

HUDSON, NH BOARD OF SELECTMEN
Minutes of the November 13, 2012 Meeting

1. CALL TO ORDER - by Chairman Coutu the meeting of November 13, 2012 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; Kathy Carpentier, Finance Director; Police Chief Jason Lavoie; Captain Bob Tousignant; Captain Bill Avery; Fire Chief Shawn Murray; Deputy Chief Rob Buxton; Gary Webster, Town Engineer; Bill Oleksak, Bldg. Inspector; Charlie Matthews, Library Director; Kevin Burns, Road Agent; Jim Michaud, Assistant Assessor; Amy McMullen, part time Secretary; Lisa Nute, IT Director; Connie Owen, Leo Bernard, Mike Linehan, HLN Reporter, Erin, Telegraph Reporter

With that, Chairman Coutu said he was going to go to Public Input and Nominations and Appointments. Before we get into budget, I may or may not ask for the liberty to make a couple of statements based on the fact that I haven't been here but I have been watching what's been going on during the budget process. A lot of which I liked. A lot of it which we'll discuss.

4. PUBLIC INPUT

Good evening Mr. Chairman, Norman Martin - 3 Edgar Court. I, too, have been watching the budget deliberations. As a citizen, as a voter that goes to elections and votes for you folks to serve on this Board. I'm a little appalled at the way things have been running. It seems to be, and I don't want to accuse anybody but it just seems to be that it's like nobody cares. Nobody wants to do anything to make it right. You have department heads here making suggestions on how they can save the Town money. Not this budget cycle you're discussing in the current budget you're in how they can save money by changing from one program to another and they seem like they don't want to go forward with it. There's a lot of interest from the parents of the Rec. kids that want to go and have these programs. Why don't we let the department head make a choice where they could possibly save the taxpayers of this town money?

Mr. Martin also hears through talking and listening and seeing people that it seems like everything is being micromanaged by the Board. I think we have department heads for a reason Mr. Chairman. I just want to say we should give them the opportunity to do their jobs. Thank you.

Chairman Coutu thanked Mr. Martin and said I hear you loud and clear. Anyone else.

A. Resignation of David Jelley as a member of the Water Utility Committee

Motion by Selectman Maddox, seconded by Selectman Nadeau, to accept the resignation of David Jelley as a member of the Water Utility Committee with the Board's thanks and appreciation for serving, carried 5-0.

5. NOMINATIONS & APPOINTMENTS - NONE
6. CONSENT ITEMS

Chairman Coutu asked if there was any Consent Item that anyone would like to have pulled for further consideration. Seeing none.

Motion by Selectman Luszey, seconded by Selectman Brucker, to accept Consent Items A, B, C, D, and E as noted or appropriate, carried 5-0.

A. Assessing Items

- 1) Disabled Veteran Credit - Map 229, Lot 003, w/recommendation to approve
- 2) Veteran Tax Credit - Map 204, Lot 006, Sub 816; Map 177, Lot 005, Sub 325; Map 177, Lot 005, Sub 113; Map 205, Lot 099; Map 148, Lot 089; Map 148, Lot 040, Sub 005, w/recommendation to approve

B. Water/Sewer Items

C. Licenses & Permits

- 1) Raffle Permit - Hudson Fish & Game Club
- 2) Raffle Permit - GFWC Hudson Junior Woman's Club
- 3) Request to Solicit Funds - Teen Challenge

D. Acceptance of Minutes

- 1) Minutes of the October 16, 2012 meeting

E. Calendar

11/14 7:00 Planning Board - Buxton CD Meeting Room
11/14 7:00 Benson Park Cte - Landscape Cte - BOS Meeting Room - CANCELLED
11/15 5:30 Public Hearing - Library Park Signal Project - BOS Meeting Room
11/15 7:00 Benson Park Cte - BOS Meeting Room
11/15 7:30 Budget Cte - Buxton CD Meeting Room
11/19 7:00 Conservation Cmsn - BOS Meeting Room
11/19 7:00 Energy Cte - Buxton CD Meeting Room
11/20 7:00 Cable Cte - BOS Meeting Room
11/20 7:00 Budget Cte - Buxton Meeting Room
11/21 5:00 Water Cte - BOS Meeting Room
11/21 7:00 Senior Affairs Cte - Buxton CD Meeting Room
11/22 THANKSGIVING - TOWN HALL CLOSED
11/23 FLOATING HOLIDAY - TOWN HALL CLOSED
11/26 7:00 Recycling Cte - BOS Meeting Room
11/26 7:00 Budget Cte - Buxton CD Meeting Room
11/27 7:00 Board of Selectmen - BOS Meeting Room
11/28 7:00 Benson Park Cte - Landscape Cte - BOS Meeting Room - CANCELLED
11/28 7:00 Planning Brd - Buxton CD Meeting Room - CANCELLED
11/29 7:00 Budget Cte - Buxton CD Meeting Room

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on October 23, 2012

1. Motion by Selectman Maddox, seconded by Selectman Luszey, to hire Ed Peterson as the 2012/2013 Instructional Program Basketball Coordinator for the fee of \$1,000, carried 3-0.
2. Motion by Selectman Maddox, seconded by Selectman Luszey, to hire Steve Porter as the 2012/2013 Boy's League Basketball Coordinator for the fee of \$2,200, carried 3-0.
3. Motion by Selectman Maddox, seconded by Selectman Luszey, to hire Lori Bowen as the 2012/2013 Girl's League Basketball Coordinator for the fee of \$1,600, carried 3-0.
4. Motion by Selectman Maddox, seconded by Selectman Luszey, to hire Paul Durham as the 2012/2013 Teen League Basketball Coordinator for the fee of \$750, carried 3-0.
5. Motion by Selectman Maddox, seconded by Selectman Luszey, to take by Tax Deed Map 165, Lot 152, carried 3-0
6. Motion by Selectman Maddox, seconded by Selectman Luszey, to take by Tax Deed Map 158, Lot 024, carried 3-0.
7. Motion to adjourn at 8:21 p.m. by Selectman Maddox, seconded by Selectman Luszey, carried 3-0.

If there's no objection, Chairman Coutu indicated that the next item on the agenda could take quite some time because we're talking about the budget wrap up. Selectman Luszey you have an Item C. under Old Business. If there would be no objection, I would like to take Selectman Luszey - I don't know if it was the entire Board but I know you and I were in receipt of a communication relative to smoking at Benson Park. It concerned me and I noticed that you had put it on the budget as I was going to type in and put it on the agenda. If there's no objection, I'd like to move that up because the author is here. Thank you for that everybody. I appreciate it.

8. C. Benson Park - no smoking in playground area

Selectman Luszey said he received an e-mail earlier this week pertaining to smoking in Benson Park, specifically within the playground area. There were some concerns with that since there is no smoking in the playground area. Having thought about it, I'm of the opinion that we should make a motion and put a policy in place that actually makes Benson a no smoking area. I think trying to police smoking in designated areas would become challenging in that park. We've had occasional or I at least have had occasional communications from folks that visit Benson's that they're picking up cigarette butts on the trails. I don't believe we have any smoking containers for disposal. I think the best approach would be that we eliminate smoking from the park and post that at the entrances. I'd like to make that a motion.

Before you make the motion, Chairman Coutu would like Selectman Luszey to hold the motion. In all fairness, the author of the communication to us is here and I'd like her to step forward, give her name and address, and tell us what concerns you and what precipitated your sending this to the Board.

Lindsay Benson indicated that she did receive two responses and appreciated the two responses. Thank you for that. My name is Lindsay Benson. My address is 13 Par Lane. I'm a stay at home mom of a little boy. He'll be 2 in February. I really do appreciate the opportunity to speak with you all tonight. It was wonderful to me that I was able to send out an e-mail and here I am. So thank you for that.

A few weeks ago, Lindsay said she was at Benson Park at the playground with my son. We were at the swing set and I turned to my left and I saw a man who was pushing a young girl on the swings and he was smoking. I was really uncomfortable with that so I asked him very politely if he'd mind putting the cigarette out, which he did. He was very nice about it. It didn't end with me there. It sat with me and it surprised me that there wasn't any signage or there wasn't any kind of rule that there was no smoking in the playground specifically. I feel that playgrounds are built for children with a purpose of giving them a really safe environment and clean environments for them to play in. I think everyone agreed with me that smoking in an area that is specific targeted to children doesn't make much sense and it poses a threat to their safety and health. I can chose to walk away from someone who is smoking if I'm not comfortable but children don't understand that yet. I think it's our job to be their voices.

With that, Lindsay would propose that all playgrounds in Hudson be tobacco free zones. I want to make it really clear I'm not looking to take away people's right to smoke. I am a non-smoker myself but at the end of the day it is a legal product. I don't want there to be an over dramatized thing where people are going to fight against it. I'm really just specifically speaking about the zones that are specified for children like the playground. In fact according to a survey done by the NH Department of Health and Human Services, 1,600 children in NH under the age of 18 become new daily smokers each year. Often they're as young as 12 years old when they start. It's obviously illegal for children to purchase cigarettes and wrong for them to take up an adult habit at such a young age. The first thing that comes to my mind when I read this kind of statistic is prevention. We can start at the playgrounds by making them smoke free.

Lindsay indicated that she did a little bit of research and the one thing that concerned me is that the NH Supreme Court had decided that individual towns can only regulate stricter policies on smoking when it comes to sanitation and fire safety. On both of those grounds, I believe that cigarette smoking on playgrounds pose a major threat to both sanitation and fire safety, which I believe supports my proposal. On sanitation, cigarette butts are the most littered item in America. Allowing smoking on playgrounds only increases the risks that a curious child will pick up a discarded butt which then poses the threat that they'll swallow, choke on it, or burn themselves. In effect, I think the ground area at the playground is made of wood chips. So as far as fire safety goes, I think that goes without saying that it could be inflamed very quickly by a discarded cigarette butt. We all know the world can be a dangerous place but I really think there are simple small changes that we can make in our town to make it safer for our newest generation. I'd love to work together and I'd like to be a part of it in any way I can to help defend our children's right to breathe smoke free air in playgrounds. Thank you again for your time.

Chairman Coutu stated to Lindsay that she wouldn't be here if I disagreed with anything that you said. You expressed yourself very well in your e-mail to the Board of Selectmen. It's not like it's a heart wrenching thing, I just find it inconceivable that an adult smoker would go and smoke in a children's playground area. It just baffles me but people do stranger things. With that said, if you want to introduce your motion. We have to concern ourselves and we have the Police Chief here with enforcement.

Selectman Luszey parroted a little bit of what Lindsay just said. It is a safety thing. I remember growing up watching commercials with Smokey the Bear. It was only YOU can prevent forest fires. It used to be cigarettes were the number one cause of forest fires in this country. There is a safety issue there relative to fires at the park and again the littering of the cigarette butt. I know there's going to be some issues with how we police this and get this going.

Motion by Selectman Luszey, seconded by Selectman Brucker, that we advise the Benson Park Committee to make the Benson Park a no smoking zone.

Selectman Brucker said she totally agreed with this but I also am very concerned about the fact that you can carry a firearm in Benson Park and there's a playground there. I know this is for another discussion but it goes against everything that I believe in terms of safety for children to be able to carry a firearm. Not that you're not allowed to discharge them but even a Representative in our Legislature dropped one or two of them on the floor there. It's not impossible to think that there could be accidents. I do agree that there should no smoking. I think we also should have a discussion about no firearms.

Selectman Maddox thought that they have multi-crossed purposes here now. If we're going to ban smoking at all playgrounds if that's where we're headed, then that needs to be a Town Ordinance so that the Police Department can in fact enforce it. Telling the Benson's Committee that its smoke free has not teeth. I think we need to go through the process that is putting in a Town Ordinance to be able to have some enforcement of this.

Selectman Luszey said he wasn't sure how that logic goes through. We have rules made up by the Benson Committee. We've posted them out there when the park opens, when it closes. I don't believe that's an ordinance. No motorized vehicles is that an ordinance? Selectman Nadeau said yes. Chairman Coutu indicated it was a State wide ordinance. Selectman Luszey said there's a number of rules that we've made up for Benson's that are not town ordinance. I don't believe by passing this motion we are in conflict with any ordinance.

Where Chairman Coutu was going was where Selectman Maddox ended up. When I said to you if you want to reintroduce your motion, let me remind you about enforcement. We passed a lot of motions that we couldn't do anything with because the police said they have no authority. It's not a Town Ordinance. It's not a State Ordinance. We just can't create a sign and say have the police arrest everybody that throws a cigarette butt on the ground. I guess we could go after them. It's still considered a State Park. The littering fine, Chief 222 for littering. Chief Lavoie said 255 or higher. Chairman Coutu guessed if a police officer is walking down and they see somebody throw a cigarette, that's considered littering isn't it. All right. So they can write them out a ticket for that. In terms of smoking in the park, I don't know how we can enforce that. Do you Chief? Selectman Maddox indicated the same way we did the dog leash law. The exact same way. Chairman Coutu thought they would have to go with an Ordinance. Littering - there is a State-wide Ordinance against littering. It's an RSA and if the police pull you over for example and you had a cigarette in your mouth and you throw it on the ground, he pulled you over because your brake lights were out or you were speeding, he could give you a ticket right away just for littering. Selectman Luszey said to make it an Ordinance and go through that process.

Chairman Coutu asked if Selectman Luszey would like to amend his motion to have the Police Chief confer with the Town Administrator relative to an ordinance for non smoking on municipal parks and if we need to throw in littering, the Chief can advise. We're well covered by that. It just gives the police one more thing to do. Would you amend your ordinance to have the Chief of Police communicate with the Town Administrator in developing an ordinance town wide? Was it your intent to eventually go town-wide all the town parks? Selectman Luszey said yes.

Motion by Selectman Luszey, seconded by Selectman Brucker, that we advise the Benson Park Committee to make the Benson Park a no smoking zone and to further amend to have the Chief of Police communicate with the Town Administrator in developing a town-wide ordinance, carried 5-0.

Chairman Coutu informed Lindsay that they're going to work on putting together an ordinance which requires public hearings. They will be advertised in the Hudson/Litchfield News. If you want to come and speak that night, I'd be glad to hear you. Lindsay indicated that she would be happy to.

Without objection, Chairman Coutu indicated that they'd go back to 7. B. Budget Wrap Up - the operating budget.

B. Budget Wrap Up

Chairman Coutu recognized Kathy Carpentier.

1) Operating Budget

Kathy Carpentier indicated that we are currently at \$6.28 for the Town tax rate. It is .1 percent up after the changes that were made on November 5th. I believe the Board has gone through their "W" list and we are picking up at the "C" list. If there were things that you wanted to revisit, you could revisit them at this time.

Chairman Coutu asked if there were questions on the operating budget. Seeing none.

2) Revenues

Kathy Carpentier indicated that revenues were at \$13,814,756. That is also represented in the \$6.28 tax rate including water and sewer. Chairman Coutu said that also offsets to arrive at that tax rate of...Ms. Carpentier said \$6.28 a .1 percent increase. Chairman Coutu asked if there were any questions on revenue. Seeing none.

3) Warrant Articles

a. Highway Union Contract

Steve Malizia said we have a Highway Union Contract for the Board. I'll pass that consensus now. If you want to forward it to the warrant, this is the appropriate time to do so.

Selectman Nadeau without getting into all the particulars of the warrant article, Chairman Coutu said this is an article that you worked on. Were you happy to make the presentation that you made to this Board? I wasn't here. I still have to vote one way or another whether or not I support the contract. Selectman Nadeau asked if Chairman Coutu wanted the highlights of it. Chairman Coutu said no just whether or not you feel you had a successful negotiation. You knew what the parameters were. Selectman Nadeau thought it was a very successful negotiation. We made a lot of stride in the health care concessions. Chairman Coutu indicated that there were offsetting costs. Selectman Nadeau said yes. Chairman Coutu stated that was what they were looking for. Thank you for working on that contract for us.

Steve Malizia made a suggestion that the Board make a motion to forward that to the 2014 Warrant.

Motion by Selectman Nadeau, seconded by Selectman Maddox, to forward the Highway Union Contract to the 2014 Warrant, carried 5-0.

b. Wage and Benefit Increase for Town Clerk/Tax Collector

Steve Malizia indicated that he was asked to prepare a warrant article for a possible raise for the Town Clerk/Tax Collector. What you have in your packet is the actual language you would use if you were to do a warrant article along with the second sheet has a range of current salary and then increases at 1, 1 ½, 2, 2 ½, and 3 to give you the range of what you may or may not want to consider. You can certainly consider something else. This was just a general range. Again, I was asked I believe to provide something that the Board wanted to at least consider something. This is for your consideration.

Selectman Maddox said as you remember Mr. Chairman, the goal for this Board this year on the warrant articles was to get contracts and get those in place to put before the voters. We just ratified the Highway. Hopefully there will be a couple more that I understand are soon to follow. Now we need to sell that to the voters. I think that we need to be I guess at least consistent.

Motion by Selectman Maddox, seconded by Selectman Luszey, to recommend to the voters a Warrant Article to increase the salary line for the Town Clerk/Tax Collector by \$1,238 (2 percent).

As a preview to where we're going to go with what Selectman Maddox had just stated, Chairman Coutu indicated that we're working very diligently this year to try to get contracts for all of our employees that have been without contracts for quite some time. In order to be successful to do that, we understand that we as the Town Fathers have an obligation to explain to the voters why we're recommending these increases. In many instances like as Selectman Nadeau presented with the one he was successful in putting together for the Highway Department, there are considerable cost savings down the line. There are some up front but more considerable cost savings down the line. The contract that was negotiated by Selectman Nadeau, and I'm not totally blind to what was in the contract Selectman. I just wanted to hear it from you first hand, although we talk every single day since I've been out of here, what I'm happy about is that we're getting there finally. We're getting our cost savings on insurance which have skyrocketed and we know it's going to get worse if we don't get control right away. We've made significant progress in that area. Here we have a town employee, this will now be 6 years...since she took the position, Mr. Malizia believed somewhere 7 or 8 years there's been no increase. Chairman Coutu stressed 7 or 8 years she'd had zero salary increase. For those of you who are watching and those who are here if you were to look at all of the positives in the Thumbs Up Thumbs Down column when we talk about municipal government, one of the most positives you see more often than not is how well that office is run, the service that they get, how many times she's gone above board increasing the hours, never complaining, never coming down here threatening us. I think it's just and it's fair to support the 2 percent recommended by Selectman Maddox. I will be voting in favor of that motion.

Vote: Motion carried 5-0.

c. Wage and Benefit Increase for Non-Union Personnel

Steve Malizia indicated that he was also tasked with the same to write an article for the non-union personnel of which there are 8. You have a schedule that's attached to the proposed language. This schedule takes the 8 positions and shows you what the various increases would be between 1, 1 1/2, 2, 2 1/2, and 3 consistent with the Town Clerk. Again, this is for your consideration. I was tasked with doing this.

Chairman Coutu asked if anyone wanted to start a discussion. For your edification Mr. Martin, this was one where a couple of years ago we put it in the budget. You guys got upset about it. This year we're trying to put everything to the floor - and I'll get into discussions about what I thought the Budget Committee expected from us where sometimes I think we erred. I'll get into your discussion earlier. Any discussion on this item?

Selectman Maddox thought as we have goaled to get contracts to the warrant and we are the optimistic bunch that we are, the voters will approve this we're going to have the same compression problem, the same issue with our department heads. I think it is incumbent upon us to put this to the warrant.

Motion by Selectman Maddox, seconded by Selectman Nadeau, to recommend to a Warrant in the amount of \$15,859 for Non-Union salary increases, carried 5-0.

Chairman Coutu thought they were wrapping up the budget. I don't see this on my script here that we're wrapping up the budget. Is this all we're doing to wrap up the budget? Steve Malizia indicated if you go back to the beginning of the Older Business where it said "Budget", this was where that wrap up was. Chairman Coutu said that we're not saying that we're done with the budget. At this point if there's no objection, I'd like to take a personal leave to express my opinion.

Chairman Coutu indicated that he was glad that I think it was expressed eloquently enough by Mr. Martin. I want to take it a step further. First and foremost the greatest asset this Town has is not our buildings; it's not our trucks - even though they look pretty out there when we're demonstrating them. The valuable asset this Town has is our employees. Every single one of them whether they're a custodian, a clerk, a Fire Chief, a Deputy, somewhere else, an Office Manager in here, they're all an asset. What I witnessed in the past couple of weeks, and I said this to you Selectman Nadeau and I'll say it again, you did very well. You stayed out of the fray. You let it go whatever direction it was going and then you made your independent votes when it was time for you to vote. I applaud you for taking that direction. What I didn't like, and I'm going to get into the negatives first, was that I saw employees who had been subjected year after year to veiled threats of eliminating their positions. That does nothing for the moral of the employees we have in this Town. If year after year, budget after budget we're going to attack the same positions which is are we attacking the position or are we attacking the person? If I were the person, I'd be a little bit concerned and knowing the person, the one anyway that I know. It wasn't hard to figure out who had the position and what it was. Year after year this guy doesn't know whether or not he's going to have a job here. What does that tell the rest of our employees? We don't care what they do? We're more concerned about being penny wise and pound foolish in order to save a buck here or buck there.

Chairman Coutu has said year after year this Town, this administration since I've been here for 5 years, and I can attest to you Selectman Nadeau and to you Selectman Maddox - last year with you Selectman Luszey and this is new to you (Selectman Brucker) this year. We have maintained a tax rate that was reasonable year, after year, after year. We've had many discussions Selectman Maddox where we've felt that we're letting our Town down by not recognizing some of the expenses we need to pick up - infrastructure and things like that. We push them off because we have to keep the tax rate at X number of dollars. I was under the impression, and I could be totally wrong, I was under the impression that in my discussions with individual members of the Budget Committee and collectively whenever I had a chance to do so, that we were going to ask our department heads to come in here and present us with a budget that was level funded based on what they spent last year plus any anticipated increase. Fuel would be one. Sand and salt maybe not because we have a reserve from last year but then we don't know how bad the winter is going to be. It could be a hell of a lot worse next year. We asked each department head to come in here with a level funded budget. Then we asked them as an aside if you see anything that's of an emergency, why don't we take a look at it. I didn't expect that we were going to take a look at it and make a judgment call on whether or not it should be done now or wait until we have funds left over at the end of the year. The single, loudest criticism I've heard from the Budget Committee is that by the end of the year we should have identified and fixed the problems that we have and it's time to do it now even though I know we're somewhat short sighted with 18 months advance looking into the budget. If we don't think it's that important right now, what makes it any more important at the end

of the year? Take the money and put it back in the general fund and give it back to the taxpayers. Then it will help offset the next year. To sit here and make judgments on well let's see if we have any money at the end of the year. I was victim to that. I'm not disassociating myself from agreeing with that in the past years because I have agreed with it. I listened to what the Budget Committee said. I feel that we have made, whether you want to believe it or not, based on my conversations with members of the Budget Committee, we've made tremendous strides with the Budget Committee because they're seeing that we want to go in the direction that they expect us to go. They're elected, nonpaid citizens of the Town of Hudson who have an interest in our overall tax rate. Selectman Luszey you know better than any one of us because you served as Chairman on that Committee for several years. You also vet the budget after it's been vetted by the department heads, by the administration. The same thing with the School Department you have the principals, then the administrators, and then to the Budget Committee and then to the voters.

Chairman Coutu indicated that the Budget Committee has never been unreasonable since I've served on the Board of Selectmen. I've heard stories but that's ancient history. I'm no longer interested in ancient history. What I'm concerned about is having a budget discussion and putting our citizens who work for our town - the citizens who work for our town as secondary to all of our needs. I don't care about that job. I just want the money so we can save the taxpayers' money. I don't care about that. I don't want to fund that position. Selectman Luszey as you have often reminded us, the voters determine the value of this town. The voters budget after budget have told us how many employees they think we should have in each department and now we're willing to start cutting those positions. We have department heads that have come in here and made recommendations as Mr. Martin has said and they were poo poed like we don't care. If we want to be administrators of our town, then why don't we just give ourselves a salary of \$40,000 each and we each take a few departments and we'll run this town. We have department heads that we pay decent money to, not quite as much as a lot of surrounding towns, but we pay them a decent salary otherwise they wouldn't be here. We rely on their judgment every day. We let them make the call out in the street. Until it comes budget time, it's like I gotcha and we're going to start dictating how they're going to run their departments based on the number of dollars we give them as opposed to my experience tells me this is what I need based on what I just went through this past year and to question that. It's like saying I have no faith in my department heads. Well let's get rid of them all. Why should we even have a department head? Then I don't have to listen to the \$2,000 of white shirts sitting up here. They're not white shirts. They're employees. They're department heads and I resent hearing that time after time. These are not white shirts. They may wear white shirts and they do so for a reason because it represents the position that they hold. We should respect that. If we don't like them and we don't think they're doing a good job, it shouldn't come up at budget time. It should have come up a long time ago. We should have pointed it out to these department heads and we should have brought them in behind closed doors and said you've committed malfeasance because that's the only way you can get rid of some department heads or you've made this flagrant violation. I haven't seen that. Chairman Coutu thought the Town is well run. It's well run because I think we have an outstanding Administrator. I think we have an excellent Selectmen staff. I haven't heard anybody complain about the Selectmen staff. Our Finance Director has gone above and beyond year after year. We have recognized that our non-union employees we have recognized tonight that they deserve more money. They have no bargaining unit. We say one thing but we do another. It's appalling to me that we have shown a total lack of respect.

Chairman Coutu said that he'll tell you something else that happened that really upset me. Selectman Brucker - I never knew Selectman Brucker before she got elected. I don't think any of us did. I think you and I first met her at the first debate that I hosted. We didn't know Selectman Brucker. We had a working relationship with former Selectman Jasper. We had our tate ta tates, and we had our calming down periods. It went as any meeting would go but in the end we always did the right thing for the Town. Selectman Brucker got elected by the voters of Hudson by a large number to represent them. To have a Chairman of the Board of Selectmen assign various departments and committees to each member of the Board of Selectmen I think is a responsibility and the onus is on each of you to report back to us whenever you think there's a concern. In the instances of Mr. Oleksak coming before this Board to talk about an additional position, Selectman Maddox you said well I think it's time we bite the bullet. I said good we're finally going to go in the right direction and we're going to hire a full time person out there so I can see all these junk signs and everything else that's going on in this town that nobody is inspecting for any more. All I heard was when I finished, I think I was as confounded as you looked on television. Did they just change the title of his job responsibilities? I didn't see any commitment to doing anything to help him except well we're going to make you instead of sweeping the floor on Tuesday you can do that on Friday and then you can go check out the signs on Wednesday. That totally disrespects the department head number one. Number two, Selectman Brucker - I don't want to lose that thought. I have a tendency to veer off often.

Chairman Coutu indicated when the discussion came up relative to Mr. Oleksak, Selectman Brucker knows her responsibility. She's been here long enough now. I've taken her around the building. She's spent many hours with the Town Administrator and with each of us collectively or individually in some fashion or another. She started to make recommendations relative to the Community Development Department which is one of the areas she was assigned. Gentlemen I don't know if you watch the taping of that meeting, she was pushed aside and like we already made the decision right. That was it and she was shunned aside like she doesn't matter. She's just one vote and we don't need her. We are 5 members of the Board. If we can't respect each other, I can see why we don't respect our employees. We need to take a different outlook on how we're going to present a budget, what should be discussed during budget season, and what other items should be discussed in other parts of the year probably under workshops. To demean the character of our labor force, I don't understand why we have such high moral and we do but I don't understand it. Quite frankly, I think it's demeaning to our employees. I personally took no part in it so I certainly have nothing to apologize for. I just wish that we would be a little more careful in the future on what direction we're going to go in and how we're going to present it and stop attacking different jobs because it reflects on an individual. If we're looking for money, then just say what you're looking for and we'll try to find it. That's it. In all of these lean years, and Selectman Maddox and Selectman Nadeau you know, we have sacrificed these last 5 years on the town side. We've let a lot of things go that we felt we should have financed.

Chairman Coutu thought that this budget year we should reflect on what the Budget Committee is asking us to do which is to identify those areas. If there's been a sympathetic ear from anybody about our infrastructure, it has been the Budget Committee. They proved that last year with the \$500,000 request on paving. The Chairman of the Budget Committee made it very clear it was necessary and we must do it. You and I went out and tried to sell it and it got sold. We had the Budget Committee on our side as well. These are only words for reflection. These were my observations. The process overall as lead by Selectman Nadeau, and it was a tough journey for him because he was serving in a dual capacity - Chairman and Vice Chairman. He knew that at any given

time the vote could be 2 to 2 and 2 to 2 you get Coutu. So I'm here. I hope you reflect on what I say. It's not a put down. It's an observation. As a private citizen, I felt so bad for our employees and I think that there are certain things within the budget structure that I would like to review. If you have anything to say, you're welcome to say it any one of you.

Selectman Luszey thought he was part of a couple of those comments. I do agree we're probably tough on our employees this round and it's for good reason. We have a number of positions that are open and have been opened for quite some time. If we have positions that are open for more than 6 months from where I came from, that means you probably don't need that position and it should be stricken from the budget. You've also heard me say a number of times throughout the past 18 months since I've been here that we need to start taking a real hard look at what we have for employees, what they're doing for work, and how can we better utilize them and reorganize them to be more effective and more efficient to provide the voters of this town the better bang for their buck. That's what I was attempting to do in this round because we have failed to do that. I've asked a number of times to do that and the only way I could get that conversation started was to use a position that became vacant in the Fire Department to get this Board to agree to let me work with the Town Administrator to start taking a look at the organizational structure of the town and do a workflow analysis, which we just started. It's by no means complete but at least it's a start. I will say that I believe there are positions and there is work that has changed that we could use our current work force more effectively and we don't need to be adding more heads to this town. Yes the voters do approve the budget of this town and those positions that are carried forward every year with dollar values. The voters probably really don't realize what they're voting for when they do that. Chairman Coutu stated that that was well said.

Selectman Maddox guess from Chairman Coutu's position that's what you saw. We all know that budget is a difficult task when all you have is pennies to deal with. I agree with Selectman Luszey. We talk about let's do it at budget season. That's when you should talk about cutting dollar, positions or whatever it may be and then we say no let's do it during the workshop. It's just a never ending gets buried. The citizens elected 5 of us to do a job. One of those unfortunately is to come in with a budget that we believe is passable. We have good department heads but our job is to ask them the tough questions and to squeeze every nickel we can. Good or bad, that's where it is otherwise we end up at a default budget and then we're going to be in a completely different place. I think people have seen that we have asked the (inaudible). Yes sometimes they weren't nice. Sometimes we should look at it during a workshop but then we keep on saying well let's talk about that at budget season. I agree. If you ask most of the citizens in town, people have left their work and they've had to pick up the slack. We need to do the same thing here. I don't think it was the prettiest thing we've ever done but again, it's a function of trying to cram 20 some odd million dollars into 3 nights and do it all on television. It's a challenge as you well know.

Selectman Nadeau said before we started tonight we were at \$6.27. We added 3 more warrant articles. Chairman Coutu said they didn't add them. We're recommending them to the voters. The voters will decide whether we add them. Selectman Luszey said we've only added...Kathy Carpentier stated \$6.29. If the voters add those items in, what will we be at? Kathy Carpentier said \$6.29 is the number I was giving you. It's \$6.28 without them and \$6.29 with them. Selectman Nadeau said we still have some difficult choices to deal with on our wrap up to this budget. Do we have to assume that they're going to go for those and what else are we going to move around to get to the number that we'd like to get to? We'll move on and see where we go with it.

Selectman Brucker wasn't sure that we're listening to the department heads. I think Selectman Maddox just said we've asked the department heads to come in and we've been listening to them. We haven't been listening about the Building Inspector. That department has 1 full time person and a person who keeps cutting back hours to do electrical inspections. That is the department. I thought that one of the applicants I realize it may look like he's trying to expand the job for himself, but I thought he had some good points. He came in for the part time Building Inspector position and he pointed out all the safety concerns that we need to be concerned about when there's no inspection going on or code enforcement going on. I thought he made some good points. I don't understand why we're not going to that full time position. I think I've said it many, many times but the others are not listening to this department head.

Again Chairman Coutu said he wasn't going to belabor this beyond what I've already said except to say that those were opinions that I garnered while watching the process. I was hoping that my absence which is strictly out of my control, I probably shouldn't even be here this evening, I was hoping it wouldn't cause any problems for the town. You know Selectman Maddox and Selectman Nadeau and I think you do now Selectman Brucker and so do you Selectman Luszey that we're all aiming for the right thing and what's best for our town all in all. There are some times that we need to bite the bullet and say it's time we start thinking about our town. The School Committee goes through the same wrap up process we do and they get 2 or 3 nights and it's over with and the next thing you know they've added \$300,000, \$400,000, \$500,000 to the budget and nobody blinks an eye. On the town side we decide to maybe we ought to consider hiring a full time employee here or a full time employee there, bring them back in so that the job can get done right. It's oh no that's going to cost us money. Operating a municipality does cost money and costs increase year after year. The solution is not to cut employees. The solution is to rely on our department heads to tell us what their needs are, express those needs, and defend those needs. I don't think any department head is going to come in here and say I think we ought to cut 3 police officers. I think we ought to cut 3 firefighters. That's not going to happen but that doesn't mean that what we have is not what we need or short of what we need. It could go either way. I'm sure if they said we're short based on statistical data, and I've seen some extensive statistical data from the Police Department relative to police calls, our town, and other municipalities of this size how much more we do here in Hudson than they do in all the other communities. That's the nature of the beast. That's their job. That's what they have to do. Our police department is out there trying to do community policing. What is community policing beside doing programs for children and going into the schools; it's also pulling speeders over to make our roads safe, getting drunk drivers off the road so our roads are safe, stopping kids from gathering in neighborhoods that they know that there's drug crime going on. There's a lot of undercover work that we have no idea what's going on. They don't call me and say we're over on Chase Street looking at Selectman Nadeau's house. We think he's growing too many tomatoes over there. The point is - and you are their Liaison Selectman Maddox and I don't think you're getting any more information than we do. I know you take your role as liaison very seriously and I know that you've had a good working relationship with the Police Chief since you've had that assignment. That doesn't mean you haven't had a good working relationship with other assignments.

Chairman Coutu said it's just that we really need to take a good look at each department and listen to our department heads. If we're not going to do that, why even ask them to come in with a budget. Why don't we just design the budget and say here this is what you have to operate and figure it out. Chief you're going to get \$4.8 million next year make it work. Chief you're going to get \$4.3 million make it work because we're cutting out budget down to \$20 million this year. We have \$11.5 million to give to all the other departments. It's not the way to run a municipality. Municipal government is not private sector. It never will be. We'll never get it in that direction. I've worked both ends. I've worked the public section and I've worked the private sector.

Selectman Luszey indicated that we can learn lessons from them Mr. Chairman. Chairman Coutu said a lot of people in the private sector are going bankrupt so yes there's a lot we can learn. Selectman Luszey said there are many towns across this country going bankrupt. Chairman Coutu said he didn't see it happening in New Hampshire. I think we're doing pretty well here. We are very conservative and we're doing relatively well. We're one of the healthiest towns financially in the State of New Hampshire. We've been minding our pennies and nickels and dimes. Selectman Luszey stated that we needed to continue to do that. Chairman Coutu was not saying let's discontinue it. What I'm saying is not frivolously dissolve a position for the sake of being able to cut the budget by another penny so we come out as heroes. If we need the position, we need the position. Selectman Luszey said it hasn't been justified.

Chairman Coutu indicated that he knew Selectman Maddox was made at him so go on. Selectman Maddox said he was going to say the same thing. It hasn't been justified Sir. I don't know which one you're talking about. You can talk about any of them. I think it is our role as elected officials to be concerned about the taxpayers, the citizens, our employees, and just traveling public. We have that balancing act. It comes down to dollars and cents. Yes I guess government standard answer is just higher more people. Well that's how they get into trouble. Why don't we do what we've done very well in Hudson is squeeze every nickel. That's all we're asking to do. You've made it into a crusade almost Sir now at this point to say that we should just listen to our department heads then we're not necessary. Just have the department heads run up the thing and just hand it to the voters. We have a job to do don't we? It's to ask questions and vote the way think is best Sir and that's what we did and that's what we'll continue to do.

Chairman Coutu indicated that he and Selectman Maddox have a totally different perspective on the way this budget was going. This budget was all about and what I hear from people was head hunting. If I've heard it once, I heard it a hundred times - head hunting, trying to cut as many jobs as we can, try to get the budget as low as we can possible get it. That is to the detriment of the Town in my opinion. When Mr. Oleksak came here and defended his positions, nobody really listened to him. Now we're saying if it's not filled for 6 months we stalled him. We said we'll let you hire a part timer and we'll see how that goes and then if it can be justified, then we'll bring on a full timer. So we're going to hire a guy, train him, and then we say we're going to make this a full time position and he says I can't work full time I can only work full time. So we lose him and now we have to bring somebody...I don't know what the mentality is.

Selectman Luszey asked the Chairman if we're going to hire an Assistant Town Administrator based on that logic. We zeroed out - the Administrator zeroed out the Assistant Town Administrator for the 2014 budget. Chairman Coutu said he heard what Selectman Luszey wanted to do with the money. I watched. The logic of that position...Selectman Luszey said based on what you just said, we should be interviewing and hiring that position. Based on Chairman Coutu's actions for the past 2 or 3 years, these 2 gentlemen know that I didn't want that position. I don't think Selectman Nadeau wanted it either because he was siding with me all the time on that one position. Based on what you just said, Selectman Luszey said don't fill it. Chairman Coutu said he's been a strong advocate of eliminating the position. Selectman Luszey asked if there was justification for it. Chairman Coutu said he didn't see it. All Selectman Luszey was saying I'm doing the same thing you're doing now. I'm asking for a good justification on filling the open positions that are vacant that were made vacant by the employees by their choice not by our choice. It will get to the point if we don't do that; we may start laying people off. When I see of part time employees saying they're cutting hours, a prudent manager would say to themselves at some point you need to cut that person and fill it with another person instead of letting that employee manage the manager. The manager should be managing the employee and we're not doing that either.

Chairman Coutu didn't know what the logic is for the budget. Do we just say we're only going to spend this and that's it? Anything over that cut it. That seems to be the approach we're taking. We're not taking a realistic approach to what our needs are. Selectman Luszey said a realistic approach Mr. Chairman is to fulfill the needs of the town. When I take a look at positions, I take a look at are those positions needed to perform activities that are essential to the town. I will go one step further and talk about the Call Firefighters. I said to let them all go because we're training as they attrite which is a heck of a strategy. We're letting that group of people manage the downsizing of that particular piece of the workforce population. If we can do that, then I ask myself real hard why do we keep them? What benefit is the town getting? I just saw another one that resigned. I don't know what our number is now but over the last couple of months, we had two go. We're not going to backfill them. If we're not going to backfill them, that must mean we have no need for them. If we had no need for them, why aren't we putting a plan in place that says we will at our rate remove them from the payroll? Chairman Coutu said he wasn't part of the discussion but I knew it was coming up. Selectman Luszey said he looks at each position in terms of work, need that's required to run the town - the business of Hudson and not an employee's name.

Chairman Coutu indicated that they still have to deal with unions. Selectman Luszey said it was part of life. Chairman Coutu said he made that mistake once. You want to get rid of the worst employee in the department and you end getting rid of the best because that's the way they fell in the union. They're the last in and they're the first out. Made a quick adjustment and correction but we're going in that direction.

Selectman Brucker wanted to add this bit of information from this Building Inspector in Claremont. He was comparing Claremont to Hudson because they're sort of similar. With Claremont the 526 permits translated into over 1,364 inspections. On average, it took 2.59 inspections per permit. Hudson approved 1,131 permits and logged 1,541 inspections. That would be 1.37 inspections per permit. Knowing what Claremont went through to obtain code compliancy, the 2.59 inspections per permit seems like a minimum number. We should using that same number have had 2,927 inspections. I would say that we are running on a very slim very close to what - it seems even lower than what could be done. I'm concerned for the safety of people who live in Hudson. If we're not even

coming up to what Claremont does for inspections, it seems to me that there's room for accidents, room for ways in which we can run into some bad situations. I'm just speaking for that position.

Chairman Coutu said what he had to say. I listened pretty much to where all of you are going. I only have one question. Is the budget as far as you're concerned, and I'd have to poll the Board because there's no sense pursuing this except for one area which I would like to pursue, is the Board ready to say we're not willing to look at anything in the budget beyond what we've already done? Is that where we're at right now? Selectman Maddox said it was wrap up. As far as Selectman Luszey was concerned, it was open to whatever we need to look at. We had "Ws" and "Cs". Chairman Coutu said he didn't understand that concept. Given that you weren't here, Selectman Luszey said we should offer you the opportunity to go revisit any area that you think we need to revisit.

Chairman Coutu indicated the very first one I think I mentioned was Mr. Oleksak's position. I heard you say loudly and clearly and Selectman Maddox as well there was no justification. I thought he justified it the first time he came here but Selectman Nadeau joined with you and said that he would agree that if we could hire somebody for a trial period, I think it was 6 months, and he would revisit that issue. My argument would be the same as yours. Well if you can run it for 6 months, why should we give him a full time position - because we forced it into him? We force some of these positions out so that if the logic is going to be well if we haven't hired anybody for 6 months we don't need the position, and guys are running around struggling. I know some of our employees that are in here on Saturday and Sunday working. They don't get paid for it but they're in here doing it because they can't catch up. They don't have the staff. They're afraid to come and ask for more help because they know they're going to get criticized. I'd like to revisit Mr. Oleksak's request. I strongly believe based on what I'm seeing in my town I strongly believe we need to have another inspectional services person. There are signs that are non political that have been up all over our town from restaurants from Nashua, to Joe the Handyman, Mary the plumber. I'm getting sick of seeing all of these signs and they're going up on telephone poles, private property, trees. They're climbing and putting them up all over the place. That's just one area. How many inspections have we had on generators since we lost our inspector? I don't think we've had many because no one is out there inspection to see whether or not the generators are being installed properly.

Selectman Maddox said he saw the Electrical Inspector one day last week and he said he was going out to do 4 of them. So he's doing them. Our contract guy is doing them. They are getting done Sir. Signs on private property, we can't do anything about anyway. Chairman Coutu asked if those were generators that had proper application that he would be going to inspect. They applied? He sees their application and he goes out and inspects it after to certify that the electrical work was correct. What the previous employee was doing in that department, he was finding all of these homes that never even applied for a permit. Some of them were running through the dryers. One house that I know of in my neighborhood caught fire because of that. You're not supposed to run it through your dryer. That's the stupidest thing you could possibly do in terms of subjecting your home to a fire. He was finding these. I don't know how he was doing it but he was getting a large number of them. If you would entertain having Mr. Oleksak come up and make one more appeal for that position, I would appreciate it. If you don't want to, I also appreciate you want us to go in another direction I'll go to another direction.

Selectman Maddox thought that this was the kind of discussion we should be having at a workshop. I think that we...Selectman Brucker said no...Selectman Maddox said with the Fire Department to talk about maybe rolling that into there. I think putting another body in for 8 more hours at \$40,000 is not the way to go. I think we should look at the big picture. I personally don't want to hear it again. Selectman Luszey stated if he has additional information, I'm all ears. Selectman Nadeau said the same thing. If he has any additional information. Mr. Oleksak indicated that he wasn't prepared to give anything tonight. Chairman Coutu stated that if they didn't get it tonight, unfortunately the position is going to stay as it is. I feel for you. It's not the right thing. I'm sorry. I'm sorry for your department. It's not a personal thing with me. You and I have had our tete a tete. To me it was just common sense. I bought into your first argument. I thought you presented it well. I'm just one of five. Selectman Nadeau indicated that if Mr. Oleksak is not prepared to present it to us tonight, we do have another option that we can give it to our Budget Committee Liaison to present to the Budget Committee and ask them to put it in for us. If he's not prepared instead of trying to put this in quickly, we do have other options to go about that. Selectman Luszey said he'd rather put it in because that would be tough to get it in through the budget process. Selectman Nadeau said he's done it before on the Budget Committee. I've seen it done. If he's not prepared to do it tonight, it would be easier to do it that way so that it's done correctly instead of haphazardly.

Chairman Coutu asked if Selectman Brucker has the knowledge on how to present this into the budget. This is a whole new avenue. I didn't even know about this. I've been here 5 years but you served on the Budget Committee as did Selectman Luszey. I served as Chairman once. That's how I had to get my ears wet according to former Selectman Jasper. I got my ears wet. Steve Malizia indicated that your Selectman Liaison could always defer to the subject matter expert if that's more comfortable. In other words, you could introduce it if you wanted to have a subject matter expert. The majority of us attend the Budget Committee meetings to answer questions and provide testimony as required. If that's something you'd be more comfortable with, it certainly is allowed by the Budget Committee. Chairman Coutu mentioned that Selectman Luszey is saying that if we either do it here or we lose it. Selectman Nadeau thinks we have an option. I'd like to explore every avenue. I really feel strongly about this position. Selectman Luszey was thinking the makeup of the Budget Committee...Chairman Coutu thought we could prevail.

Chairman Coutu said there was logic. Mr. Oleksak was honest tonight. He said I am not prepared to do this. He knows he could sink or swim almost right now. A dishonest person would say yeah I'm going to go up there and fake it. Yeah I have all kinds of new evidence and just flip through papers. He'd be caught sooner than later on trying to fake it through. I think he's made a viable presentation in the past. I think that again, it's only a perspective from where I sit. I just felt it was just a matter of saving money. You threw out the \$40,000 again tonight. It's \$40,000. We're going to be penny wise and pound foolish. If we're going to find homes are not being inspected, people are not applying for permits, and things are going up, this was what was happening before when we didn't have enough inspectors.

Selectman Luszey thought if Selectman Nadeau was willing to make a motion and put it back in, you'd probably have the 3 votes to put it back in right now. Chairman Coutu said that's not the way he likes to do things. If anybody wants to introduce...I don't think I have the 3 votes. I would only entertain a motion that would have a back up compromise that we submit to the Budget Committee

through our Budget Representative. I just don't want this hanging out there. It's a sore spot for me but it's a personal thing. I'll live with or without the position. I feel that I'm not doing justice to our town employees if I don't advocate for them and for their needs. Looking at the schedule, Selectman Luszey said the zoning and building will be reviewed on 12/6 at the Budget Committee. We meet the the...Steve Malizia indicated we meet the last Thursday of this month which is 11/27. Selectman Luszey indicated that we'll have 2 meetings to debate this before that meeting. Mr. Malizia believe they'd have another meeting I believe on the 4th which will predominately be taken up by nominations and appointments but you could do it then too.

Chairman Coutu indicated that Selectman Luszey knows of his condition. I can't guarantee I'm going to be...this was a good day for me. I'm here and I'd like to be here for every meeting because it takes my mind off the pain and everything else I'm going through. This is exhilarating for me. I'm enjoying this.

William Oleksak wanted to bring up one point. The amount of \$41,000 gets thrown around like cheap \$2 bills. It's not \$41,000. It's down to \$26,108. It's not \$41,000. With the reduction in hours from our part time contract employee, it will bring that number down to \$26,000. When I asked the Finance Director, she says that comes down to one penny. To one penny! Here we go again. Let's stretch the one penny. I wanted to remind the Board. It's not the full \$41,000. Chairman Coutu appreciated the input. KC you're here and can validate that information that he submitted to us. Kathy Carpentier indicated that he did ask for a net budget request of \$26,108 which would be one cent on the tax rate.

Chairman Coutu said he was willing to entertain anything at this point. I just need a consensus from the Board. If what Selectman Nadeau is presenting is logical and it's contrary to your believe Selectman Luszey, I'm weighing both sides of that issue and I'm willing to entertain a motion to attempt to put it in the budget tonight. I'm willing to entertain that motion. If that should fail, I'd be willing to entertain the ultimate...

Selectman Luszey indicated that he'd be willing to make a motion to put that back in.

Motion by Selectman Luszey to increase line item 5582-100 and a decrease to line item 252 to approve a full time Building Inspector.

Here's the deal. We've started down a road of looking at work flow and we haven't completed it yet. We've got between now and probably February or March to finish that work. I think if the analysis comes up that says we really need to have that position there, then the money should be there. It also says if the analysis says that it shouldn't be there, we won't spend that money next year. It will go back to the voters. Chairman Coutu said if we approve it, he couldn't hire until after July 1st anyway. It would freeze on the hiring. I hear what you're saying. It's a safety net if the work flow and we're going into the spring. There's going to be more and more inspections and things like that, and ride out the winter. It sounds reasonable.

Motion by Selectman Luszey, seconded by Selectman Nadeau, to increase line item 5582-100 and a decrease to line item 252 to approve a full time Building Inspector.

Selectman Maddox said we'll make after this motion a motion for the first week in May to bring this item up so that it is fully analyzed so that we have an answer one way or another for July 1st. Selectman Luszey said he was looking to have it done in the March/April time frame. We've talked about workshops. I'm talking about having workshops where department heads will come in and we will work on the work flow as a committee and get to these answers. Chairman Coutu said as long as you're working cohesively and not against each other, I'm a happy camper. I just want to see a little more respect for our department heads. Selectman Luszey said it wasn't about us and them. Chairman Coutu said no it isn't. We're all part of the team. I understand that.

Vote: Motion carried 4-1. Selectman Maddox in opposition.

Chairman Coutu said when Mr. Oleksak has an opportunity to sit down with Selectman Luszey, the Town Administrator, and whatever assemblage of people you put together to work on departments that you have full justification for that position. It's not guaranteed. It's there just in case. I think you're going to need it and I think you can justify it. That's all Selectman Luszey is asking for and so is the rest of the Board.

One more item on the top of Chairman Coutu's head that he'd like to bring back in. As a result of an observation and as a result of action that was taken this evening that was totally contrary to what you guys did at I think the last meeting, I'm going to say this as a preface to my remarks because I know it will bring a smile to your face Selectman Luszey and I like to see you smile. We've had discussions about the library over and over again. The building across the street has been a sore thumb for all of us. It's a done thing. It's over with. It's being put to good use. We have a beautiful library. You're a strong advocate of all libraries will disappear in 5 years. There is a little bit of trend in closing some libraries because some as you said some municipalities across this country are having some difficult times. We're fortunate in the northeast that we're not having that many difficult situations. The Library Director and the Chair of the Library Committee came before this Board and advocated, again, for non-union personnel. What was the amount of the raise you asked for those people that are not represented by the union? Connie Owen said \$12,000 roughly. It's a 3 percent. Chairman Coutu indicated that they asked for 3 percent. They're doing what we felt we had to do for people that are not being represented. I don't know how many of you have been to the library or how many times you've been to the library. I happen to have a library card. I've been to the library several times. I've been there for a few functions and I've been there for other reasons just walking around the building to see if it's being utilized. When I look at the number of programs - some are being abolished, new ones are being brought in. That's peaking an interest in our younger generation to want to go to the library, to want to pick up a book, to want to play an interactive game with other people, the socialization that the library is providing. It isn't the era of ssshhh, ssshhh, ssshhh I'm reading. It's an era of pick up a book and start reading.

Chairman Coutu said the library came in here and they advocated for those people that they have that are making comparably with other municipalities. I looked this up. A lot less money and a lot less money is anywhere from \$2 to \$6 an hour for these kinds of

jobs that we're offering here. I think that to be consistent with the actions that we've taken and to be consistent with the direction we wanted to go in, I thought 3 was excessive but I certainly could support 2 only because I want to see everybody going in the same direction and I don't want to overburden one department for the sake of another. I don't want to have another department head come in and say to us how come you gave them 3 and you only gave us 2. What's the justification? You're an independent agency in a sense that you're self governing. You have ways of raising money which you do successfully in order to be able to buy new equipment and introduce new programs. I'm very proud of our library and I'm very proud of our library staff. I don't think that either of you think any less than what I said about how I feel about the library. I show and express my thank you to employees of the library as often as I can. I was not a good boy for the month of November because I haven't had an opportunity. I have no penmanship because I shake so much. I'd like to revisit that issue and try to understand why we won't give them 2 percent as with no bargaining unit to defend them except for the people who run the library.

Selectman Maddox believed the motion was to have the Budget Representative say we were opposed to having them put it in the budget. We're putting it as a warrant article. That's the only difference Sir. We just tonight put all those items to the warrant. Chairman Coutu said he was right. He stands corrected. You're absolutely right. We put them all in as warrant articles. Selectman Maddox said that's all they were opposed to. Chairman Coutu indicated that that's what the Budget Committee wanted us to do put them all in warrant articles. Could we support a warrant article at 2 percent? Selectman Maddox said yes. That's what we've done with every other union.

Chairman Coutu said we don't necessarily have a consensus the question is and if you want to come up, you're welcome to come up unless there's objection. You're both welcome to come up. Just want to get to the bottom of this like I did everything else. I win, I win. I lose, I lose. It's what's best for the Town. This Board in the end I've never seen us fail. We may not like some of the things that are done and they turn out to be dam good for the town and that's what's important to me and I'm sure to the other members of this Board. To maintain that consistency as Selectman Maddox reminded me is all of the raises that we're asking for this year are going to be over it. We are putting them into a warrant article so that the Board of Selectmen and the Budget Committee can discuss them individually and make a recommendation on the basis of how it's presented to them. You'd obviously have to go in and argue. I think to go in and argue for more than what we're willing to give would not go over well. I think if you're being consistent and you can articulate the reasoning why you're fighting for a non bargaining unit, I think that you could win over the Budget Committee. It's a daunting task. I understand that. You know that. I know that. It's municipal government. It's the way this is run. I think that in order to be consistent with what Selectman Maddox said and what we've done, I would need from you to know whether or not you could support a warrant article at 2 percent for those people. Connie Owen indicated it was 24 altogether but 9 full time. They're the ones that would need to be approved by a warrant article. The part time raises are not necessary to be justified by a warrant article by virtue of the Town's regulations.

Steve Malizia said that the Board of Selectmen actually adopted a policy that part time raises such as what Ms. Owen is talking about are not required on a warrant article. That's the Board of Selectmen's policy. They adopted that some number of years ago and we had followed that. She's correct in saying that if you follow the Board's policy for part time people in granting a raise, we've done it in the budget. It's the full time that you've done the warrant articles with. Chairman Coutu understood that. Connie Owen said there are only 9 full time staff.

Chairman Coutu asked to take it a step further. I understand that you're not bound by a warrant article after having my memory refreshed by the Town Administrator. I think in light of the fact that we have over the past couple of years tried to create a much better working relationship with our Budget Committee that we put everything right out there. There's full disclosure. The people know what they are voting for individually. Collectively in a budget like Selectman Luszey said, they go in and they vote yes. They don't know what they voted for. They voted for a sum of money. They don't know what that represents. It could be a cut in salaries. It could be an increase in salaries. No one remembers from year to year what the budget was the previous year. We do because we have to look at it. We have to face up to it and we have to budget accordingly. I could support a 2 percent raise if you were to put both - you can do them in separate warrant articles. One for full time and one for part time. I certainly could support that. Connie Owen wondered why we would go against an established Board of Selectmen policy to bring the part time staff into a warrant article. I think that would create more difficulty.

Steve Malizia said the pool of people that they're talking about is probably somewhat fungible. In other words, folks come and go all the time. Again it's been the practice and I think that was part of the reason but also because of the minimum amount of dollars involved on the warrant when you're talking part time people. Again, this has been the Board's practice. You put in as appropriate part time raises into the budget. Think about crossing guards. Think about some other part time folks you've had through the years. It has not been the practice of the Board by policy to put any of that on the warrant. All Ms. Owen is saying is why be inconsistent with that one small group of people. Again, I don't know how many there are...Ms. Owen said 15...Steve said they come and go. So you could have a high school kid today and have a different high school kid tomorrow.

Chairman Coutu said the people that we were discussing warrant articles this evening as I recollect, they're all full time employees. There are no part time employees. Mr. Malizia said that was correct. Chairman Coutu asked when did they ever have a discussion about part timers.

Selectman Luszey said the part time if they come and go, they set the rate at which they bring them in. They could be coming in at \$12 an hour this month. If that person leaves, they could set it at \$15 an hour next month. Is that a true statement? Steve Malizia assumed they have the ability to hire their part time people at whatever the rate is. Selectman Luszey said they come and go. That's why you wouldn't do that. If they're that part time, it sounds like they're permanent part time not part time like what we have where we hire seasonal employees. Mr. Malizia didn't want to speak for their employees. Chairman Coutu asked to take it one step at a time. Would you support a warrant article for 2 percent for all of your full time employees to be consistent with the rest of the town? Ms. Owen indicated that she was one Board member. I believe I could sell that to the other Trustees. Chairman Coutu asked how much time do we have before she gives us an answer. Selectman Luszey said the 18th is when they go in front of the Budget Committee. Chairman Coutu said they needed to know before the Budget Committee. Mr. Malizia said the Board would

forward the warrant article on behalf of the library employees like you do every other year. It would come through this Board to be forwarded to the Budget Committee. Chairman Coutu said they would take a vote on whether or not we approve or disapprove. Mr. Malizia said if you disapprove, it would have to be by petition. Chairman Coutu repeated to Ms. Owen that she's willing to present that to your Board and bring it back to us.

On the part time employees, Chairman Coutu asked why they were even discussing it if they can do what you said Selectman Luszey which is somebody leaves at \$8 an hour they want to bring somebody in at \$10. Selectman Maddox said they'd leave at \$10 and they'd come in at \$8 hopefully. Chairman Coutu said in some instances I can understand that. I do it all the time. It's survival. Not that government is business, I made that disassociation a long time ago but sometimes you have to bite the bullet. Sometimes you're taking them in because you kind of like what you saw but you're not too sure so let's not bring them in too high. Let's see how that person works out, put them on 90 days, 120 days, or whatever and if they work out good you give them a little more money. It's an incentive. At this point if you're willing to present a warrant article at 2 percent, bring it back to us for our recommendation to the Budget Committee, and you want to include the part timers in your budget at 2 percent across the Board rather than the 3 percent, I think it would be arguably safer for you to do that. The warrant article might not pass but you may get your budget passed which would mean the part timers could get their raises and not the full timers. That's your charge. If you're willing to do that, I did my best. Ms. Owen said they'd present that to the full Board tomorrow night. Chairman Coutu stated as soon as you can get it back to us just present it to the Town Administrator and he'll get it on the next agenda for us to consider.

Other than that within the scope of the budget, Chairman Coutu wanted to ask a couple of question because I may have missed parts of certain meetings. Is the Fire Chief's budget done? Have we reviewed that and approved everything? Kathy Carpentier did not believe that the Board has forwarded the squad. That to me is an open issue. You haven't made a decision to forward or not to forward. Chairman Coutu said it was an outstanding issue. Let's get to it.

Chairman Coutu indicated that they were going to deal with the squad truck. Please give me a general overview. I think it will refresh my memory. Let's get right to the nitty gritty so we can vote on whether or not we're going to do whatever we need to do or not need to do.

Thank you Mr. Chairman and members of the Board. Chief Murray said he'd give a real quick overview. After that, I'll defer to Deputy Buxton to give you a short synopsis of that also. The squad concept basically looks at our main fire engines, the expense of running them, how often they run. Sometimes they go on runs that are service calls in nature and not emergencies. We have studied what we call a "squad concept". It's a smaller vehicle. The smaller vehicle is equipped with a pump, a water tank, has compartments for specialized equipment. We can cut down on the long term costs of running the engines on those routine calls and feel there's a cost savings over time.

Good evening Mr. Chairman and members of the Board. Deputy Buxton believed at the beginning of our budget discussion we actually had a brief conversation on the squad. We talked about economies of scale and utilizing a smaller vehicle or rapid response vehicle. We've made some changes internally already and the way we utilize and deploy our vehicles out of Station 4, the Burns Hill Fire Station regarding the ambulance and the engine and cut down the number of miles being put on that vehicle by almost half per year. I believe that discussion was had during our original budget presentation. One of the notes that I took back from the squad conversation regarding the warrant article was the thresh hold or the dollar figure that had come up. We had crept up closer to \$200,000. I believe it was Selectman Maddox that said hey you know what we're kind of tilting the plate here a little bit towards something that may not be sellable because of the economy of scale piece. I've gone back and talked with the manufacturer and we looked at a specific piece which was the phone system that was on this squad. They've come up with another solution for us which dropped this by close to \$20,000. The other piece that they asked us to look at was there any trade in value through the manufacturer to get that truck traded in. There's a lot of rescue trucks out there for sale. Anybody that picked up a Trade Magazine, there's a lot of trucks out there for sale. I understand we're not in the truck selling business. We probably would do better off working with them to sell the truck outright. They gave us a trade in dollar figure of \$5,000. The words out of his mouth was don't be insulted when I tell you this but there's a lot of old apparatus on the market. The most I can tell you for a trade in would be \$5,000.

Deputy Buxton said they got it down to about \$178,000 which is down from the \$200,000. I know there was some discussion on what we needed and why we needed it. One of the descriptions I gave you was this was an all hazards vehicle. So it was a little bit of everything on the truck. That is important. The water is important. The pump is important and the compartmentry is important. The reason its important is because is because we don't staff the Robinson Road station 24 hours a day, 7 days a week. That vehicle ends up in extended distance away from Central Station. To have to come back to get a piece of fire apparatus to get it on the road, to get the water on the road, isn't efficient. So when we talk about economies of scale and things that we're attempting to do, we're trying to become very efficient and get this out there in front. That's basically where it came from. In a snapshot, I hope I gave you enough but that's kind of where we're headed with this vehicle.

Selectman Maddox was a big proponent of this but I have a feeling that this might not be the year. We are going to load up the warrant with hopefully contracts. I'm just reticent to put another \$200,000 item on their number one. Number two, I think that this is a workshop discussion that we need to have as to how this unit is going to be used. I think the Budget Committee is going to ask a lot of questions as should we. What is its real purpose? I'm sitting here torn to say do we put another thing on the warrant.

Selectman Luszey was not afraid of putting it on the warrant. The voters I believe are intelligent enough to look at all of the items that we're going to have there and they can decide which ones they want to fund and which ones they don't want to fund. I think the Chief and Deputy have come in and they presented a very good presentation on what this apparatus will and will not do for us and actually how it will save us money. I believe it's a 10 year life cycle for that vehicle? Deputy Buxton said it was 5 for the chassis, 10 for the body. Selectman Luszey said it's what I call the program was about a 10 year which broke down to something like \$24,000 a year, which is about a penny on the tax rate. It's actually a pretty good deal based on what we're doing now. I would encourage the Board to move this forward to the warrant.

Selectman Nadeau said he's been a very big proponent of this apparatus for many, many years because I can see what it can do and the savings that we can get out of a piece of equipment. I had the conversation with Deputy Buxton this past week about how much water is on the truck, and what it can do, and it can't do. I think this was something that I've been looking to do for probably 10 to 15 years to try to get the mileage down on the big trucks that we're paying \$400,000 for, get the wear and tear down on that truck. A perfect example today, Engine 4 went out to Windabox. If this truck went out and did the same thing, a) it would save us fuel, wear and tear on the big trucks. It's one of those things that I think the voters will see the savings in the long run with a truck like this. I think that it's something that should go on the warrant article. We've been putting it off for many years now saying now's not the time. Now's not the time. Let the voters decide whether they want to spend \$200,000 to save it in the long run. The rescue truck is becoming one of those trucks that's big. It doesn't roll a lot but when it rolls, it costs us lot of money to repair it. I think this is a way to replace the truck. I think we can sell the truck outright for more than \$5,000. I don't see trading the truck in. Again, that could bring the cost down for that truck when we're ready to do it.

Steve Malizia indicated that when you sell something, it cannot be netted against the product that you're buying. It goes into the surplus just so you know. It wouldn't reduce the price just to make that clear.

Selectman Brucker indicated that this was her inexperience with the budgeting process but \$160,244 will be coming out of the Capital Reserve Fund. That's money we already have right? It still has to be on the warrant article. Mr. Malizia said yes to appropriate from that fund yes. Selectman Brucker said the new money would be the \$40,000. Chairman Coutu said the reason it must go to a warrant article is because the voters are the agents to expend and not us. If we were the agents to expend, we would be discussing this internally and make a decision to buy it or not. This is one of these items where the voters want to make a decision of whether or not they think we need it. It's just another thing that we'd have to sell. Selectman Brucker asked if it will be explained how much is out of the Capital Reserve Fund. Chairman Coutu stated that the warrant article specifically says "Shall the Town of Hudson vote to raise and appropriate the sum of \$200,000 gross budget for the purpose of purchasing a new squad and to authorize the withdraw of \$160,244 from the Fire Apparatus Capital Reserve Fund and appropriate 439,756 from the 2012-2013 unencumbered budget surplus. This account was created for the purpose of purchasing new or replacement apparatus and has been used to replace other units already." Now would it also say in the budget that this will have no impact on the tax rate? Selectman Luszey said it will have an impact on the tax rate because we're going to appropriate some. Chief Murray said it impacted the budget prior but it's not going to impact it this year. Selectman Luszey said that the wording will change because the price of the vehicle is down. Steve Malizia indicated that you'd probably take less from surplus I'm assuming.

Kathy Carpentier asked for clarification on dollar items. Is it \$178,000 is what you're asking for now with \$160,000 to come from the Capital Reserve Fund and \$18,000 coming from surplus? Chief Murray indicated that was correct.

Motion by Selectman Luszey, seconded by Selectman Nadeau, to move the purchase of the squad vehicle to Warrant Article, carried 5-0.

Selectman Maddox thought it was worthwhile item. I'm just not sure...Chairman Coutu remembered Selectman Maddox's argument was whether or not we could sell it with everything else this year. It doesn't have an effect on the tax rate.

Selectman Maddox said in the discussions at the last meeting with the Fire Chief, he quickly surrendered the \$13,000 for the paramedic training. Kathy Carpentier thought it was \$8,612 with taxes. Selectman Maddox said because they were having a discussion about other savings. Mr. Chairman the Building Inspector, anybody else, when you need help for yourself or a family member, it would be nice to know that there's one more paramedic on our rolls. You talk about penny wise and pound foolish, I think the monies there should be put back in.

Chairman Coutu asked for an overview of what took place. I might have missed that part of the meeting or I might have been taking one of my power naps. Selectman Maddox said we had some items that we did resolve some of them - Robinson Road and the thermal imaging camera. One of them was the training of a paramedic. It's on page 45. While I appreciate the giving that up, I think that this is one of those things where for \$9,500 with all that has been said this evening, I think this is one of those cases where this is \$9,500 well spent.

Motion by Selectman Maddox, seconded by Selectman Luszey, to add to line item 5750 the amount of \$9,500 for the tuition program for a paramedic.

Chief Murray indicated that they found themselves in funds being cut and from a priority standpoint, I did offer that up. It is a critical position. As you know, we recently went through a hiring process. We had great difficulty in finding paramedics at that level. I think it is a prudent move to take someone from inside that's interested, they know the department, they've been with us, and that whole element and send them for paramedic training.

To augment what you said Selectman Maddox, Chairman Coutu said I probably more than all of you over the past few months realize how important it is to have people on that ambulance that know what the hell they're doing. I'd like to know that the person that's going to be working on me is well trained. I certainly felt that way when I was rushed to the hospital and I thanked the department for that. That's a personal observation.

Selectman Luszey agreed. When I need it, I'm going to want them trained too. When we discussed this if my rusty brain cells serve me well here, it was a timing issue. This became a moot point because of a timing issue with some requirements that are changing for your firefighters. Chief Murray indicated that was for a different level of certification - EMTI.

Vote: Motion carried 5-0.

Selectman Luszey indicated that he had one. It dealt with Robinson Road Fire Station paving. We had a bunch of discussions that actually dealt with fire and the Road Agent. I'm not sure if have a commitment from Highway that's it's going to get paved. Chairman Coutu said that was his interpretation of the last meeting that he committed to doing it. Selectman Luszey said when I went and looked back. If he got to it. That to me is not a commitment. If I get to it is not a commitment. It needs to be I will get to it by. That to me is a commitment. If I get to it is a big if.

Selectman Maddox believed that he's paving Robinson Road. He's already done one third and he was going to do Robinson Road in 3 sections, one section each year. Depending upon where that next third breaks, it will get paved in this cycle coming up or the following year. When he's physically putting the equipment and paving Robinson Road in front of the station, he'll go out and go around the station and pave. It's really a function of...Selectman Luszey asked if that's by the end of calendar year 2013 or 2014. Chairman Coutu said 2014. If you're going to use a 2 year cycle, it would be 2014. I know we said if and you're correct. I wasn't here but I remember him saying if. I think he expressed that several times that he justified it by saying I'm not going to pull a crew off a job over here and transport him all the way over and then try to reset, that's a waste of taxpayer money, labor, machinery, and equipment. I thought he was quite explicit in trying to hint to all of us that he would get to it rather sooner than later. He didn't make that commitment and I know you'd like to hear him make that commitment.

Selectman Luszey said an if isn't a commitment. You're talking 2 years now. Chairman Coutu asked if the bank was going to fall over. I will ask you to come up Sir because you voluntarily...Kevin Burns said have I ever not produced on the commitment I have given you? Chairman Coutu said you've never let me down. What was the commitment you made about Robinson Road? Mr. Burns indicated if I have the funding, I will do it. If you cut my funding, I can't do it. Chairman Coutu asked if the allocation, the \$500,000 the voters gave you last year plus the \$290,000 that we give you, do you still have that in your budget. I haven't heard your department come up yet tonight. The voters want us to look at our infrastructure and roads. They certainly knew that was going to cost them \$500,000 a year and they voted yes. I don't see us going in there and cutting that. Maybe next year but not this year. I don't see it happening. Selectman Luszey said by 2014. Chairman Coutu was hearing this year by the end of the summer. Selectman Luszey didn't want any false expectations on anyone's part. Chairman Coutu asked who was so anxious about this that there's going to be false expectation. Selectman Luszey said me. Chairman Coutu understood. I have not been up there for a while. Has the condition of that area, which I know has been cleared of trees and Kevin went up there and leveled that all off. Is it such that it's going to deteriorate if we don't pave it in the next 6 to 12 months?

Selectman Maddox said the parking lot behind Central Station is in worse shape.

Deputy Buxton said this is a project that's been on the roll for 3 years. The Road Agent graciously took care of the grading issue along the side of the building which is going to help out tremendously. The rear parking lot is the toughest area because of the thickness of the pavement. Kevin has always produced.

Selectman Maddox thought that, again, we need to get the workshops going because there are some items that this Board can tonight does not have the time for. Chairman Coutu said they needed to focus intently on the first Tuesday night workshops. I agree with you. I kind of let go this past year and I blame myself. Thank you.

Police Department. Chairman Coutu asked if any cuts have been made in the Police Department. Selectman Maddox didn't believe so. Chairman Coutu asked if there was anything that they wanted to talk about in the Police Department.

Selectman Luszey wanted to bring to the Chairman's attention, and I'm looking at my notes, we did move 5620 which was in the Police budget which is a communication infrastructure to the Board of Selectmen. Chairman Coutu said he remembered that. That was successful. That's where it belongs. We're going to administer and set it up. We need to have control of the funds. I agree with that. Chief are you satisfied with your budget as it stands? Chief Lavoie said yes Sir.

Selectman Luszey indicated what we added, and I'll bring it up because Donna brought it up, line item 252 which was \$20,000 for a consultant services. Chairman Coutu said he remembered that discussion as well. I don't disagree with that. I think that's the way we have to go. We can't sit here and shoot from the hip and try to guess how this is going to be done. I agree with that.

Chairman Coutu asked if that was it. Selectman Luszey indicated that was the "W" list. Chairman Coutu said he was going to throw one thing out there for everybody that's here that represents an individual department. If you have anything to say, step right up and tell me. I'm interested in hearing it.

Jim Michaud stepped forward. The first thing I want to talk about is what does a penny on the tax rate mean to the average home? On a daily basis, one penny on the tax rate for the average home for a whole year is 7/100 of one penny on the average home. If you take the average home and multiply it times a penny, that's what we're talking about - \$4.39 per day for the town for the average single family home. That's the budget we're in right now. When we're talking about adding pennies, you can multiply it times the number of days in the year and say it's this much, it's \$5,100 or you can say it's \$4.39 a day. I just think it brings a little bit of perspective to what the value is for the dollar that the taxpayers are receiving. The article that I asked the Board to discuss part time to full time for the Administrative Aide position, I had given a presentation to the Board and the Board at that time was not interested in pursuing it.

One of the things Mr. Michaud had asked last week was for funding for the legal budget for assessments. There was discussion at 60, there was discussion at 50, there was discussion at 40. I've had an opportunity to go back directly to the attorneys and say what did you last large 7 cases add up to? It was over 2 fiscal years. That added up to \$41,000 over the 2 fiscal years. I was prepared to come in tonight and I had given Steve a Memo, and I assume the Board got it to ask the Board to reduce from 50 to 40 the money on the legal defense for these property tax cases.

With that \$10,000, Jim Michaud was also going to ask the Board to consider an incrementally budget neutral idea that I can take my other part time position and reduce it to more of a seasonal position. That is the one that involves data collection. Because it's going to be, in my opinion, budget neutral, it really didn't need to be in this discussion tonight because it's not going to increase the budget either way if we're able to accomplish both of those things in terms of the cost savings with the other part timer and the cost savings with reducing the legal request. That's why tonight I wanted to come to you and say I wanted to bring it in at a future meeting to ask the Board to consider this and take it out of this budget process as it were.

As Chairman Coutu's memory recalls it Selectman Nadeau, its \$10,000 closer to where you wanted to be. I remember you said you wanted to be at 30. I applaud your bringing that to the fore to us and I certainly understood the smirk on your face Selectman Luszey after he did that. It was appreciated. I think we were both thinking the same thing at the same time. I'm glad you brought it to the fore because I personally would resent, and I'm your Liaison not that you see me every day, I would personally resent having people shuffled around and I don't know where they are, who they are, and when they're supposed to be there. I feel that if we're going to make assignments to personnel whether it's from a part timer, to a seasonal, I think we need to know that. We need to know who's in the building, and when they're in the building, and when they're supposed to be or not supposed to be in the building for security reasons as well. Aside from asking for a \$10,000 reduction, do you want to take that as a separate item reducing to \$10,000? We don't hear reductions too often. If he feels that he can survive, and I'm sure he does now that he's spoken to his attorney, on operating with a \$40,000 legal budget to cover all of the challenges that we're going to have locally or at the State level.

Motion by Selectman Luszey, seconded by Selectman Nadeau, to reduce line item 5200, Legal, by \$10,000, thus leaving \$40,000, carried 5-0.

The second part, Chairman Coutu wanted to make sure that I got this clear. I may not have as it was a little fuzzy as it was going by me. Are you saying that you don't need any action from us? Selectman Luszey said yes he does now. We need to put it back into the other line item.

What Jim Michaud was saying as I sat down with Steve...Chairman Coutu indicated that he just lost \$10,000. It's out of the budget. Tell me how you're going to give it back to us? Jim Michaud thought his plan D, F, or Z at this point in terms of having an administrative position made full time is going to be more ripe for a different meeting other than tonight. In terms of laying out the numbers of what the cost is versus what the savings is in terms of making one seasonal and making one full time. Chairman Coutu said he understood that. In your presentation, you're talking about budget neutral. We are not budget neutral if you're taking it out of our account. Your budget is neutral and that's all you have. You're saying that you can make that change within your budget? Mr. Michaud said yes. Chairman Coutu said that was a discussion for another night. We can shift that around any time of the year as long as we're not creating a new full time position. Mr. Malizia said that is your purview. Selectman Maddox said that was what he wants to do. You want to make this person full time so it is. Mr. Michaud said that's correct. It's assign what's the priority and that's what I want to review with the Board. Selectman Maddox wanted to make it clear that you just said that...Mr. Malizia said we have at least a couple of vacant full time positions that you have chosen not to fill. For example, the Assistant Town Administrator. Throughout the Town, Selectman Luszey thought there was 5. Mr. Malizia said it's the Board purview and it's been the Board's practice as appropriate within the constraints of the budget to take positions and redeploy them where necessary in the organization. That has been done and that is your purview. Chairman Coutu said we'll start abolishing them in the manner in which you chose to do which I supported. Steve Malizia said this is a discussion you and I had when we saw fit 7 and 8 different years of this and the Board and the Budget Committee have always supported it.

Chairman Coutu indicated that Selectman Maddox didn't seem pleased but why discuss it tonight if we don't have to. Selectman Maddox said they should always put off what we can to another day because we don't have the time. It's a budget neutral at this point. If it's not going to go to the warrant, if we've already decided that we can shift people around and make time to sit down. Chairman Coutu said we've already decided that. We know we can do it. It's in our purview to be able to do that. We haven't decided to do that. I haven't heard the full arguments. I just got the general overview. Selectman Maddox didn't disagree. I just think the shifting of people is becoming problematic.

Chairman Coutu said it was a little more unique than that. I happen to be his Liaison. If there's one thing I know is generally what's been happening. He's had people on extended medical...he never expected that to happen. We were in the middle of reassessing the whole town while all of this was going on. We kept agreeing with him to allow more hours as long as the person doesn't exceed the annual part time hours. He's been vetting that budget and keeping that well monitored. In the meantime, he's still down people. We haven't done anything about it. We just ignore that department year after year. It's not a popular thing for the Town Assessor, the guy who sets the tax rate - well goes out and collects the taxes and whatever in assessing, and they're saying why did he assess my house so high. No one ever calls him and says thanks Jim you did a good job and lowered my assessment by \$20,000. He doesn't hear that but if he were to go to the voters, the voters always say no to the Assessing Department. If there's a need and he can articulate it and we have a position in the budget, why don't we do it if there's a need and he justifies it.

Selectman Maddox said they've hired police officers and you hear the same thing that they give me tickets. I think that logic is a little stretched. I guess it's for another night.

Chairman Coutu told Mr. Michaud that we've made the \$10,000 reduction in our legal budget on the Selectmen's side. Whenever you're ready and we get through this budget cycle, please make an offer to the Town Administrator to get this item on an agenda so that we can have a full discussion and have full disclosure of what, the reasoning, and what would have to take place in order for us to accommodate you. It's the justification of the position that we're more interested in. If there's a need, we'll fill it. If there's not a need or you can't convince 3 of us that there's a need then it will fall by the wayside. Thank you Mr. Michaud. I appreciate it.

Chairman Coutu indicated that they have a warrant article to discuss - the Senior Center/Cable TV Facility.

Selectman Luszey asked to give a quick recap. I'd ask that we recognize the Town Engineer Gary Webster to come up to help me explain what's going on. As you know Mr. Chairman, we've been working on this project for a number of years. This past year we put a very focused team together to come up with a set of plans, and drawings, and an approach that would be affordable and what we would believe would be acceptable to the votes of Hudson. Last year they voted to put \$300,000 in a Capital Reserve Fund prior to the year to that. They put about 150 I think it was. There's a number of warrants that have been approved by the voters to basically get a senior center built. We had a set of drawings done this year with a cost estimate. The original cost estimate that I presented to you was in the vicinity of \$2.1 million. Since that time, the Town Engineer has worked with the architect and our Road Agent to see what we could do to help lower that cost even more.

With that said, Selectman Luszey said the new figure that we believe that we can stand by is \$1.7 million. Right now today we have \$1.6 million in different funds ranging from the Cable Center Capital Reserve Fund, the Senior Center Capital Reserve Fund, and the Council on Aging building fund who has committed based on a warrant article should this warrant article be approved in excess of \$300,000. With all that being said, again, we need \$1.6 million which leaves us just about \$178,000 we need to come up with. Of that, what I'd like to do tonight is ask the Board of Selectmen to move the Assistant Town Administrator dollars into a Capital Reserve Account now. That's the monies that's sitting on the books that we could apply towards this \$178,000. Kathy Carpentier indicated that we have \$89,189 in that account budgeted and as far as I know not committed. Mr. Malizia said that was this fiscal year. The year we're in now.

Chairman Coutu said we need to find \$89,000 creatively. Selectman Luszey said yes. That's what we need if we choose to appropriate from. In the 2014 budget for example, Chairman Coutu indicated we have a lot of Capital Reserve Funds. Have we allocated funds to go to the Council on Aging building in that fiscal year's budget we were just working on now? Kathy Carpentier indicated that we created a new budget called "Senior Center/Cable Facility". We have \$38,000 in that for a half year operating expenses. Chairman Coutu asked if we had any warrant articles that have been approved that we're allocating funds to. We've been allocating funds to the senior center project. Mr. Malizia asked if in 2014 are there any appropriations to either the cable reserve or the capital reserve for the senior center. Ms. Carpentier indicated that it was included in the \$1.6 million that Mr. Luszey is quoting you. Chairman Coutu asked if they've already accounted for the 2014 money. Ms. Carpentier said yes. Chairman Coutu asked how that made it possible for us to put the shovel in the ground in July of 2013.

Selectman Luszey indicated that we had \$150,000 that we were to use for the design work. The Town Engineer just told me of that we'll have \$50,000 left over. So we can take another \$50,000 on the \$88,000. So that would be down to \$38,000. Selectman Nadeau was sure they could find \$38,000. Mr. Malizia said when you say we can find \$38,000, what year and where? Selectman Luszey indicated at the end of this fiscal year. In June, we would need to allocate \$38,000 from somewhere to make this. Chairman Coutu said the only somewhere we have at the end of June is surplus. Mr. Malizia indicated that that would come from the unexpended fund balance. Chairman Coutu said he would agree with that provided a formal presentation is made to the Budget Committee so they know up front what our plans are. I'm trying to avoid taking surplus money and start, this is not frivolous, but to just frivolously spend it and say okay you needed new carpet, okay let's give it to her. The carpeting areas I had not recommended in the past only because it was a danger and we took care of it. Other areas that are requesting carpets either somebody is not articulating properly or we don't have any need for carpets. I'm trying to avoid using surplus unless we can justify it. This is certainly justifiable.

Selectman Maddox said it was \$38,000. Why don't we just put it in the warrant article so that the voters are actually saying they're willing to spend \$38,000 as an appropriation? Chairman Coutu didn't disagree with that. Selectman Maddox said trying to find \$38,000, we certainly can pick some place but why don't we just say to the voters its \$38,000. Are we trying to hide \$38,000? Let's be up front. Chairman Coutu said when you get out and vote, they're going to find that warrant article and get people to vote for it. Selectman Luszey said that's what we'll probably put in there. I will say one other caveat here. The Town Engineer has been talking with the architect and we would actually like to put this out to bid in the December/January time frame with a letter that states that it's contingent upon voter approval in March. The reason being is we would get extremely competitive and better pricing, which may even drive it down where it would actually come in less than the 1.7. Chairman Coutu indicated that they could always reject the bids too. We could resubmit if we don't like the bid either. I don't disagree with that and I don't disagree with that logic in the economic times that we're in. We possible could be forcing the issue on either I take this job and I take a cut or I don't get the job. So we may have a few hundred contractors out there that can handle something of this magnitude. It's not like we're building a \$20 million edifice here. We're building a cable facility and senior affairs building to replicate the red barn that was there. I think we've made tremendous progress. I had said right from the outset Selectman Luszey when you and Selectman Maddox grabbed the bull by the horn.

All Chairman Coutu wants to hear in the end is some creating financing. I think that we have an obligation to support your idea Selectman Maddox. I think we have an obligation at some point to have the voters have a say. One way to do it is to put the \$38,000 on the...they say look we really want this. We don't care if it's \$38,000 or \$138,000. We're going to vote yes. That's what I want to hear.

Selectman Nadeau thought that we can find \$38,000 at the end of the day to build the senior center with a \$20 million budget. We have a contingency fund that we haven't used. Gas prices are going down. At the end of this year if we put in that we're going to use this money from the surplus to fund the building of the senior center and it comes out to be \$20,000, I don't think we need to put it on a warrant article.

Selectman Luszey said that is the discussion because the warrant article as its currently worded, it's really to release the funds from all the different Capital Reserve Funds and agreeing to the conditions that it stays a senior center until such time as the voters by warrant change the use of that which fulfills the requirements for the Council on Aging to release the funds to us on that. Steve Malizia said that's a donation from them. It's not a fund we have. Selectman Luszey indicated that they way we worded the warrant article; it talks about the different capital reserve funds and receiving the donations. One way we can change the use of the building

is through another warrant. What we're really discussion is whether or not we add \$38,000 to be appropriated onto of all of these different funds.

Chairman Coutu stated that Selectman Maddox recommended that we go to a warrant article. Selectman Nadeau's argument is that we can find the money. If we go out to bid and the bids come in much lower, you certainly might not even need \$38,000 we might only need \$28,000 or \$15,000 as you suggested.

Selectman Luszey's question is if we go out to bid and it comes in less and we put the amount on the warrant, we would be appropriating those dollars because when does the wording of the warrant...Mr. Malizia said up to those dollars. You don't have to spend all of it. Selectman Luszey was talking about is we would raise it. We would tax the taxpayers if it's on the warrant. Mr. Malizia said you could tax him up to \$38,000. If you needed less, you wouldn't raise the \$38,000. Selectman Maddox said because you already have the other funds that are ready.

Selectman Nadeau said the other part to that is if you put it on the warrant and it fails, you can't expend the money. Selectman Brucker said she didn't like that.

Selectman Luszey was trying to get my hat around it. If we put it in the warrant and it passes, how we would not collect those monies? Selectman Luszey said that's why I'd just rather not collect them. Mr. Malizia said you'd take it out of the funds first. I'm assuming you'd want to make those all zero. The funds being (inaudible) and the senior reserve under that the town has and if you're accepting a donation, I don't know if there's a limit on the donation or whatever but if you accept that donation, let's say that all adds up to 1.65 and you need 1.6, why do I need to go raise it from taxation do I because I've already taken it out of all those funds. It means I can. It doesn't mean I necessarily will. Kathy Carpentier said it goes in order of the way the warrant article is written. Yes it was raised however you're not going to spend it if you come in last coming under budget and then it just goes back to surplus.

Selectman Luszey thought that to raise and appropriate means if the voters approve it, we're going to add that to the tax rate and the taxpayer is going to pay that into us. We may not be spending it...Chairman Coutu said for that year. That was Selectman Luszey's point. Chairman Coutu said if you don't expend any of it, she doesn't have to drawn down on it. That \$38,000 the next year would go into surplus and it goes against next year's budget. The point Selectman Luszey was trying to make is we would impact he tax rate by just over a penny. If we use it out of surplus at the end of the year based on whatever the bid comes in and we go the way the warrant article is written today, the tax rate is impacted at zero because it is all coming out of the capital reserve funds that are already there and the unexpended.

Chairman Coutu said that maybe Selectman Nadeau's recommendation is the best at this point. Steve Malizia indicated that what Selectman Nadeau is saying is take it out of what you don't spend out of this year's budget. Am I correct? I can't tell you right now one third of the way through the year. You've already sucked \$90,000 off the Assistant Town Administrator. I have no idea what the winter is going to bring. I have no idea what's going to break. I don't. I'm not going to be the seer of the future for the next 9 months. You're cutting it awful close if you're going to take \$120,000 out of this year's budget for this purpose. That's what you're affectively doing. Are you confident we're going to be that flush? I'm not. I know the Assistant Town Administrator but if you have other things that go.

Chairman Coutu said our revenue projection is a little lower this year than previous year. We kind of cut those down. Mr. Malizia said we don't get to spend any extra revenue though so it's immaterial. Kathy Carpentier believed we increased them because we were thinking building was going up and some rec. fees went up. From a surplus perspective, Mr. Malizia said you know you have it. You have a healthy \$4 million surplus.

Selectman Maddox said if the voters for \$38,000 don't want to build this building, I think we need to be as transparent for lack of a better term. It is going to cost them money. It's inevitable. I think that \$38,000 to build a \$1.7 million building - if they're not going to vote for it, the \$38,000 isn't going to be the driving point. So let's be frank and upfront and say this is all that we need to get this building built.

Motion by Selectman Maddox to amend the warrant to add \$38,000 to be raised and appropriated.

Steve Malizia said if you read how this is written, you're filling in the blanks basically. You're looking under Tab B. Selectman Luszey said there's a balance of it comes from general taxation would be the \$38,000 that needs to come from general taxation. Chairman Coutu said that Selectman Maddox is right. Both arguments are right. I agree with Selectman Nadeau. We probably will come up with the money. I didn't think about what the Board without me did with the Assistant Town position. I didn't disagree with that. Selectman Maddox said we haven't done it yet. Selectman Luszey said we're really down to \$37,500 because we sold the generator for \$500.

Kathy Carpenter asked for the total amount that you're estimating right now. Selectman Luszey said 1.778022.25. Ms. Carpentier said that it was somebody's estimate that the voters already said we'd spend \$150,000. You believe that we're only going to spend approximately \$100,000 on that. Selectman Luszey said that it would be less than that. Gary Webster said we had \$150,000 for the design of the building. We were under a contract with WarrenStreet for \$91,000. We've only spent \$56,000 so far of that \$91,000 contract. It was a total of \$150,000. He has 2 weeks left to finish his plans 100 percent to go out to bid. Whatever that is, we might be under with his original estimate was. Selectman Maddox asked if it was the future Senior Center Capital Reserve Fund. Chairman Coutu said that the money may come up there. Mr. Malizia said some amount will because some will spend it but you've already appropriate it. You're not going to take it out of the fund. It will still be there so your number will be...Mr. Webster said he had some extras that I did out there. I did the test borings and so forth that I used out of that account but it wasn't that much.

However, Ms. Carpentier thought you have to be sum specific in your warrant article. So if you're going to say take whatever number it is from cable, it has to be exact. You can't say take up to \$800,000 if there's only \$725,000 in there.

This is an afterthought. Chairman Coutu asked in the budget for this fiscal year 2013 at the end of the fiscal year June of 2014, there's going to be some surplus in the cable facility budget. Haven't we been putting that into capital reserve? Kathy Carpenter said yes. I have used that as a projected fund in the calculation. What I did for Selectman Luszey was tell him what was in it as of now which was September of 2012 was the latest information. We got donation amounts from the Council on Aging. I backed out \$150,000 that the voters already voted to use, the 2013 projected funds from cable, and the 2014 projected funds from cable. I rolled it forward as best I know. This is new information that they might not be spending the whole \$150,000. Chairman Coutu asked how much of that already Gary? Mr. Webster said we spent \$56,000 so far. Chairman Coutu indicated that we have two weeks to go. What are the odds it's going to cost us another \$90,000? Mr. Webster indicated that his original contract with us was \$90,000. They've completed the site plan and everything is done. We have the plan ready to go for recording the easement plan which we have to do. The only thing he has is two more weeks of working with the electrical with the Fire Department and some other people and that will finalize everything. I don't see a big amount from there and all the bills have been paid.

Kathy Carpenter had one more question. Are the contingencies built into the estimates that we're dealing with? Gary Webster said yes. He built them in on the percentage of us doing the work. The contingencies are a little smaller than the original contingencies but they're in there in two different places. That's \$150,000 right there.

Chairman Coutu commented that Selectman Maddox was in the middle of making a motion. Selectman Maddox said he didn't know what numbers to say now at this point. The way Chairman Coutu sees it, it's zero based on what I'm hearing. We're not going to need to raise and appropriate anything. We can let it stand and hope for the best or we can bring in one of two motions. Selectman Maddox indicated that he was with him. Chairman Coutu asked Selectman Luszey if he felt that he was comfortable with that if we were to say we're not making any motions. We're going to hope that the \$30,000 that we need somehow either shows up with engineering monies not spent, or design plan money not spent, or surplus. Selectman Luszey thought that money will show up with not spending all of the design money and the bidding is going to come in later. Chairman Coutu believed that the bidding would come in lower if we push it forward this winter. Gary Webster thought we should go out to bid just so that we have that number. Mr. Malizia said that you're appropriation is \$1,778,022 with money to come from the Senior Center Capital Reserve Fund. Selectman Luszey said yes. I'll work with Kathy Carpentier to get the exact numbers from the donations.

Chairman Coutu asked if everybody was all set. We don't need a warrant article any more extensive than what we have except to fill in the correct numbers. Mr. Malizia asked if the Board wanted to forward that now or do you want to wait to forward it? At some point in time, you need make an action...Chairman Coutu indicated that the Board wanted to wait. Mr. Malizia said that would be maybe the 27th.

Kathy Carpentier asked one more question about the bid process. If you go out to bid, you have 30 days to award the bid and then you'd have a stipulation in your contract saying you cannot...Selectman Luszey indicated that we would have a letter that said its intent to do it but its contingent upon voter approval in March. They know that work doesn't start until March or actually July. Chairman Coutu said we don't have to accept the bid an award the bid within 30 days. We may reject them all. Ms. Carpentier wasn't saying you have to award but in the Town Code you have to make a determination. Chairman Coutu said yes, we'll make a determination in 30 days. I thought you have to award in 30 days. Selectman Luszey indicated that most contractors know that in this type of process they're bidding on work that's 6 or 7 months out. Gary Webster said it would be in the bid process too or the timetable as far as the voters go. That would be part of it when they see that. If they don't want to do it, they don't have to. Chairman Coutu said they'd wait until they had the proper language and the numbers in and then we'll reintroduce that warrant article for the senior center/cable TV facility. I agree. Thank you Mr. Webster. I appreciate your time.

Relative to the budget, Chairman Coutu asked if they were done. Selectman Nadeau said he believed they were.

Kathy Carpentier indicated that she will give the Board the operating budget later. You do need to take a vote and pass it on. The operating budget is \$28,849,173. Chairman Coutu stated that the Board has tentatively approved an operating budget of \$28,849,173 on the town side to submit to the Budget Committee.

Motion by Selectman Nadeau, seconded by Selectman Brucker, to forward the operating budget of \$28,849,173 to the Budget Committee, carried 5-0.

8. NEW BUSINESS

A. Bid Recommendation - Replacement Ambulance

Chairman Coutu recognized Fire Chief Shawn Murray.

Chief Murray believed the Board had the information in their packets. The voters approved the purchase of a new replacement ambulance from the Fiscal 2013 budget which was Warrant Article 10. It authorizes the withdrawal of \$113,634 from the Ambulance Capital Reserve Fund and then appropriate \$51,366 from unencumbered budget surplus. In following Town Code, we put a request for proposal, distributed it to 4 perspective bidders, and advertised in the HLN, Nashua Telegraph, and the Town web page. A formal bid opening was conducted on September 5, 2012. We had 2 bidders that responded. After a comprehensive review of the ambulance package, the lowest bidder for the ambulance was Bulldog Fire Apparatus in the amount of \$165,000. The second closest bidder was \$178,881. Some \$13,000 over. One caveat to this is once we were doing a review of the ambulance, the low bidder had brought up a demonstration ambulance to us. Just out of curiosity, we asked them whether the demo ambulance was available. They said it was and we found out that the demo ambulance is actually \$2,000 less than what we would go out for a bid specification. This demo ambulance is a 2012. It meets all the specifications that we put out to bid. It comes with a full warranty.

It's basically built. It has some upgrades to it and we would be able to pick that up within 30 days versus having to wait 180 days to have an ambulance built. I wanted to bring that to the Board's attention tonight and ask if you would consider allowing us to purchase that demonstration ambulance versus the other one for \$165,000.

To Chairman Coutu, it has some resemblance to what the Road Agent did when he bought that lift truck. We got a better deal. It was readily available and basically what he's doing is he's making the same presentation except we'd save \$2,000. It's not just the saving of the \$2,000. We're getting additional features that were put in the model that we wouldn't get in the ambulance that we would have built for ourselves at the full amount. So we're going to be ahead of the game by getting an ambulance we can have readily accessible to us in 30 days. All we'd have to do is the radio transfer and the decals. Did you say the radio transfer was included? Chief Murray indicated that it is not included but the antennas and the power cords and everything are already built into the ambulance. It is a lesser than what you would do with a new one. You'd have to put new antennas and all of that. Chairman Coutu said it also has added features that we didn't want to bid out because they cost more and they're willing to let us have that ambulance with all of those additional features. I think it's a very prudent decision on the basis of what we've seen happen in the past. I had some concerns. Basically the same that you might have that it was Bulldog. I remember the scenario with Bulldog - Selectman Maddox you and I were totally involved in the end. We got them off their high horses and got them to do what they needed to get done. I was very impressed after that with the amount of work they did, the care, and coordination they've been taking with the Fire Department to stay on top of any of those problems in the future. I think we laid down the gauntlet and they responded in kind and I was very proud of them.

Selectman Luszey thought that this was a good idea. The added features - do you add those to your future bid specifications or do you leave them off in the future? Is this upping the bar now for all future ambulances? Chief Murray said they would leave those off in the future. If I may, I'll give you a couple of the upgrades. They do upgrade the interior and exterior trim packages. Things like they do have a color backup camera with monitor in the rear view mirror. That's critical because a lot of times we don't spec. those out but we do backup into driveways so we can get the patient out and transport quickly. Sometimes the person is by themselves. There are some other recess curbside entry step with grip struts. In other words, people can instead of having to step up, they walk right in. There's 74" headroom in the patient compartment versus 72". Those types of features. Nothing that we'd be looking in the future.

Chairman Coutu wanted to ratify something he just said with the Town Administrator. The demo model has 1,000 miles on it? Chief Murray said the demo model has 2,499 miles. However, the warranty starts when they sign that over. It would be just like driving it off the lot. Chairman Coutu said whenever we sign it over if it was up to 3,000 miles; they own the warranty at 3,000 miles is our start point.

The other thing is on the trade in. Chairman Coutu indicated that they're offering us \$2,000. Chief Murray said no. They're offering us \$10,000. Mr. Malizia said we're trading in something for \$10,000. You said it was \$2,000 less than the price we're paying. Is that net when it's all said and done. Chief Murray said yes. Mr. Malizia asked what's the value of that demo do you have any idea? Deputy Buxton said \$167,850. They're \$3,000 higher original then after the trade in is taken into account. Mr. Malizia was wondering if it's a demo can we negotiate a little bit more off the price. Chief Murray said the full price of it is \$176,390. I think we negotiated pretty well. Mr. Malizia repeated that we negotiated the number. They didn't just give it to us. Chief Murray said right. The other vendor offered only \$7,500 for the trade in. There was one other feature that's called an EBS attendance seat with a built in child seat. That's for infants. It's built right into the seat that the EMT can sit there but if you have an infant or a child, it's required to put them in a specialized seat. They're including that in the package where the other vendor would have charged us. Deputy Buxton also said the on spot chain system and then there's one height difference in the rear entry step coming into the patient compartment that they will lowering it to 15" to match our specifications. Mr. Malizia indicated that was for the demo if you do the demo.

Again, Select Maddox indicated it must be one of those workshop items but the trade ins. I'm just fascinated we're buying a \$176,000 vehicle and we're getting \$10,000 for it. Are we better off selling it to cable and getting \$12,000 from them? Chairman Coutu said we've already spent all of their money. Selectman Maddox was just saying it seems like a disproportionate...Chairman Coutu reiterated that it was a 9 year old vehicle. What's the mileage on the vehicle we're trading in? Deputy Buxton didn't pull that today. It's well over 100,000 miles. At some point, Chairman Coutu said it has little to no value. The last ambulance the Cable Committee bought was fraught with all kinds of problems. It wasn't such a good deal after all. It sounded like a good deal but we bought into it. I agree. When you're spending that kind of money, you think about you're trading in your car for example. I'm sure you can get more than \$3,000 to \$4,000 for your car. Selectman Maddox was saying if you bought a \$30,000 car, 9 years later you're going to get \$1,800 for it. Most people would do a better job of negotiating it. I think that's a function of there's not a lot of lots with ambulances on them. Selectman Luszey said it was one of those demand things. Chief Murray agreed. Chairman Coutu said the proof was in the pudding. We only got 2 bids. Two people were interested in helping us with an ambulance. What would happen if nobody wanted to bid?

Selectman Brucker had a quick question. I know we've heard how many thousand miles these usually last. Deputy Buxton said they were on a 9 year life cycle with us. It's not so much the mileage that is put on them; it's the type of mileage that's put on them. They're an emergency response vehicle so they corner hard, they carry a lot of weight, and they carry a lot of equipment. So they're hard road miles. It's not like driving your car on the highway. Chief Murray said they consistently see at that 9 year mark our maintenance costs start going higher and higher. Selectman Maddox stated it will be 8 ½ years if we do this. I hope we're not setting a trend of now we're reducing that down. Chairman Coutu asked why it was going to an 8 ½ year. Selectman Maddox said it takes 6 months to get it built and delivered. This one is going to come now. You're effectively cutting out X amount of time out of the...Deputy Buxton said they're over the 9 years now.

Motion to award the bid for a Chevy 4500 Type III, Class I Emergency Vehicle to Bulldog Fire Apparatus, the lowest bidder, in the amount of \$165,000 as recommended by the Fire Chief and the Finance Director.

Selectman Maddox asked if they were going to take the demo. Chief Murray said the demo is \$163,650.

Motion by Selectman Luszey, seconded by Selectman Maddox, to award the bid for a Chevy 4500 Type III, Class I Emergency Vehicle to Bulldog Fire Apparatus, the lowest bidder, in the amount of \$163,650 as recommended by the Fire Chief and the Finance Director, carried 5-0.

Motion by Selectman Luszey, seconded by Selectman Maddox, to authorize the Finance Director to apply for reimbursement from the Ambulance Capital Reserve Fund as authorized by Warrant Article #10 in the amount of \$113,634 from the Trustees of the Trust Funds, carried 5-0.

Chief Murray thanks the Chairman and members of the Board.

Just on a related note, Selectman Luszey said he actually talked with the Chief a couple of times in the last couple of months. I would like to have our vehicle rotation plan revised. It's 10, 15 years old. Chief Murray said its 8 years old. Selectman Luszey said it was old and it needs to be revised - vehicle lift changed the use of them changed. I would like that to be a workshop item within the next few months. Chairman Coutu said he told the Chief I would expect that from him and I had also said so to Deputy Buxton that that's an item we need to get to this year. Chief Murray said they needed to address Selectman Nadeau's command vehicles too. Chairman Coutu said how we're going to do the rotation and whether we're going to downgrade to a lesser impact. Selectman Luszey said it's not just Fire. It's Fire, Police, and everything. Chairman Coutu agreed - the whole town. I agree. We need to look at where we're at with vehicles, which ones we can or should get rid of. Do we have too many? Do we not have enough? We need to look at it all and then we need to look at the recycling of the vehicles.

Chief Murray indicated that it was good timing because if the squad concept goes through, there are a couple other vehicles that will become obsolete and will be taken out of the fleet too. It's a good time to do it.

- B. Acceptance of a donation of trees from Countrybrook Farms Nursery & Garden valued at \$479.85

Chairman Coutu recognized Town Administrator Steve Malizia.

Steve Malizia recognized with the Board's thanks and appreciation this generous donation to plant some White Oak trees and a Japanese Bloodgood Maple at Benson Park. Chairman Coutu said he couldn't speak enough and I'm sure Selectman Nadeau you've done a lot of work with them as well. I can't express enough our appreciation to Countrybrook Farms for everything they do for our town day in and day out. Its Maple trees here, ice cream there, bushes here, flowers there. They've always been there. They've never said no. For a small hometown business, I think that's very generous of Countrybrook Farms. I, too, highly recommend that we accept their donation with our thanks and appreciation.

Motion by Selectman Nadeau, seconded by Selectman Luszey, to accept 2 White Oak trees and 1 Japanese Bloodgood Maple tree from Countrybrook Farms Nursery & Garden to be planted at Benson Park valued at \$479.85 with the Board's thanks and appreciation, carried 5-0.

- C. Budget to Actual

Chairman Coutu recognized Town Administrator Steve Malizia.

Steve Malizia indicated that we are one third of the way through the year which is 33 percent. Again, we've looked at the budget for next year, the budget for this year, and everything looks pretty much on track or where we had expected to be. No major issues at this point in time. Obviously we'd be heading into the winter months and could change things. From a legal perspective and some of the other accounts like trash, we seem to be targeting fine.

As Mr. Malizia looks at the revenue side, I think we're slightly over the 32 percent for the auto registrations which is a good sign or very good that we're at least keeping pace with what we've budgeted. Obviously there's really no interest from our bank accounts. That's sort of a non factor at this point in time but we still talk about it and look at it. Again, not everything is in 1/12th increments but for now, I think we're look in reasonable shape.

9. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Brucker - It's very nice to have you back. Chairman Coutu said it was good to be here. Selectman Brucker said very few of my committees have been meeting.

Selectman Luszey - Welcome back. I wish you a speedier recovery. Chairman Coutu thanked him.

The only thing Selectman Luszey really have to report tonight is I want to give a very heartfelt thank you to all of the folks in town and to our town employees for their generosity toward our last weekend's shipment to Mooremart. Just so that if folks aren't aware, we shipped our 50,000th package to Afghanistan and Iraq this past weekend and we have broken over 52,000 packages now. With that, I want to thank you and it's with the generosity of everyone from the town and surrounding towns that make it possible. Thank you.

Selectman Maddox - I'd like to thank some people also. It's the 13,000 people that we all got to see on Election Day. I want to thank them for their patience, their understanding, their good nature. It was either cold, or the line was a little long but people kind of understood that this only happens in Hudson once every 4 years does the voter turnout quadruple from our town or preliminaries. So it is crazy. I think the Police Department and Highway, some crazy Selectman out waving not enough, but we really tried to get the cars and the people through as fast as possible. It was a coordinated effort. The people that sat at those tables and took the IDs

and processed all that, again, you're talking better than 4 times what our normal elections are. Unfortunately to those people that procrastinated and wanted to vote, they got to stand out outside for way too long but that's the way it was. Hopefully next time in 4 years we have a better system. Whether Mr. Martin can convince the Governor to use driver's licenses or whatever the process is but it was exceptional to see the amount of people that flowed through that building in that short of time. I saw you come through Mr. Chairman and I thought you were going to in holding court for a while. The next thing I know you were gone. You got absorbed into that crowd. I kidded people all day. The As and Bs would show up in mass and they'd be out the door. Then they wouldn't be there and the Ms would be out the door. Again, everybody had a good sense of humor about it. I appreciate all of their understanding and patience. Who knows what will go in 4 years but at this point, it's over. I think the perfect storm of haughtily contested races brought out a lot of people and we did what needed to be done. Again, the Town Clerk and all of her staff and the people that Paul gets to volunteer. Again, great people.

Selectman Maddox's next item is a new group of Reps. Pretty much a lot of the House of Representatives are the same. Mr. Chairman I think that we need to invite them in and tell them what our needs are. I think that one of the things we haven't done a good job is herding that need whatever it may be. With that, I would ask that the department heads put together a list of those costs. I know that we've talked about the pass down of some of the costs that are happening from the State. It would be nice to get some of that information to be able to provide to them. It looks like things are going to change up there. Again, I think we need to be prepared to say where they have hit us whether it be the police and fire with additional time and monies spent on various things, pension. I think that they need to hear that from us. I am hoping that we can invite them in the very near future because once I understand December 15th they can't put any more bills in. I will be getting together with the Chief. One of the things is being able to put a red light camera at Library and Ferry Street. How many bad accidents have we had there? Right now there's a statute that says we cannot. It would be nice to modify that to say if there's sufficient need for one and you can prove by the statistics. Those kinds of things I think we need to get their attention on. If the Board agrees, the Town Administrator at the department heads meeting can ask them to pull those things together. Mr. Malizia indicated that they weren't having one. Selectman Luszey said to make sure you put a request for a light at Pelham and Lowell. Again, Selectman Maddox thought it's a new group and it's a new time up there. I think we need to get our voices heard. I think sometimes we just assume that they're watching and maybe they're not. I still don't know who our Reps. are.

Chairman Coutu said he never misses voting. I was going to get there and vote regardless. First thing I recognize when I pulled up was Commandant Maddox rallying those lines and getting them in shape. It made it so much easier for me to have access to be able to get in. Low and behold one of the lines that's always busy when I go is C. I got to go right up and vote. There was one person in front of me and she insisted I go in front of her. My wife and I were going to vote. It was easy in easy out. I went across the street to greet and there weren't too many people there so I greeted the few that were there and then we just moved on. I've worked with you and I know what you're like about getting things organized and assembled, recruiting people, and telling people where to go to register to vote. In the few seconds that I saw you, I didn't see that change at all. You still held the line. You were going to make sure this was going too smoothly no matter what. I thought you were going to shoot a couple of people if they didn't get in line. Whatever it takes.

Selectman Nadeau - I have a few things. The first things while we're talking about the polls and the election, Hudson CB Patrol helped us out greatly in the evening. They came in and filled in where we needed them with our parking lot help. I'd really like to thank them. At the last minute with all the absentee ballots, I called upon Judy Geer and Cheryl Freed to come in and spend a good quality 4 hours with us opening those absentee ballots. I'd like to thank them for giving up their night and coming down to help us.

The next thing is for those who haven't seen it, the Hudson Fire Department has the emergency management website on Facebook. Today I was cruising through it and I saw some pictures of our firemen and policemen from Hudson down in New York volunteering some of their time to help out with Hurricane Sandy victims down there. I thought that was very nice so see that on Facebook. It's one of those things that you don't really see a lot of out there. That was one of the nice things.

The next thing coming up is the Hudson Fish and Game dinner. A lot of people saw in the paper that they're still looking for supplies to do that. If anybody would like to donate to them, they can call the Fish and Game whether it be a turkey or some of the stuff that they're looking for. They will be doing the Thanksgiving dinner like they usually do and I will be down there to help them out.

Coming up and you'll see one here soon in Town Hall, the box is already out there but there will be a drop-off station here for St. Vincent for the Food Drive. There will also be one at the Gulf station and one at Caribbean Tan. This year the need is getting greater as more people are out of work. If anybody has any questions, they can give me a call or they can e-mail me if they need me to pick something up for them. That's it.

Chairman Coutu knows how hard Selectman Nadeau works with the St. Vincent de Paul Society. I know the need is going to be much greater this year. Anything anybody can do relative to the Hudson Fish and Game annual turkey dinner which I forget how many thousands we gave out last year, we'd like to continue that tradition. We have a lot of people who volunteer 2 or 3 days of their Thanksgiving week to achieve this great accomplishment. Ben and I have been there first hand. Me having to fix things that Ben breaks in the process. We've had a good time melding with the people and getting to see people coming in and enjoy their meal. All the Cub Scouts and Girl Scouts and Boy Scouts delivering these meals all over Hudson, Litchfield, some parts of Nashua, and some parts of Tyngsboro because the request has grown every year. We're spreading out and there's plenty of food to go around. Thank you for that Selectman Nadeau.

Most importantly, Chairman Coutu wanted to thank Selectman Nadeau again for keeping in touch with me on a daily basis, keeping me updated and informed on what's going on, letting me text you during some of the meetings and you texting me back. You showed your friendship and your kindness throughout this ordeal I've been going through and you did an outstanding job working as the Chairman of this Board as you've done in the past and I served under you. I'm very proud to see the work that you did and how far you got along in the budget.

To the rest of you and to all of my friends who have communicated to me (Chairman Coutu) one way or another, well over 150 cards, so many gifts, and so many fruit baskets that I can't get to them all. I made the mistake of telling everybody Incredible Edibles and I've been getting a ton of them. I'm finishing my last one off now because I do love them. Let's give me a little bit of freedom on the fruit. I won't be at 100 percent I think. I'm meeting with a couple of doctors next week. I won't be at 100 percent much before January or February. I'm making slow and steady progress. It was an ordeal. It was a back operation that went bad. Corrective surgery has been done and hopefully we'll heal and will be at 100 percent. I enjoyed being here this evening. It took my mind off of the pain for the most part. It was very helpful for me to come here tonight. This was the greatest therapy I could have had.

Chairman Coutu thanked Selectman Nadeau in helping the firefighters in giving out their awards.

10. NONPUBLIC SESSION

Motion by Selectman Luszey, seconded by Selectman Maddox, to enter Nonpublic Session pursuant to RSA 91-A:3 II 91-A:3 II (b) the hiring of any person as a public employee, carried 4-1 by roll call. Selectman Nadeau in opposition.

Chairman Coutu indicated that Nonpublic Session is being entered into at 9:58 p.m., thus ending the televised portion of the meeting. Any votes taken upon entering open session will be listed on the Board's next agenda. The public is asked to leave the room. Open session is being entered at 10:01 p.m.

Motion by Selectman Maddox, seconded by Selectman Brucker, to hire Barbara Doyle for the position of full-time Senior Accounting Clerk position at a starting rate of \$16.04 per hour (Step 1) effective December 3, 2012, carried 5-0.

11. ADJOURNMENT

Motion to adjourn at 10:02 p.m. by Selectman Maddox, seconded by Selectman Brucker, carried 5-0.

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