

HUDSON, NH BOARD OF SELECTMEN  
Minutes of the December 4, 2012 Meeting

1. CALL TO ORDER - by Chairman Nadeau the meeting of December 4, 2012 at 7:01 p.m. in the Selectmen's Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE - led by Brad Seabury.
3. ATTENDANCE  
Board of Selectmen: Rick Maddox, Ben Nadeau, Ted Luszey, Nancy Brucker  
Absent: Roger Coutu  
Staff/Others: Steve Malizia, Town Administrator (arrived at 8:07); Donna Graham, Executive Assistant; Bill Oleksak, Bldg. Inspector; Chief Shawn Murray; Deputy Chief Rob Buxton
4. DISCUSSION ITEMS
  - A. Nominations and Appointments - Interviews
    - 1) Benson's Committee - (3 vacancies, 2 member terms to expire 4/30/16; 1 alternate term to expire 4/30/2016)

Chairman Nadeau indicated that Dick Empey and Dave Briand will be interviewed at the December 11<sup>th</sup> meeting.

Richard Empey (incumbent member) NOT ATTENDING – WILL BE AT 12/11 MTG.

Dave Briand (incumbent alternate) NOT ATTENDING – WILL BE AT 12/11 MTG.

Patricia A. Nichols (incumbent member) – Good evening. I'm Pat Nichols and I live at 214 Pheasant Run in Hudson. I've been a member of the Benson Committee since 2008. I was there until December, then I was re-elected again for another 3 years and the 3 years are up now. I've been the clerk for the Committee since its inception and I'd like to continue. I'm happy with what I do.

Selectman Brucker indicated that she appreciated all of Pat's years of work for us. Pat indicated that she enjoyed every second. Chairman Nadeau thanked Pat and said we'll be making our decision at the December 11<sup>th</sup> meeting after the other candidates are interviewed.

Robert S. Paul – I'm Robert Paul and I live at 23 Chagnon Lane near Robinson Pond. My wife and I moved here from California in 2008. We were in Hudson, moved to Nashua, and came back to Hudson. I work in IT. Chairman Nadeau noticed that Robert signed up for everything. Is there any of these committees that you have a real interest in serving on or have you participated or watched any of the meetings. Mr. Paul said he hasn't. We moved here in 2008. Now that we're settled, we have 2 children. I want to be more involved in the community. Again, my background is in information technology so anything related to that. Beyond that, I like Benson's, the outdoors. That's part of the reason we moved here is the natural environment and everything. Chairman Nadeau indicated that Conservation was a good one and I know we have some seats open on that Committee.

Selectman Maddox asked Mr. Paul if he had been to any of the committee meetings. Mr. Paul said no. Selectman Maddox said some of them are a little more intense than the others. Again, you checked off everything. We don't need to see you 12 times. I'm just trying to get a feel for what would be best to suit you. If you are interested in the environment and conservation, that would be a good start. Thank you very much.

Lewis Pratti – not in attendance.

- 2) Building Board of Appeals - (1 vacancy, 1 term to expire 4/30/16)

Tim Malley (incumbent member) - Tim Malley, 4 St. John Street. Selectman Maddox asked if they've ever had a meeting. Mr. Malley said not yet. Selectman Maddox question was this shows an expiration of 4/30/2016. Is this set

by State Statute like the Planning Board. Ms. Graham indicated that it wasn't a land use board and didn't fall under State Statute. Selectman Maddox said that Mr. Malley is a licensed electrician. One of the things that this Board has to deal with - and I guess the question would be to the other gentleman Mr. Paul is this one has certain specifications by Statute. Again, not that we don't want you on every committee, I think we're going to skip over it because there is a requirement to be in the construction trade to have some knowledge of those types of aspects. Thank you Mr. Chairman.

- 3) Cable Committee - (4 vacancies, 1 term to expire 12/31/2013; 1 term to expire 4/30/15; 2 terms to expire 4/30/2016)

Bryan Donovan - Good evening. I'm Bryan Donovan, 5 Glen Drive. I've been a resident of Hudson since January of 1990. I've been a property owner, taxpayer and voter since then. Since July 2011, I've been involved as a volunteer producer at the HCTV. Over that time, we created about a dozen or so programs using the facility at 90 Derry Road. We have a couple of projects that we're working on right now. I understand from the folks that I work with there that there's a vacancy. Since I think we do need to have more volunteer producers involved with the Cable Committee and HCTV in general, I applied for the position.

Raymond Pearson - Just where Mr. Pearson has his name in parenthesis, I usually go by Scott. My mother calls me Raymond and it means it's not a good thing. I moved here in July of 2005. I've been working down at the Access Center. I actually work with Bryan on a lot of his shows. I have a background in AV. I own my own company in audio/visual technologies doing project management and subbing out as well. I have experience with editing, filming, lighting, sound. I used to own my own sound company as well. Since January of last year, I've been in and out and more heavily involved lately in the recent months. I figured I'd like to get more involved on what's going on. I have the knowledge behind everything and have worked in broadcasting as well. I figured I'd get more involved with what's going on there and see if I can help put my expertise up on the floor for people.

Selectman Maddox asked what Scott thought the hurdle is to be able to utilize that resource more. Scott said that's part of the Committee on why I wanted to get on the Committee. In my opinion, and this doesn't mean I'm correct, we're spending too much time trying to pull people in as a volunteer solely and that's the only resources we look for. If I do make the Committee, I would like to sit down and maybe come up with some kind of game plan where we can get more involved with the Town itself - Fire, Police and things like that. On the other side of things of that, Jim McIntosh who is now the Facilitator is the only person there. He needs more help to do that. He's not going to be able to do it.

That was Selectman Maddox's question. What comes first the chicken or the Facilitator? There's no programs so how do you hire more staff to generate more programs. Scott indicated that he's stuck in that catch 22 scenario. He and I are very much working actively to try to get other people in which is the reason how I met Bryan. We just started producing a few more shows with people who have come in. Instead of trying to get them to walk in with their whole crew of volunteers, I've been stepping up with Jim so we can do the multiple camera shoots, we can build the sets, we can get the work done. We would need some more help on that instance if it would be possible. That's something that remains to have with the committee meetings. I'd push forward a business plan and kind of go more of a business approach to it and hopefully come up with the community. I have a lot of ideas in my head and I could probably keep you busy all night with them.

Leo Bernard (incumbent member) - Good evening Leo Bernard, 3 Bungalow Ave. Chairman Nadeau asked if any Board member had any questions for Leo knowing he's been on these committees for a while. Thank you for coming in Leo.

Selectman Maddox asked Mr. Paul, as he's checked off everything, is this something that you would be interested in. I figured it was a two for seat. As soon as he's answered this question he can stay there for conservation. Nobody knows who you are so we're trying to see - I don't want to put you on 3 things if they're not things that you're interested in. I also don't want to put you on 3 things that you're going to fail at. I'm trying to find that balance. We all kind of said Conservation jokingly but if you're interested in that and we don't have applicants to fill in, then I think you're a shoe in. That's another decision. How many do you want to do? Mr. Paul thought 1 or 2 is probably my limit realistically. I do have a family. I will say as far as cable goes when I was in California, my dad did a lot of TV work for the city and I helped him a lot with the production, second camera stuff, as well as setting up all the AV equipment. He used a lot of computer production equipment. Again, back to my IT background. I did a lot of green screen stuff so rather than building sets, we had a green screen and then we projected into sort of a virtual environment. I do have experience at least with that as well as we used to videotape their city council meetings as far as experience goes.

Chairman Nadeau asked if Selectman Maddox got the answers to the questions for Energy. Selectman Maddox said yes. We're just trying to find out because he's checked them all. We are now tracked with trying to see where you want to go.

- 4) Conservation Commission - (5 vacancies, 2 member terms to expire 4/30/16; 1 alternate term to expire 12/31/13; 1 alternate to expire 4/30/15; 1 alternate to expire 4/30/16)

No applicants.

- 5) Energy Committee - (4 vacancies, 1 term to expire 4/30/2015; 3 terms to expire 4/30/16)

No applicants.

Chairman Nadeau indicated that there are 4 vacancies and there are 5 vacancies on Conservation. Selectman Maddox thought it was time to look at combining Recycling and Energy. It's reusing. Are we splitting people up where this might be a good synergy to bring those two together? Chairman Nadeau stated that they've looked at that in the past as the Recycling Committee and as the Energy Committee. We've always saw it as two different committees with two different purposes. Selectman Luszey indicated it was natural resource conservation committee. Selectman Maddox thought finding enough members for both seems to be the challenge Sir. Who's the Liaison? Chairman Nadeau indicated that he was the Liaison to Recycling and Energy Committees.

To be fair, Selectman Luszey indicated when he was on the Recycling Committee, I actually approached this Board to bring the two together and there was opposition then. They do see one as more of an efficiency within building, plants, and equipment versus limiting the filling of landfills. Their focus is very different but I do agree. They could be one in the same personally. Selectman Maddox noted that they have 6 openings and 1 person applying. I think we're just diluting our resources at this point. Chairman Nadeau said they'd have to advertise better on the cable channel.

Selectman Luszey thought if they can't fill these spots, I think we ought to have the Chair people of both committees come in and talk about it and find out if there is still an objection to bringing those two teams together. If we can't resource both committees, we need to do something. Ms. Graham indicated that there's only one member on the Energy Committee and the Chairman has not reapplied. Selectman Luszey strongly suggested that we do that. That was the Committee. When do you want to do that at our next workshop?

- 6) Nashua Regional Planning Commission - (1 vacancy, 1 member term to expire 12/31/16)

No applicants.

Chairman Nadeau indicated that this Commission is a very time consuming and very fun and exciting committee. Selectman Maddox if you'd like to put an advertisement out for your Nashua Regional Planning Commission now is the time. Selectman Maddox said it is a Commission that expands beyond the borders of Hudson. You're talking about communities all the way out to Wilton through Nashua and over to Pelham and Litchfield. It covers a large area. Its primary function is as an MPO, which is a traffic thing for DOT. If you're interested in such minutia, it's a good time. They only meet 4 times a year. It is something that looks at – and I've been trying to push them towards more regionalization of some of the things that towns could utilize whether it be GIS, grant writing, or those types of issues. Their primary function at this point is an approving agency for many of the federally funded traffic projects. They all have to go through these MPOs.

- 7) Planning Board - (3 vacancies, 2 member terms to expire 12/31/15; 1 alternate term to expire 12/31/15)

George R. Hall, Jr. (incumbent member) - Thank you Mr. Chairman. George Hall, 18 Par Lane. I'm employed at Brox Industries as a manager of their Real Estate Division. I've been on the Planning Board for a few years. I'd like to continue.

Selectman Luszey indicated that Mr. Hall is doing a great job.

Jordan Ulery (incumbent alternate) - NOT IN ATTENDANCE

Vincent Russo (incumbent member) - Good evening. Vincent Russo, 14 Greeley Street.

Selectman Luszey thought Mr. Russo was doing a great job.

Selectman Maddox wanted to say as much as people on television are going what, we know most of these people. Again, I think it's important they come in every 3 years so that people on television land get to see who they are, to know these people, and that they have at least come back to say they want to be on this Board. As much as we're making light of some great service by many of these people, it's just a function of every 3 years they get reappointed.

Just to add on to that, Selectman Luszey said it also shows that it's the same people coming forward. There are no other names on this list. There's one. The point is we are always looking for volunteers to sit on these boards.

- 8) Recreation Committee - (4 vacancies, 2 member terms to expire 4/30/16; 1 member term to expire 4/30/2015; 1 alternate term to expire 4/30/2016)

Bob Iannaco (incumbent member) - My name is Bob Iannaco. I live at 7 Hillindale Drive. I'm applying for my third term on the Recreation Committee. I'm currently filling my second year as the Chairman. I'd like to continue. I've enjoyed the Committee and I've enjoyed working with the Board of Selectmen. You know how passionate I am about recreation. I'd like to continue another term.

Selectman Maddox indicated in our budget cycle you saw that we tried to increase our participation in the summer program by utilizing the media and hopefully your committee is going to take a look at that to facilitate getting those numbers up, when we saw the desire to go to lacrosse. We tried to answer that. I'm hoping that your committee will be more out there for lack of a better term. Mr. Iannaco agreed with Selectman Maddox. I was at those meetings. I came and was in the audience and we are going to use the media more. Obviously we want to do a little bit more on cable and we want to put the word out there. We want to get the numbers up in the summer program. Hopefully like I said, lacrosse we want that to be as successful as possible as well. That's going to be an avenue we'll definitely pursue over the next year.

Carl Dubois (incumbent alternate) NOT ATTENDING – WILL BE AT 12/11 MTG.

Michael Regan (incumbent member) NOT ATTENDING EITHER MTG – WAIVE INTERVIEW

Erica Crawford - I'm Erica Crawford and I live at 18 Connell Street. I moved here when I was 10 and I've lived in Hudson for the last 17 years.

Chairman Nadeau asked Erica the reason why she was applying for the Recreation Committee. Erica said she was applying for the Rec. Committee because I have a very young son. I'm a new mother and a young mother. I feel like the Town could really benefit from my contribution. I'd like to see some more events geared towards families, programs geared towards families. I feel like there's a lot that could be done with that and I'd like to have a seat on the Committee in order to be the voice for the families, and the young mothers, and the younger kids in the Town. I know there's a lot of programs. My family has been very involved with the Rec. Department. My sisters played in the basketball program, softball program. My brother started in the T-Ball program and has been in the baseball program. My father was the President of Hudson Youth Baseball a few years ago. My brother has been an umpire in the league. I feel like we've all been very involved in it. I know that there's a young soccer program for the younger children that I think is really promising. I know that you guys have just instituted the lacrosse program, which I think will be really great and I'd like to see some things like that for the kids. I know they have the Rec. summer program for the Robinson Pond and all of that too but there could be more. I feel like there could be more in the winter time especially. There's not much around here for the kids to do. I'd like to have a seat on the Committee and represent the Town in that respect.

Selectman Luszey indicated that was well put. Selectman Maddox indicated that Erica starred member and not alternate. If you're the fourth person in the line if you would, you would accept the alternate position. Ms. Crawford knows the Committee meets once a month but it is a conflict with my work. I'd have to actually change my schedule in terms of that. If I'm just an alternate, I feel like the dedication that I'd have to put into coming to the meetings, my understanding of an alternate is there's really no voice unless there's an absence. Is that correct? Chairman Nadeau said no. The alternates have just as much input unless there's voting. So the alternates if you've watched any of the Rec. Committee meetings...Ms. Crawford indicated that there's been 8 of them that have been televised out of the 12. There were no meeting minutes that I could find to go back and look at. I did try to research that a little bit I've only gotten to watch a couple of the meetings. I didn't see any mention of alternates so I really didn't know what...Chairman Nadeau said our tags all say "Selectman" and the Planning Board tags don't say "alternates" on them but they do talk during the meetings and do have input. When it comes down to voting, that's when the alternates if there's a member absent, then the alternate would vote in the absence of that member. If you're interested in the

alternate position if that's what it comes down, you need to let us know if you're interested. Erica said yes if there is still involvement in the discussion, then I would be interested in the alternate seat as well.

- 9) Recycling Committee - (2 vacancies, 1 member term to expire 4/30/16; 1 alternate term to expire 12/31/2013)

Lisza Elliot (incumbent member) - Chairman Nadeau indicated that Lisza is one of our very involved members of the Recycling Committee. Ms. Elliot indicated that it's been a fast 2 years. Lisza Elliot, 6 Alvirne Drive in Hudson. I've been here since 1994. I actually embrace the whole changeover and all the changes that have happened with our recycling in this Town. I enjoy watching the numbers go up. I want to continue on that path in bringing the whole recycling to the front of the sports, schools, and everything else so everybody is on board. I feel like I still can continue.

Selectman Maddox asked Ms. Elliot's thoughts on combining Recycling with Energy. Ms. Elliot thought that would be fine with me. However we can combine our efforts. I'm not sure what the Energy focuses on more than us. I will be happy to visit that.

- 10) Sewer Utility Committee - (2 vacancies, 2 member terms to expire 4/30/16)

No applicants.

Chairman Nadeau indicated that the Sewer Utility does have requirements that we have one non sewer user on the Committee and the rest are sewer users. Selectman Maddox also noted that they meet at 5 p.m. Chairman Nadeau indicated there are vacancies on this Committee and if anybody is interested in applying, they can get the application on line or they can attend one of the Sewer Utility meetings and make sure they really enjoy that meeting. The Chairman will get them an application.

- 11) Water Utility - (3 vacancies, 2 member terms to expire 4/30/16; 1 alternate term to expire 4/30/15)

William Abbott - William Abbott, 48 School Street. I have been on the Sewer Utility Committee as many of you know for quite a long time. I'm presently an alternate member on that Committee. I'd like to do the same with the Water Utility Committee. Chairman Nadeau indicated that you might get a promotion on the Sewer Utility Committee from alternate to a member seat seeing we don't have any applicants.

Leo Bernard (incumbent member) - I've been on that Committee since the Board formed the Committee. I've been Chairman for a long time and now I'm relaxing as a member. I thought I'd stay on for another 3 years if you like me on that Committee.

Selectman Maddox said it's something that we're going to have to talk about at some future date. We may want to look at combining Sewer and Water Committees. I think it's something that you need to have at the Committee level and we need to talk about it at some point Mr. Chairman. I think it would behoove us to combine that as one Committee that utilizes almost all the same personnel and whatever. Rather than having two part filled groups, one full groups of looking at both sides of the house. Leo Bernard indicated that both groups have talked about it. We have two different Liaisons. We have Selectman Brucker for Water and Selectman Coutu for Sewer. Chairman Nadeau indicated that they could easily change that. Statutorily I don't know if we can do that. That's something that we'll have to look into if we can do that. We'll take a look at that. Mr. Bernard indicated that they have no power. You have the power for water and sewer. This is only a Committee that gives you advice.

- 12) Zoning Board of Adjustment - (3 vacancies, 2 member terms to expire 12/31/15; 1 alternate to expire 12/31/15)

Normand G. Martin (incumbent member) - Normand Martin, 3 Edgar Court. I've been a member of the Zoning Board since 2004. I enjoy it and want to continue.

Kevin Houle (incumbent alternate) - Brad Seabury indicated that Mr. Houle could not be here this evening. He hopes to meet with you next week.

Brad Seabury (incumbent member) - Chairman and members of the Board, my name is Brad Seabury, 4 Meadow Drive. I've been on the Zoning Board for a while. I'd like to stay.

Chairman Nadeau indicated that they will appoint after our December 11<sup>th</sup> meeting and then we'll interview any of the other candidates that have come in.

B. Community Development - Building Inspector Position

Chairman Nadeau recognized Selectman Luszey.

Selectman Luszey asked to seat Bill Oleksak and Chief Shawn Murray. This is a workshop item. As I spoke to you at the last meeting, this is a proposal that I worked on with Mr. Oleksak. I sat with Mr. Oleksak to get this information. Hopefully everyone has gone through this. If not, I think that it's time that we go through it. Basically how we got here is there's been a number of discussions over the recent months about the need for a Building Inspector, the number of inspections that we have throughout the year. There's some issues that are coming up with Mr. Oleksak where he will be out for an extended period of time. We have a Part-Time Electrical Inspector that may or may not be able to fulfill all of the needs. I think we need to get all those issues on the table and determine what the needs for building, electrical...I would basically redefine that as to what are the inspection needs for the Town. After actually send this out, I've had some discussions with the Fire Chief. Part of the old, and I say old but it hasn't been all that long ago, there was a proposal to do a combined dispatch that talked about inspection also. I took a look at that re-examined that. I feel that this proposal that you have in front of you only addresses one side of the equation. It only addresses that of what I would call the building electrical inspection piece. It doesn't get at the gas inspection, the boiler inspections, the fire alarm inspections, and all of the inspections and permitting that the Fire Department does. I think we need to have that discussion and have that part of this.

Selectman Luszey noted that he's been on a crusade for the last 18 months or so that says we should be doing a work flow analysis of the jobs within the Town and see if we have the right people with the right skills and the right place so that we don't end up 1) costing the taxpayers a premium in terms of the labor force that we have but to ensure that we give the taxpayer the absolute best value proposition for their tax dollar. Hopefully we can have that discussion tonight. If you've gone through this, I'm sure we're willing to, and I know I am, willing to take any questions you may have and I'll stop there for now. As you noticed, there is no recommendation attached to this document.

Selectman Brucker asked Chief Murray how he saw his inspectors' involvement. Chief Murray said before your election to the Board about a year to two years ago, the Board wanted to look at combining inspectional services back then. So that's two years prior to now. Selectman Maddox was on the committee with us and we went out and brought in some outside departments. One of them was Merrimack, one of them was Bedford. At that time, both those towns had combined their inspectional services and placed them under the Fire Department for the purpose of consolidating those areas of fire inspections, building inspections, and electrical inspections. A lot of times the three groups deal a lot with different codes and we cross paths on various times of the day. As a committee, we went and looked at that. The other two fire departments told us that it does increase efficiencies for the town because not only is everyone working together, you conduct plan reviews together, and you sort of take on a group approach to larger building projects. The timeline goes a lot faster and you get a lot done in a shorter period of time.

Chief Murray said one of the other potential benefits is that over time with the proper training and education of people, you can cross train the two or three groups into the different work venues such as with proper education you can take a fire inspector and teach them how to do some of the building inspecting tasks as well as having the building inspector conduct some of the fire inspections that go on towards a Certificate of Occupancy. What happens is potentially one person could walk into a construction site and take care of two or three inspections which would require three different people at separate times. That person gains that knowledge over time and certification and it makes for a more efficient inspectional process.

Selectman Brucker knows Chief Murray has an inspector in your department is that person full time. Are they out inspecting every day full time? Chief Murray said they have two fire inspectors if you will. One is a Fire Prevention Officer and the other is a Fire Inspector. One of them takes care of all of the commercial properties and inspections, plan reviews, and the other inspector is responsible for the residential side. Between the two of them, they split community education and prevention also. So they each have their own workload for residential and commercial.

Selectman Brucker told Mr. Oleksak that she knows that he has a full day's workload as well. How much of that is in inspection part of it. Mr. Oleksak said currently he's spending between 3 and 4 hours a day doing building inspections currently. Selectman Brucker noted on his work flow you did 7.4 a day.

Selectman Luszey asked to comment on that. The analysis is the workload if we were actually fully staffed to perform everything that we should be doing. What this shows is that the Zoning Administrator has a full work load. It also shows that we have a full work load that we could fill with another full time Building/Electrical Inspector. What this demonstrates is that we're not doing justice to both parts of the work if you will. Mr. Oleksak is doing the best he can with what he has to fulfill all the requests that come across his desk in a day, in a week, in a month which means there

are some stuff that's not getting done. It's getting pushed out. It's taking longer than it should which is not necessarily a good way to run a business or a government. That's what those numbers represent. That's not necessarily what's taking place today because we know it's not taking place today.

First Selectman Maddox said much of what Selectman Luszey said inasmuch that we looked at this in past years but because we were goaling towards combined dispatch, we kind of put this to the wayside. Because this issue has now popped back up and we need to take a look at this position and where as a town we want to head, I think this is a good time to take a look at combining the inspectional services all under one tent as opposed to multiple. My question is there any reason why in the minimum qualifications for this Building Inspector they have to be a Master Electrician.

William Oleksak thought the reason we're looking at a Master Electrician, we currently have had a Master Electrician on our staff for the last 13 years who has been able to handle all of the questions that have come down through the office both residential, commercial, and industrial. That includes finite stuff like gas stations, propane facilities where it gets quite technical. Not that we do those every day, we had one year we had two going on. That was kind of an anomaly. There are situations and there's an electrician in the audience who could testify that we have had a problem with generators over the past couple of years. Those electricians that have gone for their upgrades and paid attention and didn't fall asleep and know how to install a generator properly, we don't have a problem with. We have others that have come in, licensed electricians who have wired the generator system wrong. It has taken a couple of inspections to get those generators properly wired so that it does not cause a fire. We've had a couple instances I believe and the Fire Department will testify too that were started from illegal use of installation of the generators. If they're not done right, there is a problem. Having somebody that has a strong electrical background not just for generators but who is sharp on other items, I think is a positive thing for the Town of Hudson.

Selectman Maddox didn't disagree with Mr. Oleksak. I'm getting to the Master. Are we limiting ourselves? A Journeyman Electrician has much of that same knowledge. Do we need to have a Master when you have the State as a backup resource? Mr. Oleksak explained that the State is not a very good backup resource at this point in time. The State Inspectors are running around putting fires out. They're going out on complaints. They are not like they used to be where they used to be like circuit riders going from town to town, going into the inspectors, or going into the Board of Selectmen in some towns where they are small and saying anything going on, any problems and they would, again, open up and say yes. ABC Electric is doing some wiring up the street here. They've been there for 2 weeks. An inspector who's used to going out and do those and handle them, now it's hard as heck to get them to come into your town at all. You have to request and hope that your request is met. It's very hard to get a State Inspector to come down to your town or city. Our current Electrical Inspector was a State Inspector and he is disgusted with the way things are being handled on a State level.

Selectman Luszey said the three certifications that you would require and that's required in this, help everyone here including myself understand what the significance of those three certifications are and how they, again, relate back to the requirement for a Master Electrician. Why don't we have a requirement for a licensed plumber or HVAC? Why so heavily on that side? I know you and I actually talked about that but after we had talked, I started looking at these certifications and I'm beginning to question why we would be looking for a Master Electrician when these 3 certifications should actually provide the knowledge base to do inspections because that's what these certifications say this person can do.

William Oleksak thought out of all of the disciplines in the building trades, electricity is one that probably kills the most or can cause the most damage. Plumbing - everything has to flow the right way down hill. Everything has to vent properly up. Mechanical - we depend upon the Fire Department likes to do the mechanical with the heating systems both oil and gas. We have a good working relationship with that. That works out well too because they have the instrumentation to go into a building if the CO levels are off, if somebody is having a problem and that kind of thing. A building inspector - there's the ICC Building Inspector which basically is an all around - a little bit of residential but more of an overall building inspector/commercial industrial. It gives you background in the questions that come out in that. I have a certification in that. I have IRC and I have the IPC. Those I picked up and learned. Electrical was always a little bit more of a difficulty for me and that's why I felt and others that I have talked to in the industry always kind of rely on a licensed person.

Getting back to Selectman Maddox, Selectman Luszey said the question is would a Journeyman...Mr. Oleksak said it's very possible a Journeyman. We did have one in when we had our last round of interviews. We had one but when he was tasks with a couple of questions, one of which I answered not knowing what it was, he had difficulty with it. I think it's very possible that a Journeyman would be okay. I would leave a lot of the questioning on that particular individual to my sidekick who would ask those questions of the individual. He's not going to throw these big curveballs or anything. Some simple middle of the road type questions just to see how they answer them to give them an indication whether he felt comfortable that that person is knowledgeable enough in the trade to come on board.

Selectman Maddox said the International Code Council Building Inspector, the Plumbing Code Certification, and the Residential Code. What's the time frame to get one of those? Mr. Oleksak said it depends how fast somebody could pick the book up, understand the book. The way that the testing is done, it's an open book, 100 questions, and you have a 2 hour window, and you have to go through and answer those questions. The key to answering any of those questions is your ability to take the book, open it up, and go to the right section. Obviously a lot of these code books over the years have evolved so that you don't have to go from Chapter 1, to Chapter 7, back over to Chapter 8 to get your answer. You're trying to bring the codes to be more user friendly for anybody to pick up and get an answer and that's what we try to do. We're there to answer the question and refer to a code. The inspector that thinks that he knows everything, he's only fooling himself. It's better off not to give an answer and tell them let me get back to you, go into the Code, find the proper section of the Code, and then give that to the person. They can discuss it and talk about it.

Selectman Maddox indicated his follow up question would be why wouldn't we be looking for somebody that has those skills as opposed to a licensed Master Electrician. Would that be better off for the Town overall? Are there hundreds of them or is there only 2 of them in the State as far as the International Code Building Inspector? Bill Oleksak said there's a lot of the inspectors that are in our organization state wide that have that have passed that test. I used to have a book that had all of the inspectors in the State that had the various credentials. Most of the communities that hire people are looking for people that have credentials or give a time table to get those credentials.

Again, Selectman Maddox said we have minimum qualifications that says Master and I think we all agree we could probably scratch out the word "Master" but also would you not want to say that International Building Inspector a bonus or a plus. Mr. Oleksak said it would be a bonus. Selectman Maddox said he was trying to broaden this to where we're not locked in. Mr. Oleksak said it was a very good question. The ICC also has an electrical certification. There are people out there that do have the electrical certification. I believe a few questions thrown at them for a person that is going to know where to go in the Code. Residential would be a lot easier than it would be for larger commercial stuff. That's where we would like to be where we used to be able to pick up the phone, dial Concord, and say hey can you send down Jimmy for Monday. We have a factory that we're going to be doing some large capacity switch gear and we need to know if it's been properly installed. We used to be able to get that. That wasn't a problem. It's hard to get that now. You almost have to say we caught this guy and he's from Massachusetts. We're at the border now with the guns waiting for him to come back. Do you want to come down and help us? They're looking for that kind of stuff and not the stuff to help us as inspectors to make sure that they're installed right.

Selectman Maddox said he was trying to modify the minimum qualifications to get something that number one we can get somebody and we can get somebody that we really need as opposed to a Master Electrician. Although they're very nice people. Bill Oleksak said it was a plus if you get one. Selectman Maddox thought that maybe a thing at the bottom. I think that putting in the International Code Building Inspector...Selectman Luszey said based on the information that you gave me, that is a minimum requirement. Our current minimum requirement says that a person has 36 months to acquire those. It is a requirement. It's not a nice to have or a desirable, it's a requirement. Mr. Oleksak said yes that they go through the process and take one a year. Start off with the IRC or IBC, either one, and then eventually do another one. There are some individuals that can do 2 or 3 a year. Some of them are capable of doing that. There's many different ICC qualifications - in excess of 10 different certifications. Those certifications are in all of the disciplines and it goes down to elevator operators - it's kind of some unique stuff that you get into city stuff - big cities. That's when you become a Master Code Official when you get so many of these ICC certifications. I think there's 200 of them in the United States now.

Selectman Luszey indicated to Bill Oleksak that you've heard Selectman Maddox complain a little bit about some work that took place a while ago that I ran across and I brought it up tonight. What's your thoughts about combining all inspectional services into one organization? What do you see as the benefits? What do you see as the drawbacks? Bill Oleksak was not sure of the benefits right now. I don't know the qualifications of the individuals that are on the other side. I have an idea of what they do right now. The problem that I have heard when people call the Fire Department for an inspection, they're give a time period, and I think the Fire Department has been working on this to change that. Give me a 24 hour notice and I'll do an inspection. You can't do that with the Fire Department. It doesn't happen. I called over and was trying to get an inspection for last week for them to go with me to a place and there was no time block - see if I can do it Wednesday of this week. The person that I'm dealing with on the other end couldn't get it into his schedule. That's a balancing act. Selectman Luszey agreed. Would you tend to agree that if the folks that we had for inspectors were all cross trained in each other's disciplines that might relieve that issue? Mr. Oleksak said it might. I don't know in the other communities. I know those people do building inspections. I don't know if they do life safety inspections. I'm unsure of that and I don't know exactly what they do. I was not part of that process when you were going through it. There was probably questions that I could have posed and asked. If you're hearing from one side of the street and you can only go down one way, I don't know what's coming the other way. I can't answer your questions on that because I was not part of that process. I do know the inspectors over there. I've never heard them talk about life safety issues. I've heard them talk about basic building questions. I don't know if



there is a fire inspector that does life safety inspections. I don't think these people go to business to business on an annual or semi-annual basis to do life safety inspections. I'm not sure of that. I don't know how that would flow.

Chief Murray said they certainly do life safety inspections. As a matter of fact, that's the majority of the work that they do which is tied into their code work. As I listen to you talk about the ICC certifications that you get, you're talking about reading a book and coming away with a certification. On the fire side, they have to go through 40, 80, 120 hours of classroom and then instruction and testing in order to get their certification. There's a lot in common. The most common is as you refer to as you're going for your certification levels is having the ability to go into that standard and locate that part of the standard with the issue that you're dealing with or in life safety issues as you say, any assembly occupation in the town is inspected every year and relicensed then. It does all tie in that sense. The anomaly last week is we have an individual that suffered a major medical issue and caught us off guard and he's out of work. We've since got the Deputy Fire Chief picking up his end of it. That's another example of how combining forces if over time we trained the Building Inspectors in some of the fire areas and vice versa and get them certified then that's where you eliminate those problems of not being able to get someone. We did, Bill, as a matter of fact when we were faced with this issue with the individual out, we did look at our schedule and we have changed that. We're offering almost like the cable companies, we'll give them a block of time two times a day to try and accommodate them there. After that if someone has a unique problem, then they'll go out right away. That is one of the limiting factors that we got into because I don't know what the time frame on your inspections are but ours can take up to an 1 ½ or sometimes it's a quick 20 minutes.

Selectman Maddox thought what I've been trying to do and I'm hoping the Board is going to take a look at is from the satellite. I think that we've been focused on hiring a building inspector. This is our chance to look at the overall picture. If we have one person, then we're trapped by one person whether it be scheduling, health issues, any number of things. If we have three people even if they're strong in 2 or 3 sections and not all of them, you have the ability now to maneuver around vacations, holidays, injuries - flexibility. At some point we have to look at this as a business. We're going to be in the south end on Monday, Wednesday, and Friday in the mornings and the north end so we're not driving all over. If you have more people that can do more, then we're able to cover more of the town efficiently. Again, that's what I think we're trying to take a look at here Mr. Chairman is what with the opening presents itself to be able to move forward for the Town, taxpayers, and for the people that use the service.

What Selectman Luszey said he heard tonight, we're not even clear on what the minimum qualifications are yet. I heard all these international certifications one being electrical. Maybe we add that and the need for a Master Electrician is dropped and it could be a Journeyman. That has a consequence in terms of the type of people that we would post for that would respond to us in terms of filling this position. We need to be as clear as we can in terms of what we want out of this position if we're going to bring another person in on a full time basis. I know I spent some time with Mr. Oleksak on this and I spent time putting this together. I don't feel it's fully baked. There's more work that needs to be done before I'm willing to say let's go and post for this. I'm still not clear what it is we're posting for. Based on the conversations that I've had with the Fire Chief knowing that there was some work done on inspectional services and that they offer part of it, and we offer part of it, I think we have an opportunity here. It gets back to my original statement that we have an opportunity to take a look at how best to organize the resources this town has to be most effective for the citizens. What I would like to propose is give me a couple more weeks to continue hashing this out with not only Mr. Oleksak but also the Fire Chief and Selectman Maddox to come back with a fully baked proposal by the end of January.

Selectman Maddox said if you look at what we're putting out there, we're asking for a Bachelor's Degree in building construction. Is that something that's realistic? That's why you penciled in Masters. I think we're substituting one thing that we can't probably do with another. This one has vocational high school diploma. Again, we're all over the map at what we're looking for is our minimal qualifications. I really think that there is some work that needs to be done. Selectman Luszey said he matched a salary level with what I think we could get for that. I don't think someone with a Bachelor's Degree with 10 years of experience is going to come in for what we're offering.

Selectman Brucker asked Mr. Oleksak if he saw any additional things you'd like this full-time person to do other than what's here. Bill Oleksak thought that this needs to be looked at and revised again. I give ideas. Ted throws ideas. We're going back and forth with ideas. We have to now put it in a shaker, come up and roll it out and get something that's got everything that we think that the Board will look at. It can be done. We just have to spend some more time at it.

Selectman Luszey asked to add to that. There's two directions we can take this in. There is direction one that it's at right now. That is we are looking to fill a position that is currently open, vacant by a building inspector. Or we can take the route that says let's take the look from the satellite view. Let's take a look at people that work for us currently and is there some synergies that can be had if we were combined what we have available to go get and what we have, and given some future direction of what we'd expect out of what we currently have. That's what I'm asking.

Chairman Nadeau indicated what he's getting at is we need a couple more weeks to hash this out. Selectman Luszey asked under what direction. I'm being very clear Mr. Chairman. Do we fill the open req. as it sits currently constituted or do we have an opportunity here to work with the folks to come up with a possible reorganization in developing an inspectional division or department in combining resources? That's what I'm asking.

Selectman Maddox said he would like to see us task the Fire Chief with coming back with a plan at some point in the near future to do just that - to put a plan together so that this Board can review what he thinks he needs and how we can combine it under the Fire Department to facilitate filling this position with what he needs to fill in. He already has people, what the overlap would need to be, and come back with a plan on how we're going to implement that. If that's the case, Chairman Nadeau said he'd like to know what the price tag of retraining the staff that we have...Selectman Maddox indicated that's what would be in the plan. We'd be looking at what those costs would be, where we would house them, all of those things do we want to get into tonight...Chairman Nadeau said do we want to get into it at all.

Selectman Luszey asked Chairman Nadeau to expand on that comment please. Chairman Nadeau's question is or expand on that, we've kicked this around for quite a few years now. We've kicked around if we're going to combine dispatch. We're going to kick around if we're going to combine the building and electrical inspector/fire inspector/this new job that we're creating. Now we're going to kick around how much is it going to cost us to retrain the firefighters to do building inspections, electrical inspections, and cross train everything. We're at the point of what are we going to do. We're going to go and look at this for another 2, 3, 4 6, 8 weeks. We're going to be in the same boat that we're in now in 6 or 8 weeks unless we come up with a phenomenal plan.

Selectman Luszey said why don't we just say we're going to combine them - instructional. Chairman Nadeau said what if the price tag is \$200,000 to do it. Selectman Luszey said he's got one position. Chairman Nadeau asked what it was going to cost to educate, move all the computers...Selectman Luszey stated that you'd budget that for next year. The people don't go away. Those tasks are already being done. What we're saying is we have an opportunity to start expanding the scope of employees we have in town over time. We can give a resource right now to a group of people to fill in the gaps. We can either say let's take a look at it or we can say let's go do it. My personal opinion, I'd make a motion to say go do it right now and get them off going doing it. Chairman Nadeau stated, "nothing like signing the blank check Selectman Luszey." Selectman Luszey said it wasn't a blank check. I know exactly how much this costs.

Chairman Nadeau asked how much it was to re-educate everybody over there. Selectman Maddox indicated they wouldn't do it all at once. Chairman Nadeau asked how much it was to move the computers over. Selectman Luszey said nothing. Chairman Nadeau indicated that he might want to ask the IT person before you say nothing. Selectman Luszey asked who says they're moving. You're jumping to the conclusions that you're moving people and equipment. Today we're in a mobile society Mr. Chairman. Companies are using PDAs to allow their employees to be connected to their workplace anywhere in the world at any time. I don't think the cost of sitting down on one terminal in this building or in the fire building is going to cost us anything. If it does, then we have another issue we need to work on. Chairman Nadeau thought they should check that out first then. So the pleasure of the Board is to look into this for another meeting date? Selectman Luszey said the 4<sup>th</sup> Tuesday of January. Ms. Graham indicated January 22<sup>nd</sup>.

*Motion by Selectman Maddox, seconded by Selectman Luszey, to have the Fire Chief come back with a plan for putting all inspectional services under the Fire Department with costs to be included for the meeting of January 22, 2013.*

Selectman Maddox said he didn't disagree that we shouldn't give a blank check. I'm not going to give Selectman Luszey a blank check. I think it's time to say you're right. We need to make a decision but we're making it on unknowns. We're making it on this would be nice to fill this position and think about what we might want to do later on. Here's a chance and it's something that we have talked about in the past about making the Fire Department responsible for inspectional services and tasking them with going out and finding that information and moving this thing forward. Here's our chance.

Selectman Luszey said to Chairman Nadeau that he doesn't know how many times I can say it and how clear I can get this. We have an opportunity in front of us to allow us to provide a better value proposition for all taxpayers of Hudson by taking a look at the current resources we own today. We have positions that have become vacant that we can better utilize to fill the gaps of not only what is required today but what is required in the future. If we don't do it, I think we're doing a great disservice to this community.

Chairman Nadeau thought that by rewriting the job description and adding in the new things that we're looking for and taking out some of the old things, I think we're almost there. I'm going to be voting against this motion for the reasons of I don't want to put it off that long. The Board wanted to do that so that's where we went.

Selectman Brucker thought this new re-organization is new to me by putting it under the Fire Department. I don't think I heard that before. Selectman Maddox said he talked about it last week but nobody listened. Selectman Luszey said it's not a new concept. It's been rolled around a number of years. It didn't make any headway for a whole lot of reasons. I look at this as an opportunity that we can make some headway. We've had people leave. We have people that want to retire in that group. We do similar work in two different organizations and if I was running a business, I would bring those like works together and over time create an organization that can do all of that effectively and efficiently. Right now we have pockets of specialists here and there. The reason we're here tonight is because of just that. We've had a person leave. We've had a person that's retiring and we are now understaffed in a very narrow segment of that work. If we had all of the resources pooled together, we'd have flexibility and we would have adaptability within that organization to meet the workload and the needs of the town. Change is good. It forces us to meet issues head on.

Selectman Brucker said she understood what Selectman Luszey was saying. I'm going to ask Mr. Oleksak how is that going to affect how you do your job. Bill Oleksak said he didn't know where he stood so far in the whole scheme of things. I do several jobs now. If the building inspections are taken out of it what does that leave me with? I guess the Board would have to tell me where I'm left. Selectman Maddox said Zoning Administrator. Selectman Luszey said you have a job with that based on the analysis that we did. Selectman Brucker asked if it would still be zoning and health and that would be a full time job. Selectman Luszey said it is based on the data that he presented. It's in your packet. It's 40 something hours a week.

*Vote: Motion carried 3-1.* Selectman Nadeau in opposition.

#### 5. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Brucker - It seems like we were just together. I'm happy. I have nothing this evening.

Selectman Luszey - Thank you Mr. Chairman. At our last meeting, I requested that we go out to bid for the senior center/cable project. That wasn't in a motion.

*Motion by Selectman Luszey to allow Selectman Luszey to grant the Town Engineer the authorization to go out to bid by the end of next week.*

Selectman Luszey said the purpose of that is to get favorable pricing locked in now so that we can present that to the voters in the Deliberative Session. If we want that information, we need to go out to bid now.

*Motion by Selectman Luszey, seconded by Selectman Maddox, to allow Selectman Luszey to grant the Town Engineer the authorization to go out to bid by the end of next week, carried 4-0.*

Selectman Luszey's last question is to the Town Administrator. Did you get any information from MRI? Steve Malizia said he's called twice. I called last week. I waited for a call back. I called back today and still have not gotten his pricing or anything. I will continue to bird dog him. I have spoken to him last week. I called today and he didn't return my call today. I will continue to bird dog it.

Selectman Maddox - This is our workshop. Next Tuesday is our last meeting of the year. If you have issues like tag days or whatever, you need to get them in because we're not meeting until next year because you guys decided to take Christmas off. It will be our last meeting next Tuesday. If you have items that need to get in raffle permits or those types of things to be fair to everybody, we have tried to make it as known as possible. Chairman Nadeau indicated that we might want to have the scrolling across our cable screen.

Finally Mr. Chairman, Selectman Maddox said it was that time of year again where we ask for volunteers and we have a great response from our existing, I hope people watch tonight and realize that we still have some openings and that they would apply. It's nice to get involved where you get to see both sides. Just don't check all of them next time.

Selectman Nadeau - I have a couple of things this evening. The first one is one of the upcoming events in town is Thursday night. It's the Chamber annual Christmas party/auction. That benefits St. Vincent's which will lead into my second item. Currently right now in town we have a food drive going on and we have a couple of collection places. One of them being the lobby at Town Hall. We have the Gulf Station who's doing the Toys for Tots/food drive and clothing drive that they've done for many years now. You can bring new clothes there and they'll put it in a bin inside the store. There's a couple other locations in town - one of them is Caribbean Tan. There's a lot of Toys for Tots drop off locations through town.

The last thing for me this evening is last night I had the pleasure of going to the Kiwanis 40<sup>th</sup> birthday party. They talked about 40 years of Hudson from when they started to where they are today. On behalf of the Town, I gave them

a birthday card/thank you letter/proclamation. One of the things throughout the years that they've done or many annual events one of them being the bike rodeo for bike safety, a fishing tournament, and bingo. While they were talking about all of these things, they talked about the places that they've donated a lot of money to, the parks that they've helped build, the donations that they've given to the different area events. When they got done, the total was \$1.2 million to the Town of Hudson through scholarships and donations. They bought us our first ambulance. Everybody remembers it. It's the old Cadillac that looked like the ghost buster's mobile way back in the day. They had some pictures of that. They've donated a lot of money to different things for the Police and Fire Departments. When you hear the total amount of \$1.2 million, that was pretty interesting and to see some of the pictures throughout the years of the different people accepting the money was pretty interesting. That's all I have this evening.

Chairman Nadeau indicated that we have one other item that's at the bottom of my list here. We have three candidates that have been selected for the Town Engineer's position. The Board would like to interview those positions. We have a couple of options. We have the December 11<sup>th</sup> meeting and would we like to start at 6 p.m. or 6:30 p.m. and interview the three candidates allowing them 20 minutes to a half an hour, whichever the Board thinks would be a better allotment for these candidates so that we can interview them so that we know what we're getting into for our new Town Engineer. What's the pleasure of the Board for the December 11<sup>th</sup> meeting? Any suggestions? Time frames that work better - 6 p.m., 6:30 p.m. and start our meeting at 7:30 p.m.

Selectman Maddox suggested starting the meeting at 7 p.m. and they'll come at the end of nonpublic. Selectman Luszey agreed. Selectman Maddox said if you know what the agenda is, you could be within half an hour. If we get trapped at the front end, we're going to stack them up and we're going to have collisions. Why not do them at the end. Selectman Luszey agreed. Steve Malizia said the idea is somewhere is around 9 p.m. or 10 p.m. Selectman Maddox said it was depending on what the agenda looks like between nominations and appointments, there's a half an hour and whatever else you may have and decide what time to be here. Selectman Brucker asked if it was a full agenda. Selectman Luszey thought based on what's on the agenda, you can get a pretty good read of 8:30, 9:00, and 10:00. Mr. Malizia said I'm telling you 9 to 10 p.m. I don't have the agenda. I don't have everything. Selectman Luszey said when it closes, you would have a better read...Mr. Malizia said yes but we're looking to try to set the time now. If you want me to do it later, that's fine. That's the Board's pleasure is to do it at the end of the meeting. Selectman Luszey said yes do it at the end of the meeting.

Selectman Maddox said you might as well break them in right. Chairman Nadeau was wondering if we're going to be up to speed at 9:30, 10 p.m. to be interviewing these 3 candidates. Selectman Luszey said hopefully you will come in with your questions written down. Chairman Nadeau said it always varies when you get in there with these candidates. Selectman Luszey said we're going to be looking at their resumes. I'm not sure how well she would...Chairman Nadeau said it all depends on how they answer some of the questions at the beginning is where you go. Selectman Luszey said that was true. Chairman Nadeau said if you're going to be on your top game at 9 p.m. Selectman Luszey said no. You could have a conversation that goes 45 minutes and a conversation that goes 5 minutes. As we've learned, Chairman Nadeau said we'll interview them at 9:30 p.m./10 p.m. Mr. Malizia said that was his guess.

From a woman's point of view, Selectman Brucker said this is December. Christmas is coming. I don't think people want to be up real late every night. Chairman Nadeau said if you want the job, I guess you'll be here. That job requires you to be here some of these meetings at 11 - 12. My pleasure is to go at 6:30 p.m. and post our meeting for 7:30 p.m. Selectman Luszey indicated that some of us can't get here by then. Chairman Nadeau said if the pleasure we can't get here until 7 p.m. and we'll interview them in the evening, that's fine with me also. The pleasure is to have them come in after what you think the agenda should be and if they're here earlier and we get done earlier, then we interview them earlier.

6. ADJOURNMENT

Motion to adjourn at 8:39 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

\_\_\_\_\_  
Benjamin Nadeau, Vice Chairman

\_\_\_\_\_  
Richard J. Maddox, Selectman

\_\_\_\_\_  
Ted Luszey, Selectman

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Nancy Brucker, Selectman