

HUDSON, NH BOARD OF SELECTMEN  
Minutes of the October 18, 2012 Meeting

1. CALL TO ORDER - by Chairman Nadeau the meeting of October 18, 2012 at 7:05 p.m. in the Selectmen's Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE - led by Fire Department Executive Secretary Jen Riel.
3. ATTENDANCE

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

Absent: Roger Coutu

Staff/Others: Steve Malizia, Town Administrator (arrived at 7:47 p.m.); Donna Graham, Executive Assistant; Kathy Carpentier, Finance Director; Patti Barry, Town Clerk/Tax Collector; Paul Inderbitzen, Moderator; Chief Shawn Murray; Deputy Chief Rob Buxton; Deputy Chief John O'Brien; Jen Riel, Executive Secretary - Fire; Mickey Rudolph, EMT; Leo Bernard; Mike Linehan, Report HLN

4. CONSENT ITEM

*Motion by Selectman Brucker, seconded by Selectman Luszey, to suspend the rules and approve a Consent Item under Licenses & Permits - Raffle Permit - Girl Scouts of the Green & White Mountains, carried 4-0.*

5. BUDGET PRESENTATIONS

Town Clerk/Tax Collector (5030)

Chairman Nadeau indicated that the Board is going to go over her budget. Selectman Maddox indicated that it was Thursday night. She's is open upstairs. So she needs to close out. When I asked her if she had anything, she said nothing other than her increase is the pension numbers.

Moderator (5041)

Chairman Nadeau indicated that the Moderator's budget was down 37 percent due to no federal election next year. Seeing that that one is down 37 percent...Selectman Maddox said he did hear that he wanted to make some changes to some equipment. So maybe when it comes in it will be after the Fire Department.

Supervisors of the Checklist (5042)

Selectman Maddox said he did check with the Supervisors and they said they had no increase. They didn't need to come down. Zero percent.

Fire Department (5710 to 5770)

Chairman Nadeau recognized Fire Chief Shawn Murray, Deputy Chief Rob Buxton and Deputy Chief John O'Brien. If there's any questions, Jen Riel is in the audience together with Mickey Rudolph for EMS.

Good evening Mr. Chairman and members of the Board. Chief Murray indicated that in your packet you have my introduction letter. The Fire Department has forwarded to you by way of the budget proposal what we as an organization feel is required to provide emergency services to the Town for fiscal year 2014. Our budget submittal this year has conformed to the zero percent increase budget parameter which was directed by the Board of Selectmen for this year's budget process. This year's budget request has been a significant challenge for the fire administration. Last year and four years of directed zero percent increase has resulted in a decline in the funding of our operational budget. A default budget back in FY10 resulted in a below zero percent budget which also contributed to the decline in our operational budget lines.

(Chief Murray) Our goal for delivery of service to the public this year is again to focus on maintaining our current staffing levels for emergency response, maintaining our vehicles, apparatus, and facilities. Any requests for funding related to equipment within our budget is for repair or replacement and not for new equipment. Any funding requests for facilities that we've included is for repair to HVAC, plumbing, or electrical systems. Because of our zero percent directive over the four years we have not been able to keep up with our deteriorating facilities. If we don't invest in properly maintaining our facilities, the cost of repairs is going to continue to rise. The proposed Central fire station project has now remained stagnant for 5 years. With that Mr. Chairman, Chief Murray said he would be happy to answer any questions on our budget.

Chairman Nadeau asked the Board if any Selectman had questions on the budget.

Selectman Maddox asked about the 1.4 percent increase. Is it all attributable to retirement? Chief Murray said yes - personnel and benefits. Selectman Maddox asked how much of that is retirement do you know? I was trying to look it up today and I...Kathy Carpentier said \$121,000.

Just a side note Mr. Chairman while you're looking at some of these lines. Chief Murray does have two proposed warrant articles and some other items outside which we can take up at the end if you desire.

Selectman Maddox indicated that Chief Murray was still carrying the 1970 bucket truck. Are we going to give that a proud Valhalla retirement? Chief Murray indicated that they still needed to coordinate with the Highway Department to get some training and set up with their new piece of equipment. Selectman Maddox indicated that this was the 2014 budget. I would hope by July of next year that that is accomplished unless we have another issue that we need to address. I know it doesn't cost much to maintain but.

Selectman Luszey thought they should retire it this year like now and we can bundle it in with the generator and put both of them out to public auction.

Selectman Maddox thought they needed to know other than training what the rationalization to keep it. Selectman Luszey said the rationalization for me is when we agreed to pick up the new bucket truck we were to retire this one. It should have been retired a couple of months ago and training should occur. I'm not sure why.

Selectman Brucker asked why would we replace it. Selectman Luszey said we bought a new bucket truck. Selectman Brucker said we have two bucket trucks. Selectman Maddox indicated that she was part of that. Selectman Brucker asked if there was a need for the second bucket truck. Chief Murray said no. We bought one with the Highway Department. Once again as soon as I get the training for my personnel on it, I'll put it for sale. Selectman Brucker indicated Chief Murray was using it for training and...Chief Murray said it wasn't costing them any money right now. I'm not using it for training. Highway has the new bucket truck in their possession. We have not been trained on it. It has not been fit up for some of the equipment that we need for the fire alarm equipment on it. Selectman Brucker asked if the old bucket truck was and when would you expect that to happen. Chief Murray said yes and he'd have to coordinate with the Road Agent. So after that happens, Selectman Brucker asked if that would be the time to retire the old one. Chief Murray said sure.

Selectman Luszey said to Chairman Nadeau you said all right. What does that mean? Is that 6 months from now? Nine months from now? Two weeks from now? Chairman Nadeau indicated they had to coordinate with the Road Agent so I will...Selectman Luszey asked if it was going to happen next week or is it going to happen 6 months from now. The school has already been trained. Within a couple of weeks after we got it, the School Department was trained. I don't know what and why it's taken so long to get training. Chairman Nadeau indicated he would ask the Road Agent tomorrow for you and I'm sure that we can...Selectman Luszey asked if we can agree here that that training and fit up will take place in the next 30 to 60 days and retire this truck this year. Chairman Nadeau would like to ask the Road Agent before he said yes or no to that question. Selectman Luszey asked how about if I make a motion to that affect. Chairman Nadeau said he could do whatever he wanted as long as he had a second and it passes.

*Motion by Selectman Luszey, seconded by Selectman Maddox, to retire the 1972 bucket truck in 30 days or a good reason if it can't be done.*

Selectman Maddox said one of the reasons why we bought this thing was to retire the 1970 vehicle.

Selectman Brucker thought it needed to be coordinated between the Chief and the Highway Department and I think it needs to be reasonable that that can happen.

While you're at it if you give me permission, Chief Murray said he'd post it for sale.

Chairman Nadeau stated that Selectman Luszey suggested that we have an auction for it.

Chief Murray said we've already been through a sealed bid for the generator. I'm coming into the Board for permission to give the bid. Chairman Nadeau said if the Board decides not to give the bid, Selectman Luszey would like to do an auction for both pieces of equipment I guess. That's what he just said. Selectman Maddox said one was a 40 year old lift truck and a generator at the same time. Chairman Nadeau said maybe the same guy who bought the generator might want the lift truck. Selectman Maddox said that he can bid on it. Mr. Chairman we're going south. Selectman Luszey said he was okay with that. We knew that. Let's get it off the books for whatever salvage value we can back into the revenue stream.

*Vote: Motion failed 2 to 2. Selectman Nadeau and Selectman Brucker opposed.*

Mr. Chairman as the Liaison to the Highway Department, Selectman Luszey asked Chairman Nadeau if the Board had a committed from him to have this resolved within the next week or two. Chairman Nadeau said he would call the Road Agent first thing tomorrow. Selectman Luszey said that wasn't his question. I want a commitment from you that you will have back to us within the next week when this is going to be done. This bucket truck should have been off the books 6 months ago. Chairman Nadeau had a whole list of stuff that needed to be done in some other departments that happen to be yours. I told you that I would call the Road Agent first thing tomorrow and see where that goes.

Selectman Luszey asked if that was a "W" or a "C". Selectman Maddox said there was no money to it. Selectman Luszey said they'd forget about it then.

Selectman Maddox asked if they were at least going to go through the groupings Mr. Chairman - Administration and all those just as an overview rather than just saying is there anything in the Fire Department. Poor Selectman Brucker her first year and we're whizzing her through this.

Kathy Carpentier indicated that page 9 is 5710- Fire Administration.

Selectman Brucker noticed the flex benefits. It's more than \$20,000. Do you know what that is? Kathy Carpentier said there are a few different people who changed from taking town insurance to taking flex. So it was a savings to this department. So flex would be up but insurance is down 121 and 122 kind of go together.

(Ms. Carpentier) Moving on to page 15, Fire Facilities 5715.

With the new generator which is natural gas, Selectman Luszey asked where the offset was because the old one was diesel. So there should have been a decrease in the diesel somewhere and there should have been an increase in the natural gas somewhere. Where does that...Chief Murray said the diesel used to come off the gas pumps. Selectman Luszey said that was in the prior cost center. Chief Murray said that was tied in with just his regular...Selectman Luszey indicated it was the line item that says all vehicles. Chief Murray said in his diesel line. It's very minimal. When the generator isn't running during an outage, it's a once a week test. The same goes with the natural gas. I did add a couple hundred dollars for when it does its weekly test. Other than that, it's not going to be a major impact.

Chairman Nadeau said all the repairs that we wanted to do Chief in the last year that we've done is there any more that need to be done that aren't here? Chief Murray was going to come in and give the Board a report at a subsequent meeting. The generator is done. We have our final figures so I was going to put that together for the Board. We did put in a forced air AC and heat supplement pump up at Burns Hill. That was budgeted last year. That was complete. Deputy Buxton indicated that they did the floor repair at Central Station and Burns Hill Station for the safety floor repair. We did not replace the entire drain, we were able to patch the floor for now to get us through. Chief Murray said it was strictly a patch type repair to take away the trip hazard and should buy us a couple of years until a decision is made. We're going to have to look at the floor anyway and the drains around the edges were crumbling. We did get them repaired so it's not a safety issue.

Selectman Luszey couldn't remember if it was last year or the year before we walked the roof over here and we did a patch job. How's that holding up? Chief Murray said they actually replaced the addition roof. Deputy Buxton said that was 3 years ago. Chief Murray indicated it was \$18,000.

Selectman Brucker was looking at building maintenance total. There's a \$6,000 difference between FY13 and FY14. When I look at the list here, I don't see...Chief Murray asked if she was looking at 224. Selectman Brucker said she didn't see a \$6,000 difference unless I'm reading it wrong. Kathy Carpentier said one was a unit price and one is an extended price. You don't see a breakdown of prior year. It's column A times B equals C type thing. Chief Murray said the \$6,000 increase is once again as I stated earlier because of the aging facilities, we're putting more and more money in. I do have some of the past doors - the main door at Central Fire Station there's a steel door on the side here that is literally rusting out. We're going to have to repair that in the next year. As a matter of fact, we can barely weather proof that big white front door. I'm going to have to have that looked at to see if either potentially replace it or it's going to have to be totally taken out and repaired. Those types of things are becoming more and prevalent so we added some additional money also.

#### 5720 - Fire Communications, page 19

Chairman Nadeau asked if anybody had any questions on Fire Communications. Seeing none.

#### 5730 - Fire Suppression, page 22

Chairman Nadeau indicated that this was what Selectman Maddox was talking about with the increase in pensions. Chief Murray said there's another piece in the communications, admin., and fire prevention. Kathy Carpentier indicated it's across all departments. However, 5730 is the biggest.

Again as we're going through this, we're not doing any "Ws" and "Cs" which are probably making the white shirts very happy and maybe they'd give us an overview. I know you and I have talked. Can we get some sort of the overtime situation on what you're doing to keep that as in line as possible.

Under 5730-105, overtime, Chief Murray said if you look at the FY2012 actuals, we actually spent \$354,910.62. Over the past 3 or 4 years, every pay period we are tracking every hour of overtime and categorizing it. One of the good things is we can now zero right in on what our costs were. Years ago it was a guessing game. Again, this year we are asking for just about the same - \$355,000. However in order to try and keep managing that, we are looking at a couple different programs. One of them would be to have our Training Officer fill in for a Captain during the day - the 12 hour shift during the day. That may occur 20 to 30 times a year resulting in a potential savings of about \$17,000. We've cut back on a lot of our building

maintenance over time, SCBA overtime, and all those areas and really just focusing on the coverage for the shifts to make sure we have enough people - dispatch coverage. Actually, it's been a somewhat slow year so our callback overtime was way down. We continue to look for different areas to try and keep that figure managed and if possible reduce it when we can.

Follow up question. Selectman Maddox asked in that, and I don't know whether if the call force is in this 5730. Chief Buxton said 5730-102 part time. Selectman Maddox asked if they were going to need to carry that much money as you've talked briefly about the issues with the call.

Mr. Chairman and members of the Board, Chief Murray thought this is a policy discussion we have to have with the Board. Let me first and foremost tell you that what I'm about to discuss with you has nothing to do with the capabilities of our call fire force. They have been a very dedicated group and in years past have played a very important role with us. Hudson Fire like many communities throughout the United States now is facing difficulties with the recruitment and retainment of part time and volunteer firefighters. As we go through our budget year to year and we really have to look at where we're spending our money, we did do an assessment of the call force. We currently have 11 call force members. Less than two years ago, we did a full blown Firefighter Level I course which cost us well over a couple thousand dollars. I can tell you that of those potential 9 call firefighters, there's maybe 3 left. We're investing money in training. I'm investing money in ride along time and equipment. They cost approximately \$1,800 per person to put a call firefighter into protective clothing, portable radio, and all of that. My suggestion or topic for discussion with the Board would be that through continued attrition, matter of fact I just received a resignation two days ago from a call firefighter. In our economic times if they get an opportunity at their full time job to pick up some overtime or in some cases they're mandated by their employer, we have very stringent training requirements. They have to be as skilled as the full timers. My recommendation is that through attrition over this next year we watch what happens as the call force declines. When we first started budgeting, we're budgeting on about 15 call firefighters and I guess I could recommend to the Board that you could \$10,000 out of that line and that we maintain the members we have through attrition and then next year I'll come back to the Board and let you know how many we have remaining and how that's going.

Selectman Luszey said why wouldn't we budget for zero and just have the plan that says we put call firefighters out of business. You're doing it now on its own. Why don't we just accelerate it? Chief Murray believed we do have a small group of approximately 5 call firefighters who we are benefitting from. I said we have 11. I can consistently depend on 5 of them. I think as an acknowledgement and I'd hate to just cut them off and say thank you very much for your service and go. I'd really like to just move into it.

If this was your own personal business and you were paying this labor line, Selectman Luszey asked Chief Murray if he would do that. Chief Murray said by suggesting to you that we downsize and I'm saying slowing through attrition...Selectman Luszey said he hears all the nice words that you're saying but the hard cold reality is a lot of people in private industry are taking pay cuts. They're losing jobs and what I hear you're saying is that this group of support people are diminishing on their own because of economic issues within this segment of the population. So what I'm saying is why don't we save everybody a lot of pain and grief over a long run and have a very definitive plan that we phase it out over a year, or 18 months, or something like that. Chief Murray said that was exactly what I'm suggesting to you. That we phase them out over the next 2 budget cycles. A year and half...we can still go to July this year right? We're funded for this year. I'm suggesting down size that line \$10,000. That gives us one more fiscal year and by the end of that year, they at least have a year and a half to know that at the end of that time, the part time force will go away.

Chairman Nadeau said he wanted to start with himself and then we have a few other Board members with comments. I think that we've spent a significant amount of money to train this call force that we have currently. As the Chief said, we have 6 strong call firefighters that we can depend on. I do see these ladies and gentlemen at the calls. I think they're a very valuable asset myself to the way the Fire Department is being run or how things are handled. When you have these trained people and maybe we decide not to hire any new ones unless somebody comes knocking on the door that's a certified firefighter that has moved into Hudson and they'd like to be on our call department, I think that's a very valuable person to have on hand in time of need.

Selectman Luszey asked if we were training these people for them to go elsewhere. If we're treating them naturally, they're going somewhere. Chairman Nadeau said some of them are firefighters in other departments yes. Selectman Luszey asked how is the taxpayer benefitting from that. We're paying for the training for other communities. Chairman Nadeau said other communities are paying for the training for these people too.

Selectman Brucker was curious on when do you call on them and what will you do in the event that you need this kind of person. Chief Murray said years ago we used to call on them quite a bit because we didn't have the amount of manpower we had. Today they're really used for structure fires, when all of our resources are depleted because they're out on back to back calls or serious calls that way. I can tell you that during the daytime we don't depend on them coming back. We may get one or two during the day. That's been that way for a long time. More and more at night and when we need them, we're just not getting the numbers. We typically use the mutual aid system that all departments use and we call in those resources when we need them.

Selectman Brucker said you need them when other firefighters are on leave, or out sick or...Chief Murray said really just on major incidents. Bigger incidents where we need that manpower and we call for mutual aide anyway. Deputy Buxton indicated that they were completely supplemented.

Selectman Maddox was looking to whittle down from a number that weren't showing up to a core that is showing up. So eliminating them I think there's always going to be people that want to do this on a rare basis but a dedicated basis and \$20,000 to get 5, 6, 7 people that can augment our department is money well spent. This is one of the ways we test to see if a lot of times we hire from within those ranks. I think that probably half the people that I've been on the Board for hiring have come through the call force. You get to take them for a test ride if you would before you hire them. So there is a benefit to the taxpayers. There's also again as we've gone to the 24s and people are living further and further away, it would be nice at night time to have some backup people. I think that just taking \$8,000 out of this line item so that we have some backup that people that are dedicated and are coming. No sense in funding for people that aren't doing anything for us. I don't want to eliminate this service. I think that there's probably always going to be a few people that want to do this.

Selectman Luszey asked if they could put a "C" on this line item then. Selectman Maddox thought they should put a "W" on it. I think with the right intentions to say if you're not getting the people to come back, there's no sense in continuing to fund them. If you have good people that are coming in, why would you say go away for \$3,000 to \$4,000 a piece.

Chief Murray said they've already invested in the people we've got. My suggestion again through attrition let's not add people where we're losing them in a year and a half. I can tell you through attrition, they're going to start moving away as it is. I think right now I have at least 2 on a leave of absence. Our history with that has been we give them a year on a leave of absence and then they leave from there too.

Selectman Luszey said they're not talking the total cost here because all we're talking about is the labor aspect of this line. There's other costs associated to holding onto these folks. It's the ongoing training. It's the ongoing maintenance of their equipment, their radios, the ride along program, and all of that. There's more dollars at stake than just this one line item. If we're going to allow attrition to manage the downsizing of this, I think we ought to get a picture of what that whole number is and not just this one \$10,000 because it is more than that.

Deputy Buxton said he would agree with Selectman Luszey. That salary line is encompassing of their ride along callback training. All those hours under one. We've invested to this point an outfitting of protective clothing for those folks to date, which an average set of protective clothing is between \$1,400 and \$1,800 a set. That purchase has already been done. We did that back when we got the money four years ago. So that protective clothing has been purchased. So when you start talking about those costs coming down, those would be futuristic down the road. As their protective clothing reaches the 10 year mark, they would be with us 6 years out. Chief Murray indicated there's also a line for uniforms for all of our personnel. That's \$800. Yes as we go through attrition and stuff, those lines are going to be further reduced when we get to that area. Those are the things. Deputy Buxton is right. We've already invested in the protective clothing and everything. That's already paid for and gone. By reducing the number and not adding more, we're not going to add future costs and over time we'll be able to work through these areas.

Selectman Maddox said that has a "W" Mr. Chairman on line 102. Chairman Nadeau asked if he had a consensus on a "W". Selectman Brucker said she'd be good with a "C". Selectman Luszey was at a "W". I think we should come back to take a look at it and the Chief is saying we should. Chairman Nadeau said Selectman Maddox is a "W" so I'll go with a "W".

To that same vein Mr. Chairman, Selectman Maddox said 105 - the Chief gave us a number of \$17,000 if you could just give us something. Does that include the roll ups and all of that? Chief Murray will get that to the Board. Just noting that when we say 30 times, that's really not an unknown or a definitive but it is a number we can look at the previous year.

Selectman Maddox said, again, just so we have something to say. I guess it will be a question on the Chief to get back to us with what that number should be. Is that including the roll ups and all the other things that go with that? Selectman Luszey said it would be line item 101 and 105 we're coming back to. Selectman Maddox said we're coming back for 102 but we're talking about the \$17,000. That would be in 105 right? Selectman Luszey said it was two line items - line 102 and 105 in this cost center. They are both "Ws". Kathy Carpentier said you haven't voted on the second one. Chairman Nadeau indicated that it was up to the Board if they wanted to combine them. Selectman Luszey said they were going to be coming back to one why can't we look at both. Chairman Nadeau said he was okay with looking at them both.

Before we leave this, Chief Murray wanted to again reiterate to the Board this is not about individuals. The time and dedication that they've given to this town. The call force was the backbone of this department for many years before we started going full time. As we discussed tonight, there is a reality and the reality is because of circumstances beyond their control, we can no longer fully support it.

Selectman Maddox indicated that this was a good place for me to interject this. I think this is one of the things that we have kind of slipped off with the workshops. I think this is the kind of discussion that we should be having with the workshops. An in depth look at the various departments to be able to kick all these tires rather than try to do it at a budget season. I think we're putting the Chief in a kind of a difficult spot but we're trying to find out where we are with the budget. I think that hopefully with 13 rolls around we start to get more dedicated to the workshops to be able to bring in the Fire Chief and talk about some of these types of issues in a workshop environment. I'm hoping Mr. Chairman that when Selectman Coutu

comes back we can start to do that. I think that again we're trying to compress this all right now trying to deal with fire department issues that would have been better served during a workshop. Thank you Mr. Chairman.

From a department heads perspective, I encourage that also. When we used to do that, we could take the time not under pressure and have open discussions and essentially make decisions before we come into the budget process and not have to waste a lot of time planning for some of the things we asked for knowing what the position of the Board was or where we sat as an organization.

Selectman Luszey reiterated some of what both of the previous speakers spoke of. I also think we can begin to get at some of the work that the Town Administrator started yesterday. The work that they started looking at the workloads and some of that is not a 4 or 5 hour task. It's a reiterative task and I think we need as a body dedicated time to sit with the department heads, sit with the Town Administrator to talk about the work and the organizations of the Town and how we can improve things. It has to be dedicated. It can't be just part of a 5 minute snippet.

Fire Prevention, 5740, page 30

Chief Murray asked if the Board wanted an overview of that. Selectman Maddox said it was retirement. Chief Murray indicated it was level funded right through.

Fire Ambulance, 5750, page 34

Chairman Nadeau asked if there were any questions on this one.

Fire Alarm, 5765, page 38

Chief Murray indicated on line 5765 if we're doing away with the fire alarm truck, I'd offer up \$1,000 out of 325. That was an annual required certified bucket test. Chairman Nadeau thought they should just put a "W" next to this one just in case we don't...Selectman Luszey thought it should be a "W" on there because we may have to apply that in the Highway Department's budget to get their truck certified. Correct? Chief Murray said he would be more than happy to have you transfer that to his account since he's maintaining it. Selectman Luszey said that test has to take place on the new truck correct. Deputy Buxton said yes. That's a yearly exam. Chief Murray stated although we're not an OSHA state, that certainly is something that needs to be done because of work in proximity to electric lines. Selectman Maddox said there was also lube, oil, and filters here. So there's another cost center. Chief Murray indicated that's why he was saying \$1,000. I think the test is \$500. Deputy Buxton said they reduced the line already 21 percent. Mr. Malizia said the line item is 252. That's the bucket test. Up top Deputy Buxton said you are correct Selectman Maddox. You have 204 which is a State inspection and lube/oil/filter. Selectman Maddox asked to put a "W" next to 252. Chairman Nadeau and Selectman Brucker said they were fine with a "W".

Just as a point of reference, Selectman Maddox said the additional digitizer. How much is that? Chief Murray stated \$39,000.

Selectman Luszey said he had a question in regards to that. This is where all the box alarm maintenance is. We had a conversation about possibly moving those to a newer technology in getting rid of the...would you foresee that starting any time soon or never? Chief Murray said not in a zero based. I have given some thought about potentially reducing some street boxes but I need to do a little more research on it. Street boxes are the ones right on the corner with 911 in today's. We could eliminate a number of them. It's not really a huge maintenance cost. If you're asking us to think out of the box, those fire alarm boxes have some value to them. Deputy Buxton stated the wiring that is hanging on the telephone pole is also supporting a big section of our fiber optic loop which is owned by the community. That is a combination piece there that's probably...Selectman Luszey said you could leave the fiber and rip out the boxes. Chief Murray said you have to lash your fiber to the fire alarm otherwise you don't get pole space. That's the only way you get to lash fiber.

Selectman Maddox said we're going to spend now probably \$6,000 on this line item. To go to a new technology would be hundreds of thousands of dollars. It's not cost effective. It's 1890 technology but it works. Chief Murray said it is so reliable that it made it through last year's October snow storm. We had maybe one down fire alarm cable. You're right. It's 1890's technology but it's the most reliable technology there is out there because you're running copper lines.

Fire Emergency Management, 5770, page 40

Chairman Nadeau asked if there were any questions on emergency management, 5770.

Selectman Maddox indicated there was a substantial increase in the 208 line, telephone. Are you getting Apple 5s? It's going from \$2,800 to \$4,300. Deputy Buxton thought it was the technology increase when we moved from the Motorola cues you went to the data package and that whole piece which was this so it would reference that whole piece. Chief Murray said it's that and it's also I believe we have the hot spots in there. It's not all cellular. You know what a hot spot is? We use them for out in the field too.

Selectman Brucker asked what are we talking about here. You're just figuring it will be upgrading the phones. Chief Murray said he did have to go back and look at that. I will follow up with you. Part of it is there are cellular phones for emergency management staff. We also tie in Wi-Fi hotspots. It's a little device which allows 6 people to tie into our wireless so when we're out in the field, we can have access for our mobile data terminals to plug into the Studio C, get weather, and all of those things. That's part of it also.

Kathy Carpentier said it was the Fiscal 2012 actual. It's pretty close to that number.

Selectman Luszey had a concern. I don't know if we should put it here. Selectman Maddox and I have actually met a number of times with the Fire Chief and the Police Chief and the IT Director to talk about communications. We're still not done those conversations. What I haven't seen anywhere is any contingency monies for stuff that we may need to do to fix - and I don't even want to use the word "problem" because we don't even know if we really have problems yet. We're talking about extending the tower on the police station - what is it 100 feet or something like that. Relocating antennas around West Road to a cell tower. We don't have any of that here. What I'm wondering is if we should put into the Board of Selectmen's budget some contingency dollars should we find out we need to do something when the work is done. We're not finished that work.

Chief Murray said they had a communications warrant article which would be a perfect place for it for discussion for you coming up. The communications infrastructure...Selectman Luszey said he'd hold off.

Kathy Carpentier indicated that this was the last department with the exception of IT, and that was handled by the IT Director the other night.

Chief Murray believed they were going to take up hydrants.

Chairman Nadeau indicated that they had the other night during Water. Mr. Malizia said there was a piece that gets charged back to the taxpayer that's later on in the conversation that we basically...Selectman Luszey said the rental right? Mr. Malizia said correct - the availability of hydrants and town is charged to the general fund.

Kathy Carpentier indicated that the Chief has extras that start on page 44 or outside the budget - I don't mean to call them extras and two warrant articles.

#### Robinson Road Fire Station - parking lot and grading project

Chief Murray said this was an item request outside of the 2014 budget. This is our third budget year request for this project. It includes the removal of all parking and apron areas at the Robinson Road Fire Station. We would repair the grades around the fire station to ensure appropriate drainage has taken place. During Fiscal Year 2010 budget, we completed the pointing and sealing project of the facility. Before we could do the pointing and sealing, we had to have the building pressure washed because the amount of mold and fungus that builds up on the side of the building because of a lack of grading over the years, built up moss on the building. Currently that grading doesn't allow for the shedding of excess water, which contributed to the growth.

Chief Murray said the pavement and asphalt for the facility has not been repaired or improved since the building was built in the 80's. We include engineering costs. They may be lower than estimated however given the project is now 3 years old, any excess engineering costs could be used to make up an increase in paving costs. We're estimating that at \$51,000. That is an estimate from 3 years ago. I believe that came from Highway.

Chairman Nadeau had a question. When you're looking at the Robinson Road Fire Station if you're standing in front of it to the right of it it's the woods. How much of the woods over there do we own? Chief Murray believed we own it all. It goes right around that property up there to the backside of the building up there from what I understand. Chairman Nadeau said one of the easiest ways to fix the mold and mildew on the side of the building would be to trim those trees up that are touching the edges of the building and get some sunlight into that area. I think that's something that can be done relatively soon and fast and relatively easy. That will definitely help you on the moisture part of that building. I noticed that the other day when I was driving by there and looking at this item. Chief Murray said it's also not shedding. It does need to be regarded. Selectman Maddox said there was no pavement on the right side is there. Deputy Buxton said no. If you look at the entire lot, it comes into the bowl but the grades on the sides of the building is actually up on the first course of block and not down below the foundation where it should be. So you end up naturally with the grass growing up the side of the building and things that we tend to maintain.

Chief Murray didn't know if there's foundation drainage there from when they built it because it was built by volunteers. My plan would be to re-grade it and then make sure there was foundation draining and everything away from it, put in crushed stone if we had to, and that would significantly reduce it too.

Selectman Maddox had a comment. Would the shape of all of our fire stations, the pavement at this one is the lowest on my personal but this has been in the budget for a number of years. I guess we'll go where we go. Are we going to put a "W", or a "C", or a dead? Chairman Nadeau asked what the pleasure of the members was.

While you're talking to the Road Agent about the bucket truck, Selectman Maddox asked maybe you could ask him what your ideas would cost and what that would accomplish. Chairman Nadeau said he could add that to his things to talk to the Road Agent about tomorrow.

Selectman Luszey asked if we put a "C" against this one that we can come back to it because otherwise we won't come back. Chairman Nadeau said to put a "W". I think this is something that we'll come back to. Selectman Brucker indicated a "W" was fine. Selectman Luszey was fine with a "W". What was the cost center on this one? Deputy Buxton said this was outside of the budget. It would go into facilities 5715. Kathy Carpentier said it would be in a couple of different places because you have paving costs. Selectman Luszey said for things outside of the budget, I'm going to have all zeros for the cost center. Chief Murray said you may even decide to put it in Kevin's budget right. Kathy Carpentier said to put 57XX meaning Fire. It will identify that it's a fire item.

Request for paramedic school outside the FY2014 budget

Mr. Chairman and members of the Board, Chief Murray stated this request is to send a current Hudson firefighter to raise their level of certification to the paramedic level. Because of the budget restrictions, the department has not sponsored a current EMT intermediate to attend paramedic school since 2006. I have a few bullets, I won't read them all, but I'll hit the main points. Emergency Medical Paramedic is the highest level of pre-hospital care. Paramedics are trained members of the health care community often responsible for bringing life saving diagnostic treatment to the patient at the scene of an emergency. Currently you have 14 paramedics. Up until July of this year, we had 15. A Firefighter/Paramedic left the department. The goal of the department is to maintain a level of EMT Paramedics on each group so there's a Paramedic on duty to respond to critical medical emergencies. Due to the nature and time commitment for an EMT to take the Paramedic program, we are requesting to send an EMT to school. As you know, we recently conducted a hiring and we were trying to get a Firefighter/Paramedic. Out of the 15 applicants, we only had one person apply who was a Paramedic and they were from out of State. Use of an EMT already employed with the Hudson Fire Department has many benefits, including gainful knowledge of our EMS system, ability to receive practice protocols faster, and the ability to be mentored by people they work with every day and are familiar with. This program is a 16 month program consisting of 1600 hours of combined classroom and practical experience. Upon graduation, the paramedic is awarded 34 to 35 credit hours with 2 New Hampshire colleges. It's also part of the Elliott Hospital health care system who developed a New England EMS Institute EMT Paramedic Program. By attending a hospital based EMT-P program, it provides a higher level of success and education due to the commitment of the hospital. The tuition cost for this program is estimated at \$9,500.

Selectman Luszey asked if we currently had a training line in your cost center for firefighters and how much is it. Chief Murray said yes. They have 3 EMTs too. Selectman Luszey asked if the EMTs asked to go to train over the course of last few years to utilize that money. Deputy Buxton indicated in 5750 there's lines for EMS training. We have not funded the paramedic training program for the last two years. Selectman Luszey said that was not what he asked. Per contract we are required to maintain some level of training. So are we using that? Chief Murray said yes. Selectman Luszey asked if that would be totally consumed and the \$9,000 is on top of that or are you asking for \$9,000 in addition to the training money you already have? Chief Murray said the \$2,000 in the firefighter's line is a contractual obligation for college level type courses so it would be an additional request of \$9,500. Selectman Luszey asked if he could apply that \$2,000 to this because you're earning college credits according to this write up. Chief Murray said it was exclusive to the labor contract. It's to encourage them to go out and seek higher education through college courses is what that money does.

Selectman Maddox would "W" this item. Folks \$9,500, we want a paramedic. I think this is short, short money and well worth the investment. We can have that discussion during the workshop Selectman Luszey. I can see the eyes rolling.

Chairman Nadeau indicated we have a "W".

Selectman Brucker asked if there are any public funds available for this kind of training or is it always the Town through the contract. Chief Murray said there's no consistent funds. There could potentially be some minor scholarships to help offset that. Like anything, there are national scholarships out there that we could try and obtain too. There's nothing specific for New Hampshire. For instance, one of the associations in the State, the New Hampshire Association of EMTs or the New Hampshire Ambulance Association they may sponsor a couple hundred dollars for someone to go to a paramedic, or pay for their books or something like that. For a full or scholarships, we haven't seen any of those.

Selectman Luszey asked for a follow up. Should we do this, is there labor implications? My guess is we're paying for an EMT once they complete the training they'd go to a paramedic level which means there's an increase in labor costs. There's also the potential that the person getting this would then seek employment elsewhere because now they have a more saleable...can we get some type of work contract that says if we do they're required to stay a certain amount of time? Chief Murray said we do. That is in place. Of course it's pro-rated as a down the road after so many years so that doesn't happen. If they do leave, they do reimburse us. On the labor side, Selectman Luszey asked once the person receives their certification at the new level, when do they get bumped up in grade? Chief Murray said when they receive what is known as protocols from the local hospitals to operate at the level of a paramedic. So they get their national certification. We then go to the State and get them a State certification and protocol. When they have that and that start on that ambulance as a paramedic is when they would be bumped up. Selectman Luszey asked if Chief Murray would estimate that to be 6 months into the new fiscal year. Nine months into the fiscal year when the new labor rate would take...Deputy Buxton indicated that the program itself is 16 months long. So that would be a budget cycle out for the stipend for the labor side of it.



Selectman Luszey asked if they were doing a "W" on this one. Selectman Maddox indicated it was a "W". Selectman Luszey indicated he'd do a "W". Selectman Brucker also said a "W".

Carpeting at Central Fire Station

Chief Murray said all he asks of the Board for this one is would the Board agree that if at the end of the year I have funds left in my budget I can take the funds and pay for the carpeting. Chairman Nadeau said absolutely. Selectman Maddox said that's what he was just looking at. Chief if you're budget is a couple of bucks under \$5 million if you can't find...I think the same thing with the thermal camera. We should be able to find monies to do that or at least put on...remember we were going to start a list of things that we would do if we had monies left over. So we're going to give that to the Budget Committee of monies that we would spend if there was monies left over. I think these are the kind of things that we want to add to that. So we're transparent but there's no sense of putting it into the budget. I think these are long overdue although I could have sworn you just showed us a thermal camera a couple of years ago. Chairman Nadeau indicated that was one that we purchased with some donation money. Deputy Buxton said this was the last replacement of the Khans Viper. So the Khans Viper can no longer be serviced. We have more than one...Selectman Maddox said you have two and you want a third. Deputy Buxton said that was correct.

Chairman Nadeau said Selectman Luszey would like to put this out to the auction when he does that one next. Selectman Luszey said this one should go to that company we did. Mr. Malizia said auctionbate.com or propertyauction.com. Selectman Luszey indicated that would be a good test kit for that one.

Kathy Carpentier asked if the Board needed to make a motion for the Chief to find money to go out and buy his thermal imaging camera and do the carpeting. Steve Malizia thought they would come back somewhere near the end of the year or somewhere in the last quarter to see where we're at. That would probably be more appropriate to tickle that or append that to the last quarter - probably at the beginning to see where you are and if you're not there, see where we are.

Selectman Maddox thought it was both. If we can do it in this fiscal year, fine. I think it should go on our list of things that in the FY14 budget if the money is not all spent; we would use it there at the very least. If we can do it in 13, so be it but I think we need to start that list of things that we're telling the Budget Committee we have monies left over because whatever happens, we would use if for these purposes.

Selectman Luszey thought the huge amount of money we're getting for the generator and that we'll get for the bucket truck and this used camera should offset the cost of these things. Selectman Maddox indicated it goes to the general fund. You can't take that...Kathy Carpentier indicated it was not gross appropriation. Selectman Luszey said you can make a footnote that says how we're helping to pay for the warrant. Selectman Maddox said if you pay for the carpeting with all 3 of those, I'll be impressed.

Ms. Carpentier indicated the next place to go for the Fire Department is under Tab D, which is his first proposed warrant article for a squad vehicle. With your permission Mr. Chair, Chief Murray said he would like to have Deputy Buxton present this to you. This was his.

Chairman Nadeau recognized Deputy Buxton.

Good evening Mr. Chairman and members of the Board. Mr. Buxton indicated that if the Board remembered correctly last year at our budget conversation we had talked about our apparatus replacement plan and the money that was backing up because of the apparatus that was coming due - the ladder truck, the rescue truck, Engineer 3 was coming due for replacement and we were pushing the \$2 million mark in capital expense. You had asked us at that time to look at our apparatus replacement plan and to begin to look outside of the box and come up with an efficient way to make sure that we're meeting the 20 year life span that we have set for the new apparatus that we have purchased, meaning the 2008 Pierce and the 2004 KME and making sure that we were getting the fullest life we could out of those vehicles.

Deputy Buxton stated they have made some significant moves down to the Burns Hill Station to extend that life period. We've started running the ambulance in that district primary response for all EMS calls. That is in its first year of inception. So the savings we can't really tally as of yet as we're continuing to gather data. I can tell you when I do a simple check in regards to mileage, we've almost go the mileage down in that vehicle. What we're putting on that vehicle by half. So we're going somewhere from 10,000 miles a year on that piece of apparatus down to 5. So we are seeing lower maintenance costs wear and tear.

(Deputy Buxton) The second theory was to put a squad vehicle in place at the Central Fire Station. Last year alone Engine 2, which is the 2008, did approximately 1,300 responses out of that building. When we started looking at the number of fire responses, versus EMS responses, versus service responses, we started seeing the trend that we could get to a smaller more agile vehicle that would carry all hazards approach type of equipment, some auto extrication equipment, some basic forestry equipment, a pump, EMS equipment to supplement the ambulance and utilize that in a much different deployment mechanism. That truck comes in at a cost of \$200,000. The average cost of a new pumper today is well over 4. If you remember correctly, we got Engine 2 in 2008 for just shy of \$396,000. One of the things that we've looked at is what would be the replacement cycle for that vehicle? How does that work if we're successful in obtaining the money to put that project into place? The conversation that I've had with the design folks at Peirce Fire Apparatus and a couple of the manufacturers

would be is the back end of that truck would go from one F550 to the next. So every third unit you're looking at a cost of somewhere the cost of an ambulance to replace the squad. We're at \$165,000 for an ambulance this year; \$200,000 gives us a new squad vehicle. So every third vehicle you would look at that full cost and then you would split that in half. In 6 to 9 years, we replaced the Ford chassis that's underneath there with a new chassis and remount box would be the theory as we play out today. Simple enough. Not a lot of bells and whistles but we have to have some equipment on there to make sure that we're meeting the needs of what we want that vehicle to do and the all hazards approach - service equipment forestry equipment, basic firefighting equipment, and some auto extrication equipment.

Again, Selectman Maddox thought this was a great idea. I just have some concern Deputy that I thought this was going to be in the \$140,000 range to make it more of a disposal vehicle. At \$200,000, we could buy a commercial freightliner. So I'm trying to find is there a happy medium.

When we came in last year, Deputy Buxton said they talked about the \$180,000 range and we had a very brief conversation during last year's budget review. This \$200,000 doesn't take into account any trade in, the sale of the rescue truck, the sale of some of the equipment that we're moving around. That is the nuts and bolts cost of that vehicle. We're looking at a 300 gallon tank with a 250 gallon permanent pump with a small foam ladder to give us some flexibility. It's a rapid response vehicle. It is not a fire suppression vehicle. It's going to house our technical rescue equipment and those sorts of things. If we're going to do it, it's my suggestion that we're making sure we're getting the best value we can. Unfortunately that's where we are at. I don't disagree with you about the commercial piece but the cost of the maintenance end of it really pushes that up. We're not going to be able to take and remount that commercial rig down the road. That's not a practice that we've had here in Hudson in regards to the commercial vehicles.

Chief Murray said you understand the concept of taking that body off right? After a couple of years, you're physically lifting that whole body off and putting in a new chassis. If you can do that, then in the long term when you compare the cost of that squad, it does become cost effective.

Selectman Maddox said most of the companies I see that try to do that it doesn't work out very well. As they go from year to year, we just saw that you can't get certain manufacturers that make an engine...everything changes. So to be able to say that that is going to happen, I think it's putting a lot of wish into it. My personal opinion. Does this truck need to carry water? That's going to add significantly to your weight and your cost. What I always thought this was going to be is a people mover. Putting that kind of weight in dollars is going to just rack up the price. I'm just looking to see why when you look at the...Deputy Buxton said the chassis that we're putting underneath that is a Ford F550. It gives us the GBW rating of about 19,000 pounds just over that. If you look at the plan that we laid out, we're removing one of our forestry trucks from service. So we would go down to one forestry unit and we would have that supplemental piece because we have a lot of moving around of people day to day as it is. If this truck is on the road deployed somewhere, they have the ability to not have to come back to Central to get the forestry unit to go. They now carry that with them. That's one of the advantages of running the engine to a medical call. They go from that call to the next call. So to take that water completely away from them and not give them some advantage to not have to come back, I'm removing a lot of capability for the on duty staff without having them have to come back to Central, grab another unit to respond out of there.

Again under the theory that we're sending a fire engine with 1,000 gallons of water to a bark mulch fire at the bank smoldering and stuff, Chief Murray said if we have this small amount of water, you're putting a pickup on the road versus a piece of apparatus or we get calls for motor vehicle accidents with no injuries and it's a spill, we're tying up a fire engine at an accident scene when we simply have a squad we can take, put down the Speedy Dry and things that we need and move on from there.

Chairman Nadeau said he's been talking about this truck for many, many years. I just got a magazine the other day from the auto industry and they're using 450s and 550 Fords. These boxes are a lot more removable than they used to be when they had the ambulance boxes that they used to say they could swap off and it was nothing but a nightmare. These new boxes are pretty much bolt on bolt off. I was just looking at one the other day. The truck was \$238,000 but that came fully equipped with all the new tools, new equipment and they were talking about the water on board. Like you were saying if you had a car fire and this truck was out, this is just enough to get you started while you're waiting or you're getting to a medical call and the brush fire comes in. I think this squad is worth looking into and I think this could cut down on a lot of the wear and tear on our big trucks that go out on these calls. You see the big truck going to the bark mulch fire; it really is pretty aggravating and knowing that you're wasting all that fuel and stuff to send it to a small little thing like that or the motor vehicle accident that just has the fluids leaking. When you need your medical equipment or something else that's already in this truck, I think it's definitely something that we can look at for wear and tear.

Selectman Brucker indicated she didn't grow up playing with trucks so I'm trying to get a picture of this truck. I like the idea that it's multipurpose. It's a big Ford truck is that what it is? Chief Murray asked if she remembered the show Emergency back in the 70s. That's a squad concept. Deputy Buxton said there's a picture on page 9. Selectman Brucker said all the boxes you're talking about are these compartments.

Chief Murray stated currently the rescue truck that we have when the Board agreed to allow us to purchase Engine 2 the rescue pumper, the deal is we can keep the rescue until it starts costing us money to repair. On that rescue truck is some technical rescue equipment that we're going to have to put somewhere and that's another reason why this squad truck would work. There are airbags - specialized high pressure airbags which we use for lifting. There's rope equipment for high angle

rescue and all of that. Some air cylinders for refilling. Essentially what we do is downsize from the rescue but still have the ability to carry that rescue equipment with us.

Chairman Nadeau asked what the pleasure of the Board with the warrant article.

Selectman Luszey asked what is the life expectancy of the box. You're expecting the truck to last 3 or 4 years? To be honest with you, Deputy Buxton was hopeful to get 5 on the truck. So I'm looking at the box lasting 10 years. Selectman Luszey asked what are you expecting to pay for a chassis in 5 years. Deputy Buxton said it depends if we go off State bid or not. I think the last bid price that I looked at was about \$30,000 for a 550 off the State bid list - stripped model extended cab. Chief Murray indicated there was additional discounts from manufacturers. If you buy the chassis first, preorder the chassis when you award the bid and they usually give you a discount for that too.

Selectman Luszey said you're really talking roughly \$40,000 for the life expectancy of our program. The first chassis with the box, the second chassis with the box. Deputy Buxton saw where Selectman Luszey was going. I would assume that that would be in the ballpark. Chief Murray said \$24,000 for 10 years which is how much on the tax rate? Ms. Carpentier said one cent per year over the 10 years. As you know, Chief Murray said we would use the apparatus capital reserve fund and then just seek \$39,000 of unexpended fund revenue.

Selectman Brucker asked what the cost was of our big fire trucks per year. Deputy Buxton said the last estimate he received on a new engine was over \$415,000. Chief Murray asked how much on maintenance costs. Deputy Buxton indicated it was in their packets.

Selectman Luszey asked what the Chairman was asking. Do you want a "W" or a "C" on this one? Is that what you're asking for?

Selectman Maddox said this was a warrant article. Chairman Nadeau indicated they didn't have to do anything with it at this point. This is just food for thought for you. Mr. Malizia indicated on the wrap up you could make a motion or someone could make a motion to move this forward to the warrant. Should you do so, you would move it forward if you got a positive vote. All Selectman Luszey said he was looking for is clarity because the Chairman asked what was the pleasure of the Board. I didn't think we needed to do anything at this point other than I think we're done with it for now.

Selectman Maddox said round numbers like \$200,000...is it \$189,000 or is it \$200,000. What is the cost? If we bought one today could they tell you what the price is so that we'd have some idea whether that number...just when you write \$200,000, it always sounds like we didn't do our homework. When Deputy Buxton went to Pierce Manufacturing and we worked with them because we bought the last two pieces of equipment from them, I asked them for a budgetary figure. When we sat down, they said you needed to be mission specific. We looked at what the equipment we wanted to carry and they said that you would be in the high \$190,000. We rounded to \$200,000. That's where we're at. That doesn't take into account any trades, any sale of the rescue truck, or any other equipment. Selectman Maddox thought that's the part we're missing. Why don't you come back and say if we're at \$194,000 we believe we can trade in X vehicle maybe 2 vehicles. That brings that down to \$182,000. When you write down \$200,000, it doesn't look like we did our homework. Selectman Luszey thought they needed to put on our action item as a "W" to come back and look at with specific...Selectman Maddox said they weren't going to know the warrant articles until the end so they're already a "W" anyway. We're going to have to come back to these unless we make a motion tonight to approve them. Right Mr. Chairman? Chairman Nadeau said that was correct. If you'd like to request the Fire Chief and the Deputy to get us more accurate information so that we can make an informed decision, I'm sure that they will take that as an action item. Deputy Buxton indicated this would be a great workshop conversation. Selectman Maddox said it would be. We could fill out a lot of the details that we're trying to gloss over here Mr. Chairman. I think that if this was now at the \$182,000 range because that's where we end up, that's...

Selectman Luszey asked if this was a workshop discussion. Are we going to be looking at putting this into the 2014 budget or is this a 2015 budget item and we're going to work on it over the workshop or are we looking for some detailed information so that we can make a decision on whether we're going to put it into this budget passing off. Chief Murray indicated he didn't mean the workshop. He meant the wrap up. Selectman Maddox thought it was a 2014 issue. We're going to have to make a decision whether we want to put it in the warrant.

Just a real quick side note, Chief Murray asked what the impact on the 240 just looking at 10 years we said a penny. There is no tax impact this year on this warrant article, correct? Ms. Carpentier said you are putting \$50,000 into the capital reserve fund this year. So it's already in the operating budget. There is no additional impact to the tax rate.

#### Warrant Article E - Communications Equipment and Infrastructure

Mr. Chairman and members of the Board, Chief Murray indicated that next warrant article we're asking you to consider is for a communications equipment and infrastructure capital reserve account. This warrant article is a result of a communication's committee which includes the Police Chief, Fire Chief, Selectman Maddox, Selectman Luszey, Lisa Nute, and other department staff members. This warrant article would establish a capital reserve account for the purpose of having funding available to repair, replace, or improve our communications equipment for the Fire Department and Police Department. It really would be for the entire town for other departments also for the communications need. Our current fire and police dispatch consoles and related equipment is projected to become obsolete and not supported by Motorola in approximately 5

years. Control boards, parts, and other related equipment specific to this type of dispatch console will no longer be manufactured. An estimate from a radio vendor suggests that costs could be as high as \$500,000.

In 2004, Chief Murray said the fire and police departments received mobile radios and portable radios as part of a State of New Hampshire pass down grant from the US Department of Homeland Security. This equipment is now reaching 8 years of age and it is anticipated that this equipment will start to become obsolete due to new technology or need to be replaced. Portable radios are subject to failure faster because of their working environment. They are continually exposed to fires, weather, and general continual use by personnel.

Fire and police radio systems. Chief Murray said they are currently separate from each other with antennae transmission and receive sites at various locations throughout town. Although the Fire Department recently co-located with the Police Department on Merrill Hill, their main antennae sites of both departments are separate and each site has their own transmission and reception strengths and weaknesses. So the goal of the communication's committee is to look at these types of issues and perhaps co-locate or as Selectman Luszey suggested earlier, we're beginning to explore what really the need of our radio system is. The Town's radio infrastructure as a whole lacks redundancy and is subject to multiple points of failure should telephone, fiber optic, or utility lines fail as a result of disaster. In the future, we need to look at that to see if we can minimize those points of failures. The creation of a capital reserve fund allows the town to further develop and incorporate other departments into the communications infrastructure in order to expand their communications ability. Chief Murray's example is the Highway Department who currently works on low band frequency. It works fine for them now but there are changes to radio systems coming in the future that may affect it.

Chief Murray said as future cell phones towers are approved to be built in the town, and if a tower was determined to be advantageous to public safety communications improvement, this capital reserve fund could be used to purchase the equipment and antennas needed. Installation of the equipment would become part of the approval process with cell tower companies which results in savings to the Town. RSA 35:1 establishes that any town, district, or county may raise and appropriate money for the establishment of a capital reserve fund for the financing of all or part of the costs for the construction, reconstruction or acquisition of a specific capital improvement or the acquisition of a specific item or specific items of equipment. In the capital reserve request or warrant article, we've added the Selectmen as the agents to expend due to the purpose of the reserve fund. This is for repair, replacement, or improvement of the Town's communication infrastructure. Should during the fiscal year we have a catastrophic failure occurring either the two communication sending, the funding to make the emergency repairs would come from the fund and be immediately available to make that repair. Our request along with this is to appropriate the sum of \$20,000 to establish the account and then request funding each fiscal year after to begin to build the fund for future needs.

Selectman Luszey agreed with this warrant article proposal all the way up to the end. I would take off the Selectmen as the agents to expend. Here's my rationale. We are looking at putting money in the bank to upgrade the infrastructure 3 to 5 years out. We know we have software upgrades that are going to be needed. We'll need hardware. I would not want to have to touch this money if something happened. We have reserve accounts today for catastrophic failures, which I think we could use. My comment earlier about that we know we're going to need something in 2014 but we don't know what it is, we might even need something now and may have to come back to the Board of Selectmen to talk about that. I'm thinking where we are in the budget cycle, we can probably push out whatever we need into the 2014 budget timeframe and we should have a line item specifically to talk about the needs to fix those deficiencies whether it be at the police station, Merrill Hill, or the West Road area. They're very specific. This capital reserve fund should be for the funding of some major upgrades that we know is going to hit us.

Selectman Brucker said the fund that you're talking about is just for upgrades that we know we're going to need to do. Selectman Luszey indicated that this particular warrant article in my mind is to begin saving for an upgrade that we know we're going to have to do beginning in about 3 years. That's when I believe the IMC software goes obsolete, no longer being supported. The Motorola equipment has already gone obsolete. We will be able to get repair parts for about 3 to 5 years. So we know we have some stuff coming up that we're going to have to fix. That's what this money should be used for.

Selectman Maddox stated we keep saying 3 to 5 and we thought that was changed to 8 years. Selectman Luszey said whatever the number is. Selectman Maddox said because it's an unknown, I think Mr. Chairman this is a worthwhile - again, nobody wants to get a bill. Even though some department heads said a long time ago when I was sitting here that this was the last radio equipment you'll ever buy. We need to be prepared. The problem is yes we have some grants but I think that we need to be prepared. This is the kind of thing that will hopefully soften the blow when we have a \$200,000 expenditure. I believe though that it should be worded for the Selectmen. I think that it just gives us more flexibility to be able to take care of things as we need to rather than waiting to march because things always break in April.

Mr. Malizia said it is the voters, you have to wait for a vote of the public which means that if...Selectman Luszey said he understood that. I fully understand it because here's my rationale. If it is the Selectmen if they think it's an emergency and it's really not, they can pull this money. I want to make sure it's there and has a fully documented and working plan that the voters can see and that we have what we need to execute against that plan. Mr. Malizia indicated the only risk is if they say no. Selectman Luszey said absolutely. There's a risk to it. Mr. Malizia said this is a difficult thing to risk. Sometimes if you truly believe that it is a necessary need, that's the only thing. Selectman Luszey stated here's a Selectmen saying let's not grant us the power to do that.

Chief Murray believed they have a demonstrated history with all of our capital reserves. We don't routinely touch them unless we have an apparatus repair and refurb. capital reserve as Selectmen are agents to expend. That's if a pump goes on one of the fire apparatus which can be \$30,000 to \$40,000. The Board's contingency is usually around \$50,000 but we were thinking more along the lines of a telecommunication company comes into town and they're going to put up a new cell tower which is highly advantageous towards our future goals improving the infrastructure and we get as part of our agreement with them we get to co-locate on that cell tower for free but you still have to buy that physical radio equipment to mount to the tower which could be \$30,000 - \$40,000. If you're in the middle or the end of a fiscal year, that money may not be readily available. It's for extreme...

Selectman Luszey asked to respond to Chief Murray. That's actually my point. If a telecommunication company comes in and says they're going to put up a tower somewhere and you believe that's a perfect place to put an antennae, you would pull money from this without having a fully baked plan that said beforehand that is the place that we should be putting an antennae versus waiting for something to happen by chance to say oh that might be a good place. That's what I don't want to happen. I want this to be a very thoughtful, thought out and documented plan that says this is what we need to do to fix the communication problems between Fire, Police, and Highway Departments in this Town and not a day to day operational aspect.

Kathy Carpentier believed that was it for the Fire organization.

Chief Murray thanked the Chairman and members of the Board.

Chairman Nadeau indicated that will be taking a 10 minute recess at this time before we start on our next item.

Before we do that Mr. Chairman in fairness to the Town Clerk, Selectman Maddox said she was just...why should she have to wait. She was up working doing Town Clerk business.

Chairman Nadeau indicated they would move into Town Clerk since we didn't move into our recess right away.

Town Clerk/Tax Collector (5030)

First Patti Barry wanted to apologize for being late. We're extremely busy with voter registration and absentee ballots. I appreciate your patience. The Town Clerk/Tax Collector budget is basically the same as last year. We have a few minor adjustments in the line items and the only one I really wanted to point out was the printing line item which is 5032-041. That increase is due to I'm now assuming the cost of printing the backside of the tax bill that used to be paid for by the Assessing Department. Other than that, we don't have any additional increases this year.

Chairman Nadeau indicated that you can no longer get an absentee ballot for the Presidential Election correct? That closed yesterday. Patti Barry said no. Chairman Nadeau asked what closed yesterday. Everybody has been asking that today. Mr. Barry said that was Massachusetts. New Hampshire the voter registration deadline is October 27<sup>th</sup>, which is a Saturday. For our office, it's next Friday at 4:30 p.m. and the Supervisors of the Checklist will hold a session for voter registration Saturday the 27<sup>th</sup> from 11 to 11:30 a.m. at Town Hall. You can obtain absentee ballots right up until November 5<sup>th</sup>. Chairman Nadeau indicated that it was great to hear that. Can we make sure we get that posted on the cable channel so it's up there? I must have gotten stopped 3 or 4 times today just on that question. Ms. Barry said they were having a lot of phone calls. Chairman Nadeau thought that could clarify a lot of the questions if you could put up on this channel and whichever other ones that Cable TV would allow you to put it on. That would solve a lot of our problems. If you get out a press release to the Telegraph or something and the Hudson/Litchfield News that this is still available to the voters because that's what everybody was coming in frantic for when I was in here. Hopefully that can solve a lot of the problems for you. Ms. Barry said it's the commercial on TV with Bill Galvin and they don't say that it's the State of Massachusetts. It's just that voter registration and deadline is October 17<sup>th</sup>. It is the State of Massachusetts.

As a note, Selectman Luszey said we have no wards. Ms. Barry said we have not wards.

Selectman Brucker asked if there was notification about the voter photo ID that they don't need it but they'll have to fill out an Affidavit. Patti Barry said that out in the hallway there is a posting for the Voter ID Law. I do believe it's on the website. If it's not, I'll get it up there. We did hand out flyers at the Primary and we'll have it again...Selectman Brucker said that was good because I've had people asking. There was a change on the registration form that was eliminated. Ms. Barry indicated that was just on the registration form but it doesn't change the need for the ID and signing an unqualified Voter Affidavit.

Chairman Nadeau thanked Patti Barry for clarifying a few of those things. Now we can take our 10 minute recess - 8:47 p.m. The meeting was called back to order at 9:08 p.m.

Motion by Selectman Luszey to adjourn, failed for lack of a second.

Steve Malizia asked if they were going over the Moderator and Supervisors tonight. Chairman Nadeau said they already skipped through those. Selectman Maddox thought the Town Administrator was going to do. Mr. Malizia indicated that they were flat. Selectman Maddox heard that the Moderator was going to add some stuff. Kathy Carpentier indicated that he did submit a budget on a different worksheet and I took these numbers and put it into what's here. As you said, he's was down a

percentage. He's buying 4 sets of voting booths. I think that's what he was talking about to you. It is in the budget if I'm not mistaken. Selectman Maddox said it was still down the 37 percent or whatever. Ms. Carpentier indicated that was correct. Mr. Malizia thought because he's only having 2 elections or he's having...Ms. Carpentier said this budget assumes one election, Town Election in March of 2014 and one Town Deliberative Session.

Selectman Luszey asked if he was buying new voting machines. Kathy Carpentier said he's buying 4 sets of voting booths.

BOS/Town Buildings (5110, 5120, 5125), page 1

Selectman Maddox went to the 101 line item. As you can see, we have vacated the Assistant Town Administrator to \$1. I would ask that we at least put it as a "C" can to put that to \$10,000 so that depending upon where we go whether it be the workshops or some discussions, something needs to be decided how we're going to take care of the land use side of the house. I was thinking that that would be money spent for an MRI type of study or whatever. We have just vacated the Assistant Town Administrator who oversaw the land use side. I think that with all of the things that are going on, I think it's something that we're probably going to have to deal with sooner than this. I'm just trying to put something out there. Selectman Luszey said it's not in 101 you want to put the monies. You want to put the monies in professional services. Selectman Maddox said because we took the \$86,000 out of that for the Assistant Town Administrator, we would put it into Professional Services. Selectman Luszey would agree. We should put a "W" on 252.

Chairman Nadeau didn't think they should put anything there.

Selectman Brucker said to clear her up on exactly what this means.

Selectman Maddox said for years we had an Assistant Town Administrator that oversaw Building, Zoning, Engineering...if Mr. Malizia could help even more. Before that, we had a Community Development Director which was upgraded or changed to the Assistant Town Administrator position in 2009 approximately. What Mr. Maddox is saying is perhaps put some money in so if we have the need, which I'm assuming do a study...Selectman Maddox said to see how we want to approach this. I think maybe it's something that we're going to deal with before then. If we're not, we have some money in there to bring in somebody in and professionally tell us how we might reorganize or how we might manage that group with a person or how we're going to do it. It would give us the ability rather than us trying to figure out how to do it, we would bring in a professional.

Selectman Brucker asked how much money Selectman Maddox was suggesting. Selectman Maddox said \$10,000.

Chairman Nadeau said himself personally think we'll have this solved before this budget. I don't think we should put anything in.

Selectman Maddox asked if Chairman Nadeau had a plan. You have one that's ready to rock and roll? Chairman Nadeau was sure that with the attrition that's happening and the other things that are happening in those departments that we'll need to come up with a plan way before this budget and have something implemented way before this budget. I think that putting \$10,000 in here would just be putting another \$10,000 in the budget. I think that we'll have something done before the next year so that we'll know exactly where we're going to go with this. I don't think that we should put a "W" or a "C" because I think \$1 in that position right now for the moment is just fine.

Selectman Brucker indicated she wasn't here when we had an Assistant Town Administrator so I don't know exactly how that all worked. I think that we can figure it out ourselves myself. Selectman Maddox looked forward to the two of you coming up with that plan.

Chairman Nadeau said there's no "C" or "W". Selectman Maddox thought not. Selectman Luszey said there wouldn't be. Chairman Nadeau said it fails two to two.

Selectman Luszey said he wanted to be real clear that I understand what you guys are trying to convince us of. By July 1<sup>st</sup> you believe that through attrition there will be monies in the current budget to bring in a consulting firm to help us figure out what we need to do should we need to do it. That's what you just said. Chairman Nadeau said yes. Seeing that we haven't filled the Building Inspector's position, there's money over there for that. Selectman Luszey asked if the Board thought that we will not take action on that before the end of this fiscal year given the testimony we've heard Tuesday night that the current and last inspector we had wants to cut back hours even more. If we're to provide a viable service to this community, we are going to be forced into doing something.

Chairman Nadeau indicated that we haven't filled this position for 4 months now so automatically we already have that much money in this budget. You heard that there was all kinds of problems this week from that. We need to look at that department and how we're going to solve these problems. While we're looking at that, we might solve these other problems for you Mr. Luszey. Selectman Luszey said he wanted to be real clear.

Selectman Brucker said there have been suggestions of how to solve some of the problems and they keep getting voted down.

Selectman Luszey thought that's why I think we're not going to have these types of issues solved in 9 months. It will take us 10 to 12 months to figure it out if we get good help. Chairman Nadeau didn't think putting it in the 2014 budget will help at this point. We should have it figured out by 2014. Selectman Maddox said that 2014 starts in July of 2013. That was Selectman Luszey's point. Chairman Nadeau said we should have it all set by then. Selectman Luszey said he'd hold Selectman Nadeau to it. With your help Selectman Luszey, Chairman Nadeau said they'd get right through it.

Selectman Maddox indicated that Chairman Nadeau had to finish the form for selling Town property first.

Town Hall Operations - 5120, p. 5

Chairman Nadeau asked if there were any questions or concerns.

Kathy Carpentier said there was an extra on page 8.

Steve Malizia indicated there was a couple of extras. If you'll recall sometime last year, the Energy Committee came in and talked about insulation in the buildings, insulation in this building. So we had a local insulation company come in and take a look at our building's insulation. You'll see a cost there to reinstall missing insulation and both the Town Hall section, which is this section of the building, and the Community Development section, which is obviously the other side of the building. Through the years - computer lines, phone lines and all kinds of stuff has disrupted the insulation in the ceiling. So there needs to be some more R30 either put back in place, moved back in place, or replaced. So this had come up as an energy conversation. The price to do this is \$6,200. Again, this is an estimate from a local company. I would contrast that with the fact that we're paying about \$4,000 for natural gas. If you could save 10 percent, you're maybe looking at a very long payback period. Just looking at our budget, our natural gas bill has been somewhere around \$3,200, \$4,200, \$3,900 - in the \$4,000 range. It's a decision if you think we should do the insulation, what are we going to get back? Is it a 20 year payback? It appears it would be a fairly long window. I think the report articulated that it could be a long window or a fairly long payback.

If you look at the electricity, Mr. Malizia said we did all these fixtures a few years ago. We also signed a contract as part of a consortium to lower our electric rate. I reflected that in here. So there was a definitive savings there. You actually signed a contract and lowered your kilowatt hours and we've done some other efficiencies here. This was the last piece I believe from the energy report that you saw a couple of months ago. This was an item that the Board said when we're talking about the budget; let's just see what it might entail. Again, this is just a quote from a local insulation company that came in, examined the ceilings/insulation, and said here's what my opinion is.

Selectman Maddox suggested that we put that on our list of monies that if we have it at the end of the year, we will do it. I don't think we need to put it in the budget.

Selectman Luszey was looking at the carpet. Before you jump to the carpet, Mr. Malizia said if you're done with that I would also point out that I've got another item in here for the gas pump and the diesel pump. If you know where those are out here in the parking lot, I believe the gas pump was installed in 1974 and the diesel pump was installed in 1965. They are very long in the two - particularly the gas pump which has obviously a key system. We are experiencing regular intermittent problems pumping out of that. We bring it to your attention because that is getting to be on its last legs. The tank is okay. The tank had been replaced a few years ago. This is the actual gas pumping - the pump that's out there which you probably haven't seen one of those pumps since Tate's pulled theirs out 10 years ago. Literally, it's ancient. So I bring it to your attention because it's going. I point it out because again it's a very old pump. The tank is fine it's the pumps that are getting to be decrepit. It's pointed out here and it's also the kind of thing that if you got to the end of the year and had money, you could also deliberate it at that point in time.

Selectman Maddox suggested that we make this a "W" that will come back to this. Whether we split the baby and do one this year and one next year, or one out of the budget surplus or however we want to do it. This is either going to be done this way or it's going to be out of contingency because it just broke. Mr. Malizia didn't believe these have shut off capabilities. If you recall a couple of years ago, the diesel pump slipped out. Our intern found it and shut it off. Remember the shut off. So I don't know the technology from the pump perspective. They're old. This was when people probably had full service gas station attendants.

Chairman Nadeau indicated they had 2 "Ws". Selectman Brucker indicated a "W" was fine.

Mr. Malizia said it was 5120 I would say it would be 224. The last one is the perennial that I put on here. This is carpet. As you recall a few years ago, the Planning Board had the Planning Board room carpeted. The Selectmen I think through the end of the year funds carpeted the Selectmen's office and the main hallways upstairs because they were pretty shotty. When we had looked at those and looked at an assessment of wear and tear in each area, this was the order that we had established should we choose to do more carpeting. This would be the order that we would do it in. I put this in here before. It's something again if you wanted to pick up one or two at the end of the year and you had the money, you could certainly do that. Again, I bring it to your attention.

Selectman Maddox said items 1, 2 and 3 we put on if there is money left over. Kathy Carpentier indicated \$10,220.

Selectman Luszey asked for clarity. When you say monies left over, you're talking about at the end of the year. So it would not be part of this budget passed. Selectman Maddox said that was correct. Clearly delineated if we have monies, this is what we're going to do with it. Selectman Luszey indicated that the note outside of this budget passed that we would do that. Ms. Carpentier said, "correct". At the end of the year...Selectman Luszey wanted to make sure people understand when we say leftover. It's not out of this budget, it's out of...Selectman Maddox said there's no way in a \$22 million budget I'm taking water and sewer out. Mr. Malizia said actually we pay for sewer with sewer. Selectman Maddox said that we could hit it exactly. We never do. So there's always some amount of money left over.

Mr. Malizia said within a one percent or so every year which is pretty darn good on this whole operation. Selectman Maddox stated we're clearly saying rather than put it in the budget if we have monies is what we're going to do with it. Selectman Luszey said which means it will be taken care of in the FY13 and not FY14. Selectman Maddox said that was correct. Mr. Malizia indicated he would try to bring it back in here for the Board to say yes go ahead. Ms. Carpentier also stated without raising any other appropriations.

Selectman Brucker was wondering if anything gets moved around - if any renovations are done or anything this would...Selectman Maddox stated that's why he picked those 3. If we're going to do any moving, I don't see us doing anything at any one of those three and they're contiguous to the carpeting we've already done. Mr. Malizia said yes they are. Selectman Luszey didn't know yet. I'm being serious now. I'm waiting to hear what happened with the Town Administrator's meeting. We may have stuff that we have to do based on (inaudible). To your point, I don't think this is a closed issue yet. I think it's a "C" right - may come back to it based on conversations we'll have over the next few weeks I think. Give that you haven't spent any money here, Mr. Malizia said you have \$10,000 you could definitely reshuffle that deck. That's what Selectman Luszey was saying and that's why I'm saying it's a "C". It could happen this year but if it doesn't, we make a plan for it next year. I would think we would have an indication by the time we do wrap up that if we need to come back to this we can. So that's what the "C" and "W" allows us to do. Selectman Maddox was not taking it as a "C" and "W". That is a driver of the budget. This is monies that if we have left over so it's not going in the budget.

Selectman Luszey indicated that they were talking about two different things. What I'm talking about is if the work that Steve started yesterday requires a wall to be knocked down and we can afford to do that with monies left over in this budget year, yes. If the work that he's doing requires some significant changes and work to the building then it probably won't have the money to do it in this budget leftover, we need to plan for that. We probably will have a good indication of that by wrap up I'm thinking. Mr. Malizia thought they should have some indication of where you think...that's all Selectman Luszey was saying. I want the opportunity to go back to this if we need to based on conversations we've yet to have. Ms. Carpentier said the two of them seem to be different. The carpeting is 13 and you're talking 14. Selectman Luszey was talking based on his conversations again if...they need more bathrooms based on the current occupancy of the building and things like that and we're out of spec. I don't know if we'll have the right amount of money to do that left over in this fiscal year. If we don't, we should be budgeting that next year. That's all I'm trying to say. We don't know what that is yet. Hopefully we'll have an indication of what some of that might be when we start hearing about the work that Steve and the department heads have started. That's all I'm saying. We're crossing across fiscal years, fiscal boundaries. Some of it might be able to be taken care of in this current budget year and some of it may not be. All I'm asking is we have an opportunity to come back to this area to put monies in if need be which is a "C". Mr. Malizia said I can tell you we didn't talk about bathrooms. Selectman Luszey said it may not be on your list.

Selectman Maddox thought what Selectman Luszey was trying to say is he'd like to put 5120-224 Town Hall Building Maintenance as a "C". I think carpeting we can put into that other fund. Kathy Carpentier indicated that you've already put 5122-224 as a "W" for the \$13,305 which was the pumps. Selectman Maddox said they could certainly look at if we need to appropriate any other monies for whatever things we come up...Selectman Luszey will put a separate line that says possible enhancements or whatever. Different than the pump upgrades.

Community Center (5125), p. 17

Steve Malizia indicated that we will be replacing the roof. You'll be getting that in your Tuesday package. We have received bids. I've written it up and it's coming to you. We had budgeted \$45,000 for that project for this fiscal year. The reason I say that is because that's why there's a precipitous drop between this year and next year.

Selectman Maddox asked what IXX was. Is that supposed to be 101? In the backup, Mr. Malizia said that was a conglomeration of all the salaries and benefits. That's how Kathy puts it in the backup consistently through the organizations I believe. Kathy Carpentier indicated that she tried to. Because you have the backup on the next page that breaks out each individual thing, you have your 101, 102. Selectman Luszey said we're increasing the labor on that. Mr. Malizia said there isn't. It's just moved from one line to another if you look at it.

Chairman Nadeau asked what the events custodian was. Mr. Malizia said when we have events such as comedy nights, Bronco dinners, or whatever there is our events custodian either sets it up, breaks it down during the week for senior activities for the quilters and folks like that. Selectman Luszey had a question on that. If we were to assume the senior center gets approved and built and it's a half year, would we see a reduction in this cost center? Mr. Malizia said he would assume you'd see a reduction for the senior setup that happens on Wednesday and Thursday. So that need would disappear. Some percentage, don't know exactly, but some percentage should decline because that would not be needed to be flipped over for that activity. In other words, they may have a boy scout, they may have a basketball, there's something



going on. That person comes in and has to set up for the seniors. Maybe something that evening takes it down and has to set it back up. That kind of thing can happen. So yes I would expect to see a reduction just from that alone. However, you'll still have perhaps other activities going in there. I'm assuming the quilters. I'm assuming blood drives. I'm assuming things like that. Yes twice a week you wouldn't need to do anything.

All things being equal, Selectman Luszey said wouldn't it show a reduction period because you're assuming there's additional blood drives or something that could take that place. Mr. Malizia said no not necessarily. I mean it should be a net reduction in the labor for the events person if the seniors move out. That's it. There are still other activities that go on. Selectman Luszey said it's only in this cost center because I would expect that cost to move to the new proposed senior cost center. Mr. Malizia was not certain that you need to set up and break down as frequently as you do here. Because of the multi-purpose nature of the building, I would assume that the seniors would be a relatively fixed space for their gathering, their tables, or whatever. When you're clearing out the tables because you have basketball, or you're clearing out the tables because you have some other event that's booked in there, that's all I'm saying. You'll have I think your Alkathon group that comes in this year for example. It's going to be Monday and Tuesday. Well Wednesday the seniors will be in there. So they'll clean up but somebody has to set it back up. It's not the renter, the Alkathon people, it's us that do that. Obviously it has to be set up for the seniors configuration what they look for.

Selectman Maddox said that this part time events custodian is that the Rec. person. Mr. Malizia said yes. That's the person that we've hired that does Rec. and does that. That's correct.

Selectman Brucker asked who pays for the setup of the Elections. Mr. Malizia said we do. It's a Town function.

Selectman Maddox said the maintenance person for the Rec. Department doesn't do the setup because they're in 5810 for X amount of dollars and then we're carrying this \$7,700 for a part time employee as an events custodian. Who's the mystery events custodian? Mr. Malizia indicated the person that we have doing Rec. is the same person that does the event activity if that's your question. Ms. Carpentier said he does 15 hours a week for recreation stuff and he does 10 hours a week for Hudson Community Center stuff. Selectman Maddox asked how many hours does the custodian that we have in 50125. Mr. Malizia believed that was 10 hours a week. Selectman Maddox stated that there's 25 hours worth of work in that building. Mr. Malizia said no there's 20 hours. I think she said 10 correct? Ms. Carpentier said 10. Quite frequently, Mr. Malizia said his hours could be a Saturday, a Saturday night, it could be because activities go on there during the week. So it is not a same time every day type of schedule. It has a certain rhythm to it based on whatever activities be a basketball setup, or be it a spaghetti supper set up, or be it an Election - all those activities that go on. They can be hey I need you to go in there either at 6 a.m. on Sunday or clean it up Saturday night after comedy.

Selectman Luszey said that's the event custodian and not the custodian. Mr. Malizia said right not the maintenance person. Chairman Nadeau stated it's the same as the Rec. Mr. Malizia said he does Rec. functions such as field work, the Rec. Center itself. It used to be a gentleman named Reggie for those of you who remember Reggie with those activities. Selectman Luszey thought they should put a "W" on this. Selectman Maddox asked if that was going to roll up to their meeting. Selectman Luszey didn't know. I know what my request was and let's see. I haven't had a conversation with Steve yet so I don't know. Some of my thoughts were in this area. I would like to put a "W" and have a conversation and have the opportunity to come back to this.

Selectman Brucker asked what number are we talking about here. Selectman Luszey said the whole cost center of 5125. It's the community center custodial. Selectman Brucker asked how many years has it been this way. Mr. Malizia indicated since I've been here. Selectman Brucker didn't think we need to come back to it.

Selectman Maddox thought we need to at least hear out what this might come to be. I would say yes to a "W".

Chairman Nadeau said he'd say yes to a "W". We will put a "W" on this.

Just for clarification, Kathy Carpentier said it's to come back to the whole 5125 function. Selectman Maddox said it makes it easier. Selectman Luszey stated if you remember some of my thoughts, it talked about maintenance. I don't know what happened during the conversations yet. I'd like to have a conversation with the Town Administrator and what happened yesterday. That is a very specific thing that I talked about in my paper. Let's see where that went. If it went somewhere, great. If it didn't, then we can have some conversations and decide what we're going to do if anything. Ms. Carpentier wanted clarification. I wasn't challenging any thought process. So a "W" for 5125 department.

#### Town Poor (5151), p. 20

Based on the last couple of years, Mr. Malizia said it appears that we can safely take this one down a little bit. I will remind everybody that we also have at least \$8,000 in a donation account that we have yet to expend for Town Poor. If we were to get in trouble with this one, i.e. if we were to get close, we could draw upon that account for the assistance to Town Poor. Just for the folks that don't know, we are required to provide assistance to those who meet qualifications in our community. It is not an option. There's a requirement and Ms. Wilson manages this very well. As you can see, the expenditures for the last couple of years have been \$90,000 - \$70,000. You could have a difficult year and things can change. We'll leave something in here but we've taken it down because we think based on what we've seen, we can cover it and we know we have another \$8,000 if we need to spend it.

Selectman Maddox indicated probably not for this one but I think that maybe we need to start reflecting Ms. Wilson's time in this as a line item. How much time is she spending managing this project? I know she has an overall title but I think to reflect the actual cost of what this does cost us is she spending 10, 12, 15 hours a week on this part of the program. As I said, I don't think we need to do it for this budget year but I think it's something we need to take a look at.

Kathy Carpentier didn't know if you can because this department as Steve alluded to - you have to spend what you need here no matter what's budgeted. So it's one that you could be overspent in the purpose of Town Poor to have somebody's salary in there is not part of helping the public. Selectman Luszey said it reflects the overall cost of what we're spending in that function. Ms. Carpentier said it's the labor piece. It's not the total cost. You'd have benefits. If you wanted a whole cost analysis of her...Mr. Malizia's question is what would you do with the information? If you kept track of it - I'm not saying it's bad or good, what would you do with it? Selectman Luszey thought it would be helpful - God forbid the economy gets any worse than it is and we start seeing 60 to 80 percent of a person's time in here. What that would indicate is we probably need a person to do this job full time. If that's the case, then that means the work that the person was originally supposed to be doing is not getting done or it's getting done poorly. That's why you would want to track time in different activities.

Ms. Carpentier said you could have an estimate say she works 30 percent of her time here but it's going to fluctuate. As people come in, she has to deal with the clients. Also, a lot of her time is spent in finding out if the claims are valid. So sometimes its costs - I wouldn't say aversion but...Selectman Luszey asked if Ms. Wilson's role this. If it is, then we're all set. If it's not and her other duties are being impacted by this, then we need to know this and maybe we need to hire a part time person to manage this so that Ms. Wilson can do her primary. Ms. Carpentier said Kathy was hired when she assumed this responsibility. She was splitting her time between cash management in my office and my support, benefits for the employees, and Town Poor. She's been able to do it the whole 8 years that I've been in the Finance Director position. I don't think we should change the budget but if you need a cost analysis to justify how much time she's spending on this, we could start tracking that.

The only reason Selectman Luszey would say we'd need to track it is if we were looking to use that data to make a change. If we're not going to use the data to make a change and its part of someone's role already, then it's already accounted for in my mind. We wouldn't need to track it. That is Ms. Carpentier's belief as well as Chairman Nadeau's. Selectman Maddox asked that we track the person who's the custodian in this building. We just talked that they're at the senior center and they also do the Fire Department so we keep track of how much that goes to where. I just think it's not the \$95,000 - \$96,000. It's actually probably \$130,000 that we're actually spending because that person has to do this job and we're just reflecting that in the budget. Ms. Carpentier indicated that the custodian is scheduled to be at the Fire Department for 4 hours. This person could send 100 percent of her week on benefits. She could spend 100 percent of her week on Town Poor. It depends upon who walks in the door and who needs assistance. It could be an employee needs benefit changes. During open enrollment, she probably doesn't do that much welfare. It's week to week changes her role.

If I may follow up Mr. Chairman, Selectman Maddox didn't think that the custodian keeps to that schedule either. He goes where he's needed on any given week. Again, I don't think we need to put it in this budget but I think, again, it's something we should take a look at. I think we've killed that horse.

#### Legal (5200)

Steve Malizia stated one of the changes that we've reflected here is we've split up or we've traditionally referred to as our collective bargaining. These actually split it up so that it's allocated between collective bargaining, i.e. when you're negotiating with unions for contract and other labor issues which could include such things such as grievances, other labor related questions that you would involve the Town's labor attorney in. So to hopefully provide better budget in the future - in other words, we've always put \$21,000 in collective bargaining and hope it works. I think this will give us an indication of the year I have 5 contracts I need to put this and the year I have two, maybe I only need to put this much in. I have to recognize that I'm always going to have some number of labor issues that are not related to collective bargaining, i.e. they're not a contract negotiation there or a grievance. They are an arbitration. That's traditionally what we're talking about. So we've kept track of that this year. I think it actually came through the Budget Committee. Ms. Carpentier thought it would be good information to know.

Mr. Malizia said the other piece is our general legal budget. Our general legal budget covers soup to nuts everything that's not labor. So when we are sued, or when we sue, or when we have requests for legal information this is where that is all housed.

Selectman Luszey kind of follows Mr. Malizia but I don't. We're doing all of our collective bargaining this year. Mr. Malizia said it just so happens that it's all stacked up this year. Selectman Luszey said you keep your budget flat going into next year but all you did was split the collective bargaining costs with other legal labor costs. So are you anticipating some fall out based on...Mr. Malizia asked if Selectman Luszey thought everything is going to pass this year? Selectman Luszey said no. That I can understand the \$11,000 going into the collective bargaining. It's moving half of it up to this other labor issues. Mr. Malizia has been here a long time and I've seen many grievances, and many arbitrations, and many matters which involve a labor attorney. If you look in 2010, 2011 particularly a big year, you'll see that we're not spending that on just negotiating contracts. We've had some protracted cases. We've had unemployment issues. We've had all kinds of stuff. Do I know specifically it's going to be \$11,000 next year? No I don't. I kept this budget flat anticipating that we may possibly not get all

of our contracts and also anticipating that I've been around long enough to know that one or two grievances can add up quickly. We've had a history of having grievances. I'm not saying its right or wrong, it just is the reality that I've seen. We were able to recoup some last year I think from a matter that was settled in our favor that did help our bottom line. We had reserved for that particular matter.

Selectman Luszey said your 2012 actuals for just legal was 67 and your 2013 basically doubled - 120, and you kept that flat. Are we running at a run rate of 120 to hit that or are we closer to the 12? Mr. Malizia said we have a built in retainer with our attorneys every month. I'm trying to remember the exact number but I think it's about \$4,000 to \$5,000. We have a retainer with them. We negotiated a reduced price for 26 hours of legal service. After that, it depends on how litigious things get. If people start getting - either we get litigious and enforcing things, or folks come in and try to do things with their land that's challenged. That's one example. Do I know we're going to spend that? I fight like heck not to. I can't predict what could come across the transom. So I'm not sure there's a good or bad answer for your question. I just try to manage the budget so that we don't get into the situation we were in 10 years ago where we're spending \$300,000 on legal. I truly don't know all of the time only because I don't know who's going to sue us for property tax cases. I don't know who's going to sue us for land use issue. Frankly, I don't know who we're going to sue or who we're going to take to court to either put some stop on them or an injunction. It's a best professional estimate at this point. Last year we did okay. I can't predict that every year. I don't know. I can also tell you every couple of years we do renew the contract and it does go up in price.

Selectman Luszey was okay with it. As my closing comment, I will say that I know that attorneys probably make some of their better livings during bad times. Mr. Malizia will say this, other than the bankruptcy portion, we've been pretty close - how do I put this - when people want to develop more, that's I think you get a lot more litigation. Selectman Maddox will probably back me on this one. When you see challenging pieces of land that people want to do something on that they wouldn't do in a bad time, then you're going to see some litigation because people - well you can't stop me from doing that, or I want to do this. You'll get that. If you think about it, we've been in the lower building cycle. It's lead to less litigation. I think people are doing less with that component. Quite honestly, that can be a big component of what we do frankly. We have our other cases here or there. A simple zoning case can be a couple of few thousand dollars pretty easy. I'm sure you see the legal bills at some point in time. We have a system here. If you want to go legal, you need to come through me. So I need to evaluate. Do we go there? Is there a different place? Did we already get this? Have we already been through this ground and we're just replowing it? Can we use another resource? I think we've done a good job managing but let's not kid ourselves. It hasn't been real busy out there either where people are coming after us because we denied something.

Selectman Brucker was wonder about the collective bargaining. Is that pretty kind of an easier amount to figure? Is it more set? Mr. Malizia said it would be easier if I had contracts that we had agreed to. If I don't have contracts that passed, I don't know. We could have 5 contracts go to a ballot and 5 could not pass. We're most likely going to be doing something again next year and where am I going to get the money? Well I'm going to get it from the other legal line.

On that note, Selectman Luszey thought we ought to mark this as a "C". I think we'll have some more information around where we are with collective bargaining by wrap up night. I think based on what we know then and our personal opinion about the mood of the voters; we can adjust this if we think.

That was Selectman Maddox's thought. I think this should be a "C". I think being pessimistic and putting all that money in for collective bargaining, I'm hoping that at least a number of them pass. We're putting money in and we've raised the taxes so that it will be harder to justify giving the contracts. I think we got to do at balance. If we just leave it as a "C", we can come back to this and make a decision.

Selectman Brucker said a "C".

If its okay, Steve Malizia pointed out that in our conversations with the Assessor looking at our revaluation that's gone on, as you heard the other evening, the ratio is more likely has changed. In other words, commercial did not decline certainly not to the rate of the residential community. That tends to cause the commercial interest or the industrial interest to look at the tax assessment and either challenge it or file something to get us into a situation where we either have to negotiate or do something for their value. Given that we just did it, that's probably going to be on the forefront of their mind. The Assessor has looked at what he thinks the workload could be based on testimony, based on legal expense and has identified that in order to defend utility commercial values we could be looking at. Again this is could be looking at \$60,000. So we put it as an extra. If I don't have enough in the legal budget, I'm assuming we want to defend ourselves and defend our values. You would have to find it from another budget. Depending on which way you go when you come back to this item if I don't spend a legal budget maybe in contracts, I could very well spend it defending the values of the Town which keep the rates where they are also. I don't know if I said that correctly.

With that statement, Selectman Maddox said it goes to a "W". Again, Mr. Malizia said this was identified as a potential need by the Assessor to defend in court our values particularly on commercial/industrial property.

Selectman Luszey would tend to agree with Selectman Maddox based on that. I would go with a "W". After all is said and done, we should take a look at do we have enough. Selectman Brucker said that was fine.

Mr. Malizia wasn't sure he had enough more information to give you beyond what you have in here other than the Assessor's analysis of it. When I say that no disrespect, I don't know what's going to change in the next week other than you may find in the way of 2 contracts we've agreed to or something.

Selectman Luszey thought that given we've published the tax rate and the presentation of the assessor; I would think we may have some indication from the business community. I don't mean by any formal manner just by maybe some possible phone calls coming in and we can ask the Assessor if he's getting any feedback. That would give us an indication by wrap up night. Steve Malizia thought they've seen a couple that we've identified that have come across the transom of recent because you've seen it in nonpublic. Again, we're trying to project forward here. I will say that when you're looking at commercial/industrial property more often than not they are represented by someone called a "Tax Rep.". In other words, there's a representative, there are companies out there that canvas for this type of business that perform this service. They basically work on a contingency. If I get you this, I get X piece of that. The company, or the industry of the business or the property owner doesn't necessarily assume as much risk because you're really not paying for it. You still have to defend yourself. You can't just roll over and not. I just bring that up because given that the ratio has somewhat changed and commercial will be bearing a larger load, you're probably going to see more of it. You don't see Tax Reps. usually with residents because quite frankly the payoff isn't there. I wanted to just bring that to your attention.

Selectman Luszey and Chairman Nadeau indicated it was a "W".

Finance (5310, 5320), p. 1

Selectman Maddox indicated that this is one that we have to look at - a 4.2 percent increase. Ms. Carpentier didn't see a 4.2 anywhere. Selectman Maddox referred to total Finance. Isn't that what it says 4.2? Chairman Nadeau said it was all in pensions. Ms. Carpentier was looking at 5310 is not 4.2. Selectman Maddox was looking at the bottom line and it's not in the pensions. Is that because you're assuming a new hire would take insurance? Ms. Carpentier said yes. My standard practice is to assume a family Blue Cross 100 for the new hire assuming that we hire them at Step 1 but I put in the budget at Step 2 because there's a 6 month probation. By July 1<sup>st</sup> of this year that you're working on, the person would be at Step 2. That is not contingent on passing a contract or not.

Chairman Nadeau asked if we were buying any GASB manuals or updates. Ms. Carpentier said she stopped asking for that.

Selectman Maddox said truly the increase is that one line item. Ms. Carpentier said and pension. Selectman Maddox indicated that the 122 is the real driver. It's still a variable.

Insurance (5910)

Ms. Carpentier indicated that they were starting with insurance. After collaboration with the Town Administrator and myself, this budget we did submit as increased based on what we know. Insurance unemployment because of some recent people leaving employment here, we're seeing a lot of expense in the unemployment and we're self insured there, so we have to bear the cost. Workers Comp. has gone up and property liability.

Chairman Nadeau asked if we shopped the insurances out. Mr. Malizia said we actually did this year but unfortunately we had one more year on property liability side of the house. So we actually had Primex come in and we intend, again, to have Primex come in because they're basically the 2 main competitors. When I say the 2 main competitors, we did have them come in. Unfortunately we have one more year of property liability with our current provider. So we will be putting that back out.

However, Ms. Carpentier said there might be some unanticipated revenues from insurance companies. We're just getting knowledge of so I'm not at a point where I could speak of it because I don't have a grasp on it. We just received memos from our insurance companies. That would be revenue. That wouldn't really decrease the expenses. So the expenses are gross appropriated here. It could potentially - I'm not quite sure - but it would be an unanticipated revenue or budgeted revenue.

Community Grants (5920), p. 5

Again with collaboration from the Town Administrator, Kathy Carpentier indicated they left this flat. However, there are \$30,000 in additional requests. It would be the will of the Board to distribute this \$89,427 or...Mr. Malizia said it's in your book. It's the next page after the list. You'll see. The majority of these generally have some sort of assistance component to them, i.e. they might interact with our welfare administration. So we had the Welfare Administrator give us kind of an input as to...it has a more modest change so I got a new one, but the numbers are the same. We had an analysis or a look see at who do you work with? What do you recommend based on your interaction with the various agencies? It's just one modest thing on the greater Nashua Interface Hospitality Network. Just to give us an idea of what kind of interaction we have. Again the majority of these organizations are service organizations that claim a service to Hudson residents. We have this but there as one modest update on the Greater Nashua Interfaith Hospitality Network. Selectman Maddox asked if it was a new page 6. Mr. Malizia said yes. It's very modest. It's just that one line change but she asked that I give it to you.

Steve Malizia indicated that there was one new request this year which is from the St. Vincent de Paul Society, which definitely provides a benefit to our Hudson residents. That's a new request. In other words, they have not been a recipient

of aid from the Town of Hudson before though they are in the Town of Hudson. Just so you know, she is highly recommending that because she works closely with them. So we provide this information to give you an idea of what kind of interaction she may have. There's some she's not going to have quite honestly. She may not work with the Hudson seniors, or the Child Advocacy Center. Some of these are not things that you would interface with from an assistance perspective. This is just to try to give you another piece of input to understand how some of these may work with us. As you read, sometimes there's a book of backup here. We do this and we do that. She just gave her analysis of how they deal with her.

Selectman Maddox noted that there's \$20,000 more in requests than we have...Mr. Malizia thought it was \$30,481. So the agencies that we've already assisted, some of them have asked for more. Quite a few of them have asked for an additional funding. There's one brand new one is what I was trying to say. So of the \$30,000, \$5,000 is a new one - St. Vincent de Paul Society. The rest are requests for additional funds from the Town.

Selectman Luszey thought this was a "W". We need to reconcile what we have been reviewing against what was just presented. They are significantly different. Chairman Nadeau would agree. Mr. Malizia said what you just got handed, there's only one difference on that. You have that sheet already in your packet. There's one line on it that changed. Selectman Luszey said there's one line item that changed but what I'm also saying is that from the 13 to the 14 budget, the numbers are significantly different. Mr. Malizia said yes as they are every year. The Board has made a conscious decision or has made a conscious decision the last few years to level fund all of these requests and to determine if they want to do something with a new request either fit it into the cap that you have and reduce others or you could always add to it. Selectman Luszey said we're kind of saying the same thing. Mr. Malizia wanted to point out that it happens every year and this is not a new phenomenon for this year.

Selectman Luszey had a question for Selectman Nadeau. You and I had a conversation that there was one that you said is no longer a valid charity because they don't exist anymore. Mr. Malizia asked if he was talking about Bridges. Linda or Donna contacted them to determine that they are still in operation. They are still a charity. That's all I know. I can't remember if it was Kathy, Linda, or...Selectman Luszey's question would be we contacted them. Did they contact us? Mr. Malizia said they put in a request. Kathy Carpentier pointed to the red book which has justification on who these companies are, why they need money, how many families they've helped. Selectman Luszey understood that but...because there was a question as to whether they're still there, Mr. Malizia said we called them and asked if they're still viable on what you're doing. The answer we received was yes we still are. I didn't go knock on their door. I haven't seen them.

Selectman Brucker stated that Community Council has almost doubled. Are they broadening their function? Mr. Malizia wasn't aware that they broadened their function. They just expressed a need that they would like more money. Again, our population hasn't changed. What population uses that? There's certainly information in here. I would say that it's routine that some of these groups always come in and look for double more. That's a pretty big one there but.

Chairman Nadeau would say a big "W". Selectman Maddox asked that you maybe break down that red book to a...are all of these agencies helping citizens of Hudson and what are their...when I see Milford Regional...Mr. Malizia said yes. They will all make a claim, and they all have information, some statement, data, or whatever that they help residents of Hudson. Obviously it wouldn't make a lot of sense if they didn't to even consider them. Selectman Maddox was just making sure what kind of numbers we're looking at. Mr. Malizia said that's why this was put together so at least for some of them we can have an idea of they may be helping Hudson residents but we don't interact with them. There may not be a need for her to interact with them. Ms. Carpentier said the thought is that with the networking that our Town Poor employee works with these people that we're saving Town Poor money putting it here. As opposed to putting someone in a hotel, Mr. Malizia said we send them to the Soup Kitchen for example or it used to be called the Nashua Pastoral and now it's called The Front Door. They will take those people so we do not have to spend money to put them somewhere. Selectman Maddox said that makes sense. Again, they're asking for \$30,000 and we're trying to figure out how we balance that.

Selectman Brucker indicated a "W". Chairman Nadeau said we have 3 "W"s so we'll definitely come back to this. The red book is available in our office. If any Selectman wishes to go over that before our wrap up night.

Mr. Malizia asked if there was something else we could provide for this. We have that information. Selectman Brucker asked about Kathy Wilson her recommendations. Selectman Maddox said that's it. Mr. Malizia said what she's basically done is saying I either don't interact with them because there's really no need for her to interact with them, or I do and I'm recommending an increase or recommending their request, or I don't recommend their request. I recommend to stay with the budget.

However, Ms. Carpentier indicated that some of these that I can see say no interaction. I'm going to pick on C.H.I.P.S. The Town person doesn't have any interaction with C.H.I.P.S. and wouldn't however, it has been a program that you have supported. Again, Mr. Malizia said she wouldn't necessarily be involved in that type of activity. Where she does see the Front Door Agency. She does see the Nashua Soup Kitchen. She does see the St. Vincent de Paul Society. Hence, those are agencies that she interacts with that she believes is a value to the Town in either helping us assist the folks that need help in keeping them maybe off our roles directly.

Selectman Maddox said they needed to do some homework because if somebody asks for almost double what their justifications were.

If you look at the comments of our employee, Selectman Luszey said they're saying stay with the 13 budget which is about half of that. Ms. Carpentier said with one exception. St. Vincent de Paul is new. Selectman Luszey was saying - I think you were asking about that one there and the recommendation is no. Stay with what is there.

Based on her interaction, her opinion, her recommendation Mr. Malizia said to stay with what you already do because for what you're getting, in her opinion, that's sufficient. Not having to use a calculator right now based on Kathy's recommendation, Selectman Luszey asked what would the new number be. Selectman Brucker said \$9,000 for Community Council. Mr. Malizia said no. What he's trying to get at is if you took at the ones she's recommending give a bump, what would that number be? We could have that at either the wrap up or the next meeting. Selectman Luszey said right now it's about 30,000 over...Mr. Malizia knew what he's trying to get at. However, Ms. Carpentier said that would knock C.H.I.P.S. out because she's not recommending...Mr. Malizia said no. He's not saying that. He's just saying if you take the ones that she says I highly recommend or I recommend their increase, what does that piece brought up to over what we have.

Chairman Nadeau said if she says stay with the FY13 budget and it's a \$6,000 FY13 budget and they're requesting 9...Selectman Luszey said it's a \$3,000...Mr. Malizia said it's going to stay at 6. There's going to be some up and downs possibly.

Selectman Brucker thought we should go with her recommendations. I'm not sure...Selectman Maddox thought that the Police Chief might have some input to some of these. There's other agencies that might interact with some of these groups more than...Ms. Carpentier indicated Hudson Seniors. She doesn't interact with them. Chairman Nadeau said they know what that's for. Ms. Carpentier said you might want to continue supporting that. Mr. Malizia said the ones that deals with I think is what she was trying to impart to you. Those are the ones she deals with. She's not making any statement on the ones she doesn't deal with. It's not in her purview to make a statement. The ones she deals with she's just saying for what I see and how I interact and how they handle our needs, in her opinion based on what she does, that's what she's recommending. Again, until we get it all added up we don't know what the number is right this second. It's probably greater than 89 and less than 120.

With that in mind Mr. Chairman, Selectman Maddox said we may need to readdress 5151. We saved money there but I think yes. If you look at our spending pattern, and we've had some tough years, Mr. Malizia wasn't saying they're not going to be tough in the future but we've had some tough years. The \$95,900 or whatever we put in there seems like the appropriate level going forward to next year. If we add or subtract from this, I don't think you're going to see really a material difference there. What Selectman Maddox was going in his unique way was we saw a decrease there. We may ultimately put some more money into this budget category. Mr. Malizia asked from the money that we've already saved. Selectman Maddox guessed it was a one washes the other. Yes we're saving \$25,000 in the Town Poor but realistically this kind of almost falls under that in some places. We're putting people up through these agencies.

Mr. Malizia said when they have space available and they are able to take them, we will put them there. When they do not have space available and they can't take them, we put them up. We are not guaranteed anything. I hear what you're saying. I know you're trying to put them together and keep them together.

Selectman Luszey said these are very different services. I would grant you that some of that might fall in there but a lot of these are targeted for very different population set. Mr. Malizia would not disagree with you either. Right. We have the ones that I can think of would be St. Vincent de Paul, The Front Door Agency, and the Nashua Soup Kitchen. Those are either providing food or shelter to people. If they don't do it, we do it or vice versa. In other words if they can't accommodate them, we have to put them up somewhere and we have a couple of places in the area that we pay for a night, two nights or whatever the case may be.

Selectman Luszey indicated that this is a much broader set of social services and what our Town Poor line is targeted. Mr. Malizia indicated that you are correct. There are mental health issues here. There are drug and alcohol issues here. There's adult daycare for folks who need it. There are child service type of things. So you are correct. Yes it is not just Town Poor. Town Poor is very specific what we're doing. The number that you'd be looking at here is only a fraction of what's been asked for if that's what you're saying. I would agree.

It seemed to Mr. Malizia that if we could at least take the recommends and the not recommends, we would come up with a number that you could then also consider if you thought it was valuable. That's what we just talked about. Selectman Luszey said you want to go back and look at...Selectman Maddox was just trying to reference the fact that we have saved for the lack of a better term that has gone down some. Selectman Luszey said out of 5151. We can use that to offset increases in this one. Selectman Maddox said at some point we have to kind of look at the 2 together in my mind.

Mr. Malizia said there is a network of administrators, welfare administrators, and folks out there. Ms. Wilson interacts with all of those folks and has relationships with some of these agencies that directly impact that population or that part of our population that needs that type of assistance.

Selectman Luszey was trying to understand 5151 has gone down a little bit. Are you suggesting that based on this here that we may go back and bump that up? Selectman Maddox said no. What I'm saying is we have to look at we are not putting as much into that portion of the budget. We may need to put some more into here. That's why Selectman Luszey said we have a "W" to come back to this cost center. We don't have any need to go back to...Selectman Maddox said he was saying we

should probably take a reflection on that savings. Selectman Luszey said he would put that in the note that to reflect on 5151.

Patriotic Purposes (5930)

Kathy Carpentier said Patriotic Purposes is for our portion of...Mr. Malizia said our contribution for Memorial Day, the Historical Society, Old Home Days and the fireworks.

Other Expenses (5940)

Ms. Carpentier indicated this was for the general telephone expenses and the building. We do allocate if we know it's a department that this is the general. It's for postage machine upstairs in the mailroom. It's the Board of Selectmen \$50,000 contingency, and a capital reserve fund for the earned time fund and the senior capital reserve fund.

Selectman Maddox said this is where I guess I would put another "W" that we might want to take a look at putting the monies for fuel that may not be covered within the budget like we did a number of years ago saying...Mr. Malizia indicated that would be 5940-304. Ms. Carpentier believed she did write that down on your first night. Selectman Maddox said this is probably where it will go. Chairman Nadeau said it was on the next page. 304 - gas, contingency, diesel. Selectman Maddox indicated they had funded at zero. What I'm getting at is I think we need to put a "W" to come back here.

Ms. Carpentier has also inquired to the Road Agent for an average estimate. So we'll be getting that hopefully next week. Mr. Malizia said he knows he has access to some gas and diesel - a trend report.

Hydrant Rental (5960), p. 11

As we referenced earlier, Mr. Malizia said this is the charge to the Town from the Water Utility for having the hydrant service available. This is a tariff for lack of a better word. In other words, we have a rate for all the hydrants. It's part of the taxes. No doubt about it. Years ago, this number was in the \$600,000 - \$700,000 range. That's when we also had to payment in lieu of taxes going to water. If you recall, some of us veterans we had money going back and forth. We just cut to the chase, got rid of a lot of the back and forth and just kept this piece for hydrant rental. You can go back to budgets as far back as the 50s and see hydrant rental on the budget. So this is not anything that...Selectman Brucker asked if it went to Pennichuck. Mr. Malizia said no it stays to us. It's the Town's payment to the Water Utility for having the hydrants available for the general use. If there's a fire, we don't charge for the water that flows to that fire. It's just a charge.

Selectman Maddox stated if you lived outside the water district, you'd certainly like us to sell you water at that very moment.

Selectman Luszey asked how long have we been collecting this. Mr. Malizia said we the Town of Hudson, since April of 1998. Before that, the water company since back at least...I have a document in my office on the wall it's from I think 1961. Selectman Luszey said we're actually appropriating these dollars and we're taking it from all of the taxpayers and giving it to the Water Utility. Are the hydrants paid for by now? Mr. Malizia said of course they are. I would assume the physical hydrant is paid for. Selectman Luszey asked how much money do we actually spend on the maintenance and upkeep of the hydrants. Mr. Malizia said it was part of our service contract with Pennichuck. I don't know if it has a specific dollar value associated with it. Selectman Luszey said that's really what we should be putting in here for rentals. Selectman Maddox indicated you would also have it there for the various fire pumps. All kinds of...Ms. Carpentier said it's like our insurance policy. Those hydrants are going to be working and...Chairman Nadeau said you can't explain that to Selectman Luszey. Selectman Maddox said outside the water district, we may have to truck it from the closest hydrant to those that live outside the water district.

Selectman Luszey asked what happens when that closest hydrant didn't work and then they have to go to the next one. I'm being serious now. We're collecting \$277,000 a year which is equivalent to how many pennies. Ms. Carpentier said 11. Selectman Luszey said it's \$.11 on the tax rate and we do that every year. What are we getting back for it? We don't put in new hydrants every year. Selectman Maddox said yes we do. Selectman Luszey said we do put some hydrants in but we're not replacing all the hydrants every year. Selectman Maddox said we're replacing the pipes that feed them. We are doing...Selectman Luszey said the Water Utility does that. Chairman Nadeau indicated that don't do that for free. Selectman Luszey said the water user utility does that. Selectman Maddox said so you want the water users to...Selectman Luszey said this is for the hydrant. This isn't about the pipes. This is for that little piece of metal that sticks...Mr. Malizia said the delivery for that whole system of hydrants. Selectman Luszey asked if the Water Utility does that. Chairman Nadeau said they don't do that for free. Selectman Luszey reiterated the water user utility does that. This is for a hydrant. This isn't about the pipes. This is for that little piece of metal that sticks...Mr. Malizia said it's the delivery for that whole system of hydrants. Selectman Luszey asked if the Water Utility pays for the pipe in the ground that's delivering the water to those pipes. So we have 2 pipes in the ground. In some cases, Selectman Maddox said you do. You only need a smaller pipe for domestic water.

Again, Selectman Luszey said we're collecting a quarter of a million dollars a year and what are we getting for it. Where is that money going? What are we using it for? Mr. Malizia said fire protection for the parts of town that are on...Selectman Luszey said that's what we pay. How many millions of dollars are we paying for the Fire Department? Mr. Malizia said they have to get the water from somewhere. They just talked about having big tanker trucks and all that. How many times do we

have to pay for water protection - the fire protection? We pay it in terms of hydrant rental. We pay it in terms of personnel and equipment, and pumpers, and all that. Are we getting a good bang for our buck? I think we're paying too much for this. That's my point.

Selectman Brucker said we haven't lost any houses lately or nothing has been...Selectman Maddox said just garages.

Selectman Maddox stated if you were to not put fire hydrants in, you could decrease the size of the water pipe dramatically. If you didn't need to have the pressure and the volume that's necessary for firefighting needs, that pumper - 750 gallon per minute and even if they're carrying 1,000 gallons, that means that truck is empty in a minute and a half. You need huge volumes of water. Yes we could reduce that number down if we could go to a 2 inch pipe instead of a 6 inch and the associated pumping capacity to feed those hydrants. Selectman Luszey forgot the number but I think it was in the \$4 million range that we spent in the south Hudson to put in a tank, finish the loop, and all that so that we had better fire protection. Mr. Malizia said it was actually \$2.7 million. Again, we're still collecting on the hydrant rental. Selectman Maddox asked how many hydrants. Mr. Malizia said there's over 400 or actually approaching 500 hydrants right now.

Selectman Luszey asked how many times a year can we replace them based on this amount of money. Mr. Malizia questioned replace them. Like \$4,500 a whack for the hydrant. Selectman Maddox said we like 10 a year or something. It's not a lot. It's not the hydrants. It is the water and the pressure. Selectman Luszey indicated that Selectman Maddox wasn't going to convince me. Chairman Nadeau said we don't need to put a "C" and "W", so we'll be moving on to the next item.

Chairman Nadeau asked if we had anything else. Ms. Carpentier indicated he just needed to announce the next meeting if you're done.

Selectman Luszey asked if it was a "C" or a "W". Chairman Nadeau indicated he had a "W" and the rest of us have nothing. Selectman Luszey asked if they could reduce it any. Mr. Malizia indicated they did. Modestly. Though the years we have reduced this. What you're not seeing is half the year that it was \$680,000 something dollars. Selectman Luszey said he see it went from 285 to 277. I want to know if we can reduce it somehow. Selectman Maddox said he wouldn't. As a water user, we have to balance both sides of this. Why should the water users pay for your fire needs. Selectman Luszey said you don't. Selectman Maddox asked if they put water on your garage. Selectman Luszey said they pumped it out of the river. Selectman Luszey said that's what I paid the big bucks for the fire engines, pumpers, and employees to do.

Kathy Carpentier stated that the next meeting of the Board of Selectmen for budget review is Thursday, October 25<sup>th</sup>, doing Trustees of the Trust Fund, Cemetery, Cable, Senior Center/Cable Facility, Town Treasurer, Recycling, Budget Committee, Ethics Committee, Energy Committee, Police Department, Recreation Department, and the Library.

The wrap up. Selectman Maddox asked would those departments, and we're already at 10:30 p.m. here, we could very well be to the 11 o'clock hour. What I would suggest to this Board that you pencil into your calendars Tuesday the 30<sup>th</sup>, which is the fifth Tuesday. We don't want to be doing this on November 5<sup>th</sup>. I don't think we want to be staying here any longer than we have to the night before the general election. Squeezing it to that date makes it difficult for the Finance Director to be able to produce the books and all of that. If we are unable on Thursday to be able to come to a wrap up, we then have the 30<sup>th</sup> as a fallback date, reserve the room, all of that stuff.

Chairman Nadeau indicated that 30<sup>th</sup> didn't work for me. The 1<sup>st</sup> or 2<sup>nd</sup> does.

Selectman Brucker asked if there was any possibility of going to the...does it have to be in a public session when we...Chairman Nadeau said yes. Everybody really wants to hear how we're going to wrap up this budget. Selectman Brucker was thinking we could earlier with our wrap up.

Selectman Luszey said Thursdays and Fridays are bad for me.

Chairman Nadeau indicated Thursday, November 1. Again if we can finish it all next Thursday great. Selectman Luszey said he might not be able to be here. You're not giving me enough warning.

Kathy Carpentier indicated Thursday, November 1, at 7 p.m. is the backup wrap up. Again, Selectman Maddox said if we finish next Thursday great. Chairman Nadeau said it gives Selectman Luszey some incentive to get it done next Thursday. Ms. Carpenter asked one more question. So you are planning on getting through all of these and wrap up is your intention for Thursday the 25<sup>th</sup>? Selectman Maddox indicated that was their goal. Maybe the word "dream" might be implied here. To have a contingency rather than doing it on the day before elections and squeezing you on a time frame. We were trying to be accommodating. Ms. Carpentier appreciated that. So you've come up with the 1<sup>st</sup>. Chairman Nadeau indicated that was the date.

Donna Graham indicated that nobody was in the room on the 29<sup>th</sup>. Chairman Nadeau thought the 29<sup>th</sup> might be a little more palatable for Selectman Luszey.

Selectman Maddox asked if that was the new date. Chairman Nadeau was happy with the first but...Selectman Luszey said he'd go with whatever. Monday, Tuesday and Wednesday are better for me. Pick a day. Ms. Carpentier said the 29<sup>th</sup> to get it over with. Chairman Nadeau said the 29<sup>th</sup> to help out the Finance Director to get it done early.



Selectman Maddox suggested that this Board think over the weekend about we're doing this great "Ws" and "Cs" and we're going well with that. We need to decide what our goal is at the end of the budget whether its dollars, percentage, tax increase. Whatever that may be, I think we need to be prepared to articulate what our goal is so that when we start saying okay, we've met it or we need to start going to the Ws and Cs. We need to decide what our ultimate goal is Sir.

Chairman Nadeau indicated that gives everybody something to think of this weekend. Anything further?

Selectman Maddox asked of they could have the now well rested Finance Director and Town Administrator getting us some where it looks like we are as far as dollar increase from last year, tax rate increase, percentage increase. Just so we have something to be able to look at when we decide where we're going from to. In the summary section, Kathy Carpentier stated that we haven't gone over that. It is already in there as the budget was presented to you. You've made no motions. You've added no new warrant articles. It hasn't changed. I'd be more than happy to do something else but I think what you're asking for...Selectman Maddox asked what the other one was. Ms. Carpentier said in the summaries. Selectman Maddox thought she wanted him to bring up 3 things. We have a date. We have a goal.

Donna Graham asked if the meeting was on the 29<sup>th</sup>. Chairman Nadeau said the 29<sup>th</sup> and Selectman Brucker said good.

6. ADJOURNMENT

Motion to adjourn at 10:40 p.m. by Selectman Maddox, seconded by Selectman Luszey, carried 4-0.

Recorded by HGTV and transcribed by Donna Graham, Recorder.

HUDSON BOARD OF SELECTMEN

\_\_\_\_\_  
Benjamin Nadeau, Acting Chairman

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Richard J. Maddox, Selectman

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Ted Luszey, Selectman

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Nancy Brucker, Selectman