is a 2 percent, 1 percent, and that kind of stuff is your talking points. That's what you've normally done.

As usual, Chairman Nadeau said he was okay with the warrant article designee speakers. Mr. Malizia said it should make everything else...Mr. Malizia indicated that everyone has one except for Selectman Luszey who has 3 or 4.

9. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Luszey - I was unable to make the Senior Affairs Committee meeting this past week because I was out of State. I have nothing more to say this evening.

Selectman Maddox - I think it was important that we did tell people that the fine work of our Highway Department was unfortunately snowed down by the fact that we had to cover State roads. My beloved was not happy when she got home because she slides through on 111 the intersection at the light at Park Ave. I said we don't take care of it. She doesn't know. She lives with a Selectman and she thought it was us. I think it's imperative that we make people aware that we diverted our troops to go take care of roads that we're not supposed to. It was that or more people were going to be stuck. I understand that the Fire Chief was on 111 for about an hour and he saw the poor conditions and not the sight of a State vehicle. Again, I think it's important that people at home realize that even though it's the Town of Hudson, the State does plow a number of roads. That's one thing Mr. Chairman.

Next it's going to be cold - make people aware that winter has finally showed up. I know you're telling people all the time about the winter snow ban. I got up this morning and there was dusting. You just never know. So be that.

It was nice to hear from somebody that could have lived anywhere. It said that Hudson for a lot of reasons is the place to live. Thank you Mr. Chairman.

Selectman Brucker - I went to the Water Utility Committee meeting and also the Conservation Commission last week and welcomed our new Town Engineer Patrick Colburn to both committees. Also that Mrs. Valley at the Water Committee it was voted the next well we dig and have functioning will be named after her. I guess she was pretty important and interested in looking for water for the town. They all do have a name and we don't know where some of them came from. Mr. Malizia said probably owners of the property that the wells are on.

Selectman Brucker said she was with a group of people who had heard that they thought that the Board of Selectmen would be meeting in the senior center when the senior center is built. I just wanted to make it clear to those people that we've already voted on this and that we're going to continue to meet here in Town Hall and we will not be meeting in the new senior center building. Chairman Nadeau indicated that was a controversial topic.

Selectman Nadeau - I only have a couple of things. The first one is the town roads. One of the roads that came up was Kimball Hill. That night I did not have my pager on and didn't have my cell phone with me. I woke to my 3 year old saying there's a cop car out front and there's a bus on the lawn. Sure enough, come downstairs look out the bay window, there's a bus off the edge of the road and there's a cop car on the front lawn. I've known for years that Kimball Hill was a State road. I've known for years that it's not a very well maintained road from the complaints that I've had for years being on the Board of Selectmen. I've known for a long period of time that the Hudson Highway Department has supplemented in fixing these deficiencies for the State but never have seen it this bad from the State. I'm glad to see that the Road Agent and State Reps. will get together and hopefully meet with DOT and get this

problem squared away for all of our town roads. A lot of people in town did not know that some of the roads were not town maintained roads. Over the years, they've seen the town trucks on them and said they're maintaining that road because they did see them put sand and salt down because they weren't being properly maintained by the State. Over the years, people have assumed that all the roads in Hudson are maintained by the Highway Department and it's not a true statement. I've received many calls on this.

The next thing is I'm hoping to see a lot of people this weekend. Hopefully we get a little bit more snow between now and then for the cardboard sled race this weekend over at Benson's for Mal's Pals. I have my pink Cadillac in design form just waiting to finish building in Thursday or Friday night at the shop. So I'll be out on the slopes with my '57 or '59 Cadillac depending on what my designers have in mind. I'm looking forward to seeing everybody there.

10. NONPUBLIC SESSION

Motion by Selectman Maddox, seconded by Selectman Luszey, to enter Nonpublic Session pursuant to RSA 91-A:3 II (b) The hiring of any person as a public employee, carried 4-0 by roll call.

Chairman Nadeau declared that Nonpublic Session will be entered into at 10:15 p.m., after a short recess, 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 Nadeau entered public session at 10:20 p.m.

Motion by Selectman Maddox, seconded by Selectman Luszey, to hire Jack Near of Hudson, NH, as a Truck Driver Laborer at the rate of \$17.67 per hour (Grade VIII, Step Minimum) effective January 27, 2013, carried 4-0.

11. ADJOURNMENT

Motion to adjourn at 10:21 p.m. by Selectman Luszey, seconded by Selectman Maddox, carried 4-0.

Recorded by HGTV and transcribed by Donna Graham, Recorder.

HUDSON BOARD OF SELECTMEN

Roger E. Coutu, Chairman

Benjamin Nadeau, Vice Chairman

Richard J. Maddox, Selectman

Ted Luszey, Selectman

Nancy Brucker, Selectman