

HUDSON, NH BOARD OF SELECTMEN
Minutes of the August 7, 2012 Meeting

1. CALL TO ORDER - by Chairman Coutu the meeting of August 7, 2012 at 7:04 p.m. in the Selectmen's Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE - led by Representative Lynne Ober.

Chairman Coutu asked everybody to indulge him and stay on your feet. Whether it's in thought or in prayer, I'd like for us to remember two people who died within the past week. One, Larry Wynott who died on July 30th and was an employee of our Highway Department. Secondly, Paul Hamilton. Paul was the father of Sherry Lavoie and his son-in-law Lee Lavoie who is Chairman of the School Committee. He's the past Chairman of the Recreation Committee. If you will all pause for a moment of silence for both of these gentlemen I'd appreciate it. With that, I thank you.

3. ATTENDANCE

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

Staff/Others: Donna Graham, Executive Assistant; Representative Lynne Ober

4. DISCUSSION ITEMS

- A. Proposal for Implementing Energy Efficiency Opportunities

Chairman Coutu recognized Linda Kipnes from the Hudson Green Team.

Ms. Kipnes indicated that she did circulate the report from ETAP and I have here some suggestions for immediate implementation. A team of people came out from Peregrine almost a year ago now and did energy audits on our buildings. They had a preliminary report quite a long time ago. This report came out in April. This is their final report and ETAP program has now ended. There are numbers of suggestions in this report. The Green Team would like to propose that some of them that are fairly low cost could come out of the Green Team budget. We don't usually spend all of our budget and we would like to offer it to get some of this work done. I'm not sure logistically how that works.

From your report that you submitted to us prior to this meeting which we all received a copy, Chairman Coutu indicated that Ms. Kipnes stated that your budget is \$400,000. Ms. Kipnes said no. Our budget is \$800 I believe. Chairman Coutu asked what it meant when you say "the Green Team is requesting permission to spend of our budget up to a maximum of \$400". Ms. Kipnes was proposing that we spend some of the money from our budget up to \$400 maybe \$500. Chairman Coutu said what you're recommending here is approximately \$600 worth of...Ms. Kipnes indicated that these are costs that were in the report. I'm thinking that they're slightly high. I don't know what the cost of weather stripping and weather sealing but I'm thinking it's probably not \$100 to do a window or a door.

Chairman Coutu didn't know which direction the Board of Selectmen wants to go in but I've identified \$200. You're willing to spend up to \$400. I think that to ask the Police Department, and we could have Selectman Maddox work on that, whether or not they can afford \$50 to put a door sweep on the animal shelter. I know that that is an energy saving tip that's always being given out. I hear it from my wife all the time. You have to go buy me a sweeper and she doesn't mean a broom. On the Recreation Center, timers for the windows. Specifically what is that? Ms. Kipnes said for the air conditioning units. Chairman Coutu was sure that we can get a local electrician to do it probably for that or less and we can take it out of their budget. That would leave you approximately \$400 worth of expenses, which you say you're estimating because it could be a lot more reasonable because you don't know the cost of weather stripping. Does anybody else have any comments?

Selectman Luszey asked if this was something that our maintenance folks can install. Chairman Coutu said yes. Ms. Kipnes was thinking that most of those things are things that either the Green Team could find somebody or the maintenance people could do. I think weather stripping and sealing and sweeps on the doors...

For example, Chairman Coutu the door sweep - somebody can go up to Lowes and pick one up. They have a custodial person there and handyman who could install that. The Recreation Department, Wayne here handles that. It would be a question of having Steve Malizia ascertain how much timers would cost and do we need an electrician to install it.

Selectman Luszey indicated he was with Chairman Coutu. I think most of these things our folks could do. It's just a matter of cost of materials. It should be part of the maintenance.

Selectman Maddox thought this was just something that the maintenance person here should do all of them so you don't have 4 different people all out going to Lowes. That's going to cost you more than it's worth. Just have the maintenance person here for Town Hall pick these items off as he's going along and get them done. I agree. We can find the money for this. If the Green Team wants to kick in some great. I think that they are short dollars and we're probably going to spend more time talking about it than its going to take to get it done.

If that would be the case, Chairman Coutu would be willing to entertain a motion.

Motion by Selectman Luszey, seconded by Selectman Maddox, to submit this request to our Town Administrator and have him take appropriate action with the use of in house maintenance to accomplish the tasks as listed and charge each department appropriately.

Selectman Luszey asked that the Green Team is notified when these are done so they can put it off so we're not looking at it again.

Chairman Coutu asked to make a note that the Green Team should be notified that we did these so she can identify areas that we've been able to correct. Ms. Kipnes said there are lots of other recommendations in here. Chairman Coutu said we're on a motion right now. Any further discussion?

Vote: Motion carried 5-0.

Ms. Kipnes said there are a number of items in here that are zero dollars that are just to check the thermostats to make sure that they're programmable and that they're programmed the most efficient way possible. Those kinds of things. I would like to recommend that those be implemented also. I did not enumerate them but I can make a list of them if you'd like if that would help.

Having read the report, Chairman Coutu said they are throughout the report because for each building you have various recommendations.

Selectman Maddox asked that we disseminate this to the department heads and everybody that has a building on this list give us an assessment of what they think it's going to take to accomplish a majority of these items. A lot of them are pretty simple. I come in here on a weekend and the building is set at 70°. There's absolutely no reason why the thermostats in this building are on during the weekend. There may be one meeting a year on the weekend yet we're heating and cooling it. Those are the kinds of things I think that we need to address.

Chairman Coutu asked for consent of the Board. Selectman Nadeau said yes. Selectman Brucker said yes. Chairman Coutu indicated that we'll pass this on to the department heads. Whatever area pertains to them - I know there's one for the Recreation Department, Community Center. Ms. Kipnes said every building. Chairman Coutu asked each of the department heads get a copy and we would like feedback from them about the feasibility which should be yes we can do it, and a report from them on how they're going to implement the cost saving measures as recommended by the Green Team. Fair enough?

Ms. Kipnes said the one item that is somewhat more expensive that the Green Team would like to see done because it's a very visible thing is the insulation in this building. It causes the huge icicles in front of the building in the building in the winter. Chairman Coutu asked if she was talking about near the front door. Ms. Kipnes said yes. They recommend for the Town Hall attic insulation. They cost it at \$10,000. I don't think it would be that expensive but it's beyond the scope of the Green Team's budget to help out with that.

Selectman Luszey said there's actually other issues besides the insulation. I think it probably deserves a conversation during the budgeting process. We're unable to actually control the heat and the AC in different parts of this building. It's not because of just the insulation. It's actually because of the HVAC systems in this building. I think really Mr. Malizia should work with his maintenance folks and really come up with a plan on what we should do and address it. Insulation is just one part of it.

Ms. Kipnes said they did note that there were a lot of cables up there which seemed...and the insulation has been moved, pulled, and pushed, and squashed because of the cables that keep proliferating. So they recommended insulation in the roof.

With the consensus of the Board, Chairman Coutu would ask Mr. Malizia to ask Wayne to take a look at the attic and for him to make appropriate recommendations and then for him to consider and with justification an item in the budget under our account to make the appropriate and necessary alterations up there that would help preserve energy. Consensus of the Board was noted. Chairman Coutu indicated that we would do a follow up with Ms. Kipnes to let her know how we achieved this. This item as Selectman Luszey proposed in terms of its costs we will have to

consider that under budget but at the same time we also have to be very mindful of the energy that's been wasted too and what the cost savings would be to undertake this. Hopefully there will be a payback.

Again Linda, Chairman Coutu wanted to congratulate you for having received National Acclaim for winning the award nationally. You're one of our greatest volunteers. I can't turn around and you're involved in something else. I know this Board and the citizens of this Town truly appreciate everything that you do for our town whether it's the Library, Green Team, and other things that you do it's so greatly appreciated. It was great to see that you were recognized on a national level. Thank you very much Linda. We appreciate your taking the time to come in and talk to us this evening.

As we can see, Selectman Nadeau said that Linda has her butterfly garden shirt on but I was at Benson's this weekend on Sunday. There were lots of nice butterflies in the garden and people were commenting on that. I'd just like to pass that on to you that they were enjoying the butterfly garden at the park.

B. Discussion with Friends of Benson Park

Chairman Coutu recognized Kenneth Matthews who is the President of the Friends of Benson Park. Mr. Matthews the reason why I asked that you be here this evening is just so that we can set the record straight about number one, who the Town of Hudson is. The Town of Hudson is the Board of Selectmen. Mr. Matthews said he always knew that. Chairman Coutu indicated that Selectman Nadeau has said to me on a couple of occasions, and I agree with him whole heartedly that we don't want to get into anything that's going on within your organization. We just want to make sure - we have a lease agreement with the Friends of Benson's and we want to make sure that the lease agreement is adhered to. With that I'm going to recognize, and unless I have to add more which I hope I don't have to, Selectman Maddox. He and I have had extensive discussions and after that I will recognize Selectman Luszey because you expressed to me that you would like to add something.

Mr. Matthews, again, Selectman Maddox said it's great we have volunteers willing to do the things that they are willing to do. We own that building and we just need to be aware of what is going on within that structure. It is still ours. The State will come down on us if there's a problem. So we need to be made aware just like any other landlord if you would about what's going on in our building. I know there has been some work that was going to be done, could be done, and volunteers are great but, again, I think we need to be aware of what's going on. I recommended to the Chairman and I will make a motion to this Board that you have a path to go through. That would be the Benson Park Committee. You would go to them as the point of contact with the Town of Hudson for approvals. Then they would run it through the various whether it be Mr. Yates as the Recreation Director as their liaison or the liaison to the Recreation Committee as a Selectman. As far as permits, you don't pay for them but you need to pull them. Those are the kind of things that we need to be made aware of of what's going on. If you're going to be making structural modifications to that building, we need to be made aware of. There are some things within the deed for the Town to the State that prohibits some things being done to that building. So we just want to make sure that what goes on inside your building because you're using the inside envelope, the Board of Selectmen - the Town of Hudson, is protected and knowledgeable of what is happening.

Selectman Luszey's thought on this when I heard about it is I think we need to make sure in going through the Agreement, and this is the first I've heard about the process on how we'd be notified, part of what I think was missing was that process and the expectations on what it means that we are notified. Pulling a permit is actually a notification to us. Whether we accept that or not, that's a different conversation. I do agree that we need to be real clear about what the expectation is with the Friends of Benson's and us and what the process for that is. I don't want to be micromanaging everything that goes on over there. When they put forth a project and there's a scope of work and they're in the bounds of that scope of work and they go through the permitting process for that, I think that's appropriate notification. If we need to have that conversation, I think we need to have it. I don't want to be micromanaging but I do believe we need to be protecting the interests of the town's property.

Chairman Coutu agreed with Selectman Luszey and that certainly doesn't differ from anything with Selectman Maddox says. Mr. Matthews what we don't want to get into is the clause that says "termination". In the event of a default or breach of any provision of this Agreement, Hudson shall have the right to terminate the Agreement upon 60 days written notice..." We don't want to go there. Has the lease been violated? Yes it has. It's been violated in a couple of areas. Number one, the asbestos removal. Nothing ever came before this Board to tell us the company that was hired was not vetted by us or by our agent to assure that this company is a viable company to do the work. You may have done that but we need to have those kinds of assurances. That work went on there without our approval and I would assume that after my intervening a permit was pulled in order to do that work. That was a violation.

Chairman Coutu stated also that there was something about somebody running wires from one building to another building and no electrical permit. Things of that nature. Those are the kinds of things that concern me. I think that I

can understand having spoken to some members of your organization, including yourself that maybe there was a misunderstanding of the lease agreement that we had with you and some of the terminology in the lease agreement. Personally, I don't like legalese. I don't think it could have been written any more simple than what it is. I don't like that when this Board asks me to ask your committee to come before us that someone within your committee sends out an e-mail to other members of the committee and states, "I don't think it's necessary that we meet with the Board." The Board's not asking you to come here at your discretion. We're asking your committee to be here because we requested so. That was a sore spot.

Number two, Chairman Coutu said when we have in place a process by which we have people who volunteer sign a waiver and for members of your organization to say, "I don't have to sign that waiver we'll create our own." It hasn't been vetted by our attorneys. That waiver doesn't hold any ground and not that a waiver is going to prevent us from being sued, it's a mechanism by which we protect ourselves because our attorneys have asked us to implement the waiver procedure. So anyone who's going to work in that barn if they don't have a waiver will be asked to leave the barn. We have to insist that the policies and the rules that we've imposed on all volunteers that your organization also be subjected to. That doesn't prohibit you with a proper building permit and it being vetted by the Benson Committee and subsequently the Board if it's necessary for us to intervene or be involved are contracting to have somebody come in and do work because they will be vetted by I would assume the building inspector and we don't have to go through that process. I think what Selectman Maddox and what Selectman Luszey are proposing is we don't want hands on. We certainly don't want to micromanage. We just want to make sure that if you're going to do any structural change to our building that the permitting process has gone through. If you don't know whether or not it needs a permit, somebody would at least have the courtesy to call the Building Department and the Code Enforcement Officer and tell him what you're going to do. If he says you're going to need a permit, then it becomes something a little more involved than you should go through the Benson Committee. Our Selectman Liaison is Selectman Nadeau. At that point, I trust that Selectman Nadeau if he felt it needed to come to us, he would bring it to us. If it doesn't need to come to us, he knows that we don't want hands on at anything at Benson's. They're doing an outstanding job and I know that you've come a long way with this organization. You've raised a considerable amount of money and you have your heart and soul into this. I hope you can set everything set. We just wanted you here to let you know that we're not throwing you out. We don't want to throw you out. We just want to make sure that the lease is adhered to. I open the floor to you Sir.

Kenneth Matthews agreed with Chairman Coutu. I tried my best to keep it that way. The asbestos removal was headed by Richard Tassi. He signed a contract and the Board went along with it. I told him that...Chairman Coutu said he would appreciate it if we don't use names. I avoided doing that. Mr. Matthews said the reason that was done was...Chairman Coutu again advised Mr. Matthews not to use names. You may mention the persons or person. You may always say a member of the committee. I would prefer that you would do that so that we don't get into personalities. Mr. Matthews would say "a member of the board" myself. He would ask have you received a copy of the contract for the asbestos removal. Chairman Coutu said not to his knowledge. Mr. Matthews asked if the Board received a copy of the company stating that the asbestos has been removed. Chairman Coutu indicated no they have not. Mr. Matthews has is a copy of those.

Chairman Coutu asked that we check with our Code Inspector. I believe that once I asked him to intercede, he went up there. He may have those but they were not provided to us. If Bill Oleksak has seen them, he may have signed off on the work and I'm fine with it. He has been monitoring that. He had monitored that situation on behalf of the Town. I think we're clear on it but if we'll check with Mr. Oleksak.

Selectman Luszey didn't want to rehash the details but I want to be at more of a conceptual conversation here versus activities that may have taken place. We know some stuff has happened. I want to make sure that Mr. Matthews understands what we're talking around the philosophical and process of what we're doing here. This to Mr. Matthews is something you should have received. Selectman Luszey didn't think there was any disagreement about that but that's water under the bridge as they say. I can't stop it. It's a done deal. Really we're talking about going forward here and do you understand what we're asking? Mr. Matthews said he understood exactly what you are asking. You're asking me to adhere to the lease agreement and I have tried.

All Chairman Coutu could say is I don't want to go down a path that Selectman Nadeau would be uncomfortable with because he's correct. It's not for us to get into the machinations of your organization. There needs to be an open line of communication and you need to work that out. Even though it's your signature, it's the Board of Directors of the Friends of Benson Park who are responsible for this lease. It is the Board's responsibility to adhere to the lease. It's not you as an individual. It's the Board as an organization. You were the signator for the Friends of Benson, a nonprofit organization. The Friends of Benson that nonprofit organization is who is responsible for the lease. We want you to move forward with steady progress. Mr. Matthews said that's what he would like is to move forward with steady progress.

Chairman Coutu asked if there was anything about the lease that we need to clarify any further or are you satisfied? Mr. Matthews said he was satisfied before.

Selectman Luszey asked to yield 5 or 10 minutes of his time to Representative Ober. Chairman Coutu said she's not a signator of the lease. She's a member of the Board of Directors. There's an internal problem and I don't want to get into the internal problem. You're welcome to step forward Mrs. Ober.

On behalf of the Board of the Friends of Benson of which Mrs. Ober is a member, Mrs. Ober said that there is a member of the Board who sits on the Benson Committee who does make regular reports. What I would carry back to him is that perhaps he should make written reports. Selectman Nadeau is always welcome at our meetings. We want to work with you in a collaborative fashion. During the time of the asbestos removal, the architect who has been named the project manager for this project had on his task getting a permit before anything was going to be done and that was done. He worked with the Building Department. We intended to do that all along providing your inspector the appropriate pieces of information. We also expect that at some time to request to meet not only with the Benson Committee but with you because the architect is looking at some potential ideas. As you know when we signed the lease, we wanted to make it a museum and we are well aware that except for the asbestos removal, which he needed to have done to get in there to work, we need to come to you guys and have a back and forth discussion about how the interior of the barn might work as a museum. So we're in total agreement with you Mr. Chairman. As I said what you've timed as your intervention I think was on our list of things to do. You intervened before we had the pieces in place to go get the permit because we weren't ready to do the work yet. We had to get a donation. We had to fund it. It was completely funded by private funds and you don't want to pull a permit until you're positive you're going to be able to pay for it. So we were going through some wheels. We certainly don't want to ruffle any feathers. We want to work with you guys and we look forward to working with you. Chairman Coutu said we look forward to working with you.

Selectman Maddox said that brings up two questions Mr. Chairman. Has all of the asbestos now been abated out of that building? Mrs. Ober asked if she could ask their project manager who is an architect - Richard Tassi. Did all of the asbestos get abated out of the building? Mr. Tassi said "yes it has". Mrs. Ober told Selectman Maddox that it has. I was there when they did it. They had everything sealed off with the Tyvek suits and whatever. So they worked inside and nothing came outside. All I saw was the outside but everything was gone. Selectman Maddox yielded to Selectman Nadeau who is waiving.

Selectman Nadeau would have to ask that we check with the Building Inspector to make sure that it has been all removed. Mrs. Ober thought he was going to inspect. Selectman Nadeau said there was stuff that when I was in there last time was still in there that was asbestos. It might not have looked like it but sheets of asbestos is what they used back then on the walls and stuff. I don't know that it's all been removed. Mrs. Ober said she expected if we do have a permit that he would come out and inspect and work with us. That process may be ongoing and I'm not an asbestos person. So we are expecting his expertise in this process. We'd love to have you come too.

Chairman Coutu asked Mr. Matthews if he was going to talk about the asbestos and want to stick to this topic. Mr. Matthews said yes. I was told that all the asbestos was not removed from the building. Chairman Coutu asked by whom. Mr. Matthews said by Mr. Tassi. Chairman Coutu said he's saying something different now.

Selectman Maddox indicated that this was his problem. My concern is we are about to get a sizable six figure grant for asbestos abatement for Zach Field. I certainly don't want the Town's inability to manage asbestos removal to become any part of an issue at that process. You're going to put people, volunteers they may be and sign the waiver. If there's still asbestos in there, it needs to be reflected with some sort of caution. I think that there needs to be a meeting of your minds and I think maybe the Building Inspector..Mrs. Ober thought the Building Inspector is the person we're looking to Selectman Maddox to come work with us on that. That was the purpose of pulling the permit was to get his expertise. Selectman Maddox indicated that he may not know it. You're relying on those contractors. They're the ones that say it has all been abated or not. Mrs. Ober said she relies on the contractors as well as the double check with the Building Inspector. I like that double check.

As Chairman Coutu understood it, the company that was hired to remove the asbestos was given a scope of work to do and he dealt within that scope. There may be as Selectman Nadeau said beyond that scope more asbestos that hasn't been removed. From what I've seen, I would tend to agree with Selectman Nadeau. All of the asbestos has not been removed. For us to have our Building Inspector go in and say well this is what they guy said he was going to do, that scope of the work is done. Are we going to ask our inspector to start going in and looking to see if there's more asbestos? They need to have somebody go in there before they do any more work to make sure all of the asbestos has been removed. Mrs. Ober said she was certainly agreeable to that.

Chairman Coutu asked if there was a problem with requiring because it's something that we require - people who volunteer from your organization to go and work there to sign our waiver. Mrs. Ober said absolutely not. That has

never come before the Board in any manner, shape, or form on any agenda but that is not a problem. In fact, I will ask Donna to get me copies of the waiver and I will take it to the next Board meeting. Chairman Coutu was told that one member of your committee said "I don't have to sign a waiver and I'm not going to". Mrs. Ober said it has never come to a board meeting. I don't know where you would get that comment. In fact, you commented about an e-mail saying we didn't have to meet with you. Actually the e-mail I saw said how about we invite some of the Selectmen to come out and see what we're doing on site, which was meant to say let's have a show and tell as well. Let's open the doors and let's be as collaborative as possible. For that to be inferred to be we don't have to meet with you, actually it was more than that. We were saying hey come on over and tell us everything you don't like. If we're doing something wrong, let's work together. Chairman Coutu said that's not our job. That's the point. The e-mail started with I don't think it's necessary to meet with the Board of Selectmen. Mrs. Ober said she didn't see that e-mail so I have no idea. Chairman Coutu said it's the same e-mail you're talking about. At the end, it said something about why don't we invite the Selectmen. Mrs. Ober said she did not see the e-mail you are referring to.

The other item Selectman Maddox thought is something we need to do. You just abated asbestos from that building. Do we have to get now that as a donation? You're going to do a number of projects to the building. Mrs. Ober said that was a good question. I wondered about that. We got a donation which we accepted to fund that to the Friends which is nonprofit. Is that a donation that the Town should accept? I've seen you do that a lot. I don't know are you accepting...like I know they're putting in the picnic area down this weekend. Is that a donation that's come through you? Selectman Maddox said it is a \$5,000 threshold before we have to...Mrs. Ober thought that they're spending that kind of money this weekend from what I hear. Again, Selectman Maddox thought because you are once removed if you would from the Benson Park Committee how that's going to go. I can see us doing maybe a quarterly report and then a donation that way. I think we need to get some input from our lawyer and our accountant how we're going to track that. Some of the things you do internally you might be able to remove at some point. Things that are done to the building that will stay to the building I think are donations to the town.

To your point, Mrs. Ober said we've put more than \$5,000 into the park, which has not come before you but the benches that are now in the park for people to enjoy has been through us and perhaps we should come and you should accept that as a donation. If you guys work that out and let us know, we'd be happy to do whatever you need quarterly. As Chairman Coutu understood it, most of those benches were sponsored individually. Mrs. Ober said they were sponsored but they were donations to the Friends of Benson's who then bought the benches, bought the plaques, had the plaques attached, bought the patio blocks that they sit on, and then went to the park and installed them. So it was a several step process that came through the Friends and I think it would by now more than meet your threshold of \$5,000. If you would like that, let us know. Selectman Maddox said to let's do our research. Chairman Coutu didn't agree with the park benches. The park benches were individual donations and each one individually you can't collect them because they're individual. So I don't think that needs to be accepted. Mrs. Ober said to let them know.

Because there is a paragraph that talks about costs of rehabbing the building and keeping it up and it's good for 50 years, Selectman Luszey it's almost like you would do a donation at the end of the lease agreement and not as we went. I think maybe we would ask our attorney do we need to do a yearly one, every 5 years, or something and what should that be. Items that are permanent or what amount. To me, it's at the end of the 50 years.

Motion by Selectman Maddox that the Friends of Benson's report and request any changes to that building to the Benson Park Committee.

Mrs. Ober asked is Selectman Maddox would like that request in writing. I want to be...Selectman Maddox wanted to...Mrs. Ober wanted to be as clear as possible so there's no...Chairman Coutu indicated that there was a motion on the floor. We don't even have a second and we're discussing it.

Motion by Selectman Maddox, seconded by Selectman Luszey, that the Friends of Benson's report and request any changes to that building to the Benson Park Committee.

Selectman Maddox was just trying to find a mechanism that gives them a clear path. I think that they can't call a Selectman. There needs to be some record of what they want to do. By going to the Benson Park Committee which is televised, it takes some amount of minutes. I'm hoping that that will solve that issue. They do have a Selectman Liaison. They have a Town contact - Mr. Yates. I just think that that gives you a clear path rather than going to Dave Yates one day and going to the Road Agent another day. It gives a clear direction as to what we're looking for as far as documentation.

Selectman Nadeau didn't think that's what the Friends of Benson should be reporting to the Benson's Committee. They should be reporting to or if they want to give their information for their stuff to Dave Yates. For them to go to the Benson's meeting and get it filtered through them, then to us. I'm going to use painting a mural on the side of the building as an example. I don't think that's something that would go to the Benson Park Committee. That should go

right to Dave Yates and then if Dave says we should bring that to the Board of Selectmen or no, then that's how I think it should go through. I don't think we should bog down the Benson Committee with stuff from the Friends of Benson. I do think that there should be a contact whether it be Dave Yates or whoever the Benson Liaison is. The Benson's Liaison could be the other person. Instead of Dave Yates, it could be whoever that person is and then you figure out where it should go from there. I don't think that every proposal that the Friends of Benson's brings just bogs down the Benson Committee meetings.

Selectman Maddox said he was looking for accountability. That's what I'm looking for. By going to that Committee, which is a committee of this Board, there's a clear delineation. If you go to Dave Yates and things get turned around as sometimes they do, then you put Mr. Yates in that position. I think that putting it before a Board...and they don't need to come and say they're going to put in a light switch. I think they're going to come in and say we're going to be doing a mural. I think that impacts Benson Park so why wouldn't it go to their committee? They're going to have to learn that this is government. You have to kind of go through some logistical jumps but there's some documentation. There's some follow through. Just to go to Mr. Yates I just think it puts Mr. Yates in a bad position and then when something goes awry like this, there's going to be an awful lot of this. At least with the Benson Park Committee, there's a documented history. Thank you Mr. Chairman.

Selectman Luszey agreed. He thought it should go through the Benson Committee. It maintains continuity for that entire park area. It's no different than what you went through with the 9-11 Memorial. It went through the Committee. It's no different than the dog park going through that Committee. The playground. That Committee is really chartered to ensure that the overall theme and use and all that fits the over action goals of what we're trying to do with that area. I think this fits right in line there and it's a perfect fit.

Selectman Brucker agreed also. I don't know how much business comes before that Committee but I doesn't seem to me that something that important should be looked at by the whole Committee and not just one individual who's a department head.

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

Mrs. Ober thanked the Board and thought was a discussion we probably should have had before we signed the lease. I appreciate your doing that this evening. We all want to make that park beautiful. I was down there today planting some Iris in the butterfly garden. Butterflies were fluttering around. I'd like to thank the Board for doing that tonight.

Chairman Coutu wanted to make it very clear that this was in no way meant to be admonishing of what they're doing. We anticipate great things. I know the makeup of the Friends of Benson's and I think you can work together, and communicate, and resolve any difference you might have internally but externally we expect nothing but the best. We don't like seeing things come to us in this nature. I think we've made it very clear now. Mrs. Ober said we're in agreement Mr. Chairman. Thank you for giving us the opportunity and we still would like to extend an offer. We'd love to meet with you at the barn and talk to you about it. That offer is open at any time but the board would be delighted if the Selectmen were to come out and meet with us at a board meeting. Let me make that an open thing and if you're interested, just let us know.

Chairman Coutu asked Kenneth Matthews if wished to add to this conversation. Mr. Matthews indicated that you don't really want to hear what I have to say. Chairman Coutu thought they were making progress. Mr. Matthews indicated they may be but some people don't tell the truth. Again, Chairman Coutu said this was internal strife and this is something that...Mr. Matthews said this is not internal. This is the problem. Chairman Coutu didn't know what to tell Mr. Matthews. You're going to have to work it out with your board. Mr. Matthews was sure he was. It's always been my problem.

Ms. Graham asked Chairman Coutu to get a copy of the asbestos removal contract from Mr. Matthews in case Mr. Oleksak didn't have it upstairs. Do we want it in our file? Chairman Coutu asked Mr. Matthews if he had a copy of that asbestos removal contract. Mr. Matthews said he has a copy of the proposal which was signed and I have a copy of the compliance and all the e-mails that went with it. I have enough for all of you if you want. Chairman Coutu said we will peruse these and will pass them onto the Building Inspector and have him report back to us of his findings relevant to the asbestos removal and make sure that everything was complied with. Further what we got from this conversation is that if we want to ascertain if indeed all of the asbestos has been removed. We have contradictory statements to that. One says yes and one says no. We'll do that.

Mr. Matthews wasn't sure if he should say this but the permit. When I asked them if we needed a permit, they said no. Chairman Coutu indicated that we're going to have our Code Enforcement Officer investigate that whole procedure. If we find a problem with it, we will deal with you directly as the President of the Friends of Benson Park. We will communicate with you what our findings were if they are in the negative if we have a problem. Mr. Matthews said he was told that the company would...Chairman Coutu said we're going to investigate it. Thank you.

C. 9/11 Observance

As you are aware, Chairman Coutu said the 9-11 we have had annual observances for the past 10 years especially as a result of former Selectman Massey, we have held observances for the past 10 years. Again, this Tuesday on 9-11 we plan to continue that practice. Though it had been held at 10:30 in the morning because it's a Tuesday, it's a work day; we want people to be able to come to the ceremony. I realize that there is a meeting at 7 p.m. of the Board of Selectmen. This observance will be for approximately 15 to 20 minutes. We're going to have 2 speakers - Captain Morin I have asked him if he would speak and Reverend Howe will be giving the opening prayer and we will have someone there to play Taps. We're waiting for an answer from the Legion. I'm sure they're going to be involved in some fashion. They always do.

Selectman Nadeau asked if the VFW was also asked. Chairman Coutu indicated Captain Morin was handling that. Selectman Nadeau indicated that the VFW has come in the past to the 9-11. Just make sure they have an open invitation. Chairman Coutu said he knew that Captain Morin was watching this and he heard you loud and clear. So we'll check with the VFW as well. So the ceremony will be 15 to 20 minutes and if there's no objection, we will hold it at 6:30 and we will come here and we will have the meeting as soon as we arrive. Any objection to that? The Board said no, not at all. Chairman Coutu asked that Hudson Cable Television to post that the ceremony will be on Tuesday, September 11th, at 6:30 p.m. to 7 p.m. at the 9-11 Memorial at Benson Park rain or shine.

D. Budget Parameters

Chairman Coutu had suggested as we do every year we usually sit down to discuss budget parameters for the coming year. In the past two years to my knowledge and if I need to be corrected, we have all of the previous minutes. We have asked each department head to hold the line and come in with a zero balanced budget. I know that Rick and I meet once, twice, sometimes three times a week and we have discussions. I had suggested and there may be some opposition and obviously I would like some feedback and we can come arrive at some sort of a consensus. I felt that this year we should ask the department heads especially in light of the fact that each time a budgetary item comes up; I've heard Selectman Luszey say I think you will address this during the budget session. I felt that maybe we should ask the department heads to come in with their budget requests plus any additional items that they feel are critically necessary in the coming fiscal year and that they are to identify those items segregated from the flat line budget so that we can consider the merit and the validity to which we may or may not fund their request. So what I need from you is an open discussion on what you think how we should set the parameters so that we can send a clear message to our department heads what they can begin working on in the preparation of their budget. Who wishes to go first?

Selectman Maddox said he was split down the middle on this. I think that this Board last year said zero increase and we held to that number. We said repeatedly that if we had extra money at the end of the year by people not leaving positions or warmer winter that we would do other things. I'm hearing all kinds of consternation that we decided to do that. So I am torn. I think it's a better idea because we're keeping the budget at zero and then attacking some items. If we put them into the budget then they're there even if there is a savings at the end of the year, your taxes just went up. It will flow into the general fund at the end but your taxes went up. So I think that's the dilemma I'm sitting in. If that was so terrible for - like the Budget Committee was all wound up about it. There's been a number of people that have said to me you're going to spend that money. It should have been given back to us. He said zero but if we have money at the end of the year we'll address some of these items. So I'm kind of split. I do not want to put our department heads, again, we pay our department heads to run their departments. I guess my split the baby type of thing is they come in at zero. If they need additional, can they show other places where they suggest not us that they could cut to fund that other item? If they need to go up 1 percent because that's what they absolutely need to do, then come in and justify it to us. I think they should suggest not doing something if that offsets something else they really believe that needs to be done or purchased. As much as I'd rather go the other way and say zero and if there's money left over, it may not be worth the agida that it causes some other group of financial overseers.

Because you're so much more verse than I on the budgetary process, Chairman Coutu said he's been through several budgets. It seems to me that on a couple of occasions the School Committee in their budget - and I'm not faulting the School Committee - have identified one-time expenses. Isn't there an appropriate channel for us to do the same on the town side that we can make it a one-time request as a necessity which in essence is telling the Budget Committee it will not appear in the budget next year and we're not going to inflate another line item to hide that money? It will be a one-time expense. I'm concerned about the reason why I felt we should allow this - and it doesn't mean we're going to fund it - they're going to have to articulate their reasoning for making the request over and above their previous year's budget. If it has something to do with our infrastructure, for example the asbestos in the attic. I've never been in the attic and I don't care to go in the attic but it's probably a mess but who knows. That's the reason why I wanted to allow for that. If we were to do this and we were going to identify a particular project - I don't want to pick on any one department - but department head B says I need to do this to this particular wall because there's water leakage so we have to remove it, go in, fix the pipe, reseal it, and we say all right that's a one-time

expense. Yes we have an estimate that's going to be \$12,800. If we find that that's justified, and obviously we would, to ignore it is just going to make the problem even more compound. We give them a line item for a onetime expense.

Selectman Maddox thought Chairman Coutu's example might be more the ceiling of the fire station. That is something that could have been done...Chairman Coutu said the pipes we definitely would take care of anyway. Selectman Maddox said that's what he was trying to say but the ceiling of the masonry at the fire station. Could it have waited another year? Yes but we saw that we had money and we did it. That's the kind of thing maybe we need to be looking at. Chairman Coutu didn't want to put us through the angst every year that every time at the end of the year we have as you phrase it another budgetary overseer or financial overseeing group admonishing us for doing exactly what we said we were going to do at the beginning of the year. If we have extra money and we find it's necessary at that time, we will proceed and have that item taken care of.

The thing Selectman Luszey would add though is what we don't see often or often enough is when the department heads come in and they ask for something. Very rarely do we see alternatives. Two or three different approaches to how they may solve a particular issue and tell us why they chose the one they did. I think we need to get to that because when the taxpayers look at our budgets, they see clouds of dust all the time. They don't see where there's good work happening with the department heads if they're actually saving us money. We need to start showing that there are problems. They're working them and taking a look at the 2, 3 or 4 different ways to solve that issue and they're usually coming in with the least expensive one, which sometimes is not the best thing to do and we've seen that in a couple instances. I would think when we ask them to come in and tell us what needs to be fixed. There's a number of items. I can wrap off at least 4 or 5 right off the top of my head that we talked in the last 2 months that we need to see what that's going to be because they're not a one-year fix. They're probably a 3 year fix. To your point in the budget process is we can tell the Budget Committee and the taxpayers that this is a 3 year project. You will see this expense for 3 years and 3 years only or 1 year.

Chairman Coutu said one thing I say what we may about the Budget Committee, the one thing I have noticed about the Budget Committee especially in the past 2 years, they are very reasonable in terms of when a unit of government can show the need for the repair or whatever modification that needs to be done. It's not that they have a soft spot; they understand that things need to be done. Things need to be fixed. As long as it's articulated properly and justified, they've gone along with it. I have no concern. I just want to make sure the department head vets it through us and that department head, he or she whoever that may be, articulates the reason for it and certainly convinces us before we proceed to put it in the budget.

Selectman Brucker stated that this will be her first year going through the budgeting process. At the last meeting of the Budget Committee for the past fiscal year, everyone was reporting their end of the year business. The School Committee went before us. What they had done was they had a list of things that they would like to do if they were able to make savings in some areas. So they were able to do that. They very nicely were able to do some of the projects that they had hoped but were not in the budget. We didn't do that. I wondered if there was some way for us to do that.

Chairman Coutu indicated we had been doing that but we get admonished every time we do it. The School Department seems to be able to do it.

Selectman Luszey said they get caught on it too. The difference is they don't get to put a surplus up for unexpected. Chairman Coutu said right it goes to the general fund. They get one shot at it. I understand that. They have one shot. Selectman Luszey will tell you being a former Budget Committee member I know we went after the School Board a number of times for doing that. Some of their projects are very costly. You're talking hundreds of thousands of dollars. My view is some of those projects should be requested that the voters put a warrant article on and not spend that surplus. If they did that more often, I think we'd have the school side of the tax bill a little more under control.

Selectman Maddox thought maybe we hybrid this. We do what you said - come in and tell us what you have to go up and during the budget session that we hold, we put some things on a list that says if there's money at the end and we publish that for the lack of a better term to the Budget Committee. If there is money left over at the end of the year, we will do possibly these 6 things depending on what money is there. We start right at the beginning telling them that and try that approach as well. So we would put some things into the budget, some things we'd say if there's money, and put it on that list. That way there there's a hybrid. Mrs. Brucker is the new person and I'm sure that they will be nice to her for at least the first year. We can sweet talk them into understanding...they can understand that we're trying to let them know what we're intending to do. That might soften some of the tax increase by holding that in abeyance until there's some monies left at the end of the year.

Chairman Coutu wanted Selectman Brucker to know that the budget process itself is a little different than what you're going through now. You're going in there and you're sitting alone and they say we want a Selectmen's report. This is

all new to you. During the budget process, our Finance Director and usually the department head and our Town Administrator are sitting there. You can defer to them any question that you don't understand so that they can appropriately answer it. I think that a hybrid is not a bad idea Selectman Maddox as long as we have the talking points that go with it and we can identify clearly and enunciate clearly because that's what they do now on warrant articles. They want to see that document that accompanies it justifying it.

Selectman Luszey asked if the Board received the packet that Mr. Malizia put out. I guess its page 6, second paragraph. It's actually the minutes from last year. I probably brought it up a number of times before this but this is the first time during the budget process that I would like the department heads to look at the work that's taking place within the town and do we have the right people, in the right spots, doing the right work and adjusting the organizations accordingly. I think each of you got a packet of the organizational charts that I asked Donna to put together for me. I picked those up yesterday. I'm starting that work based on the conversation we had I think at our last Selectmen's meeting. My plan is to meet with all the department heads when the Town Administrator is back. When Steve gets back, I do plan on meeting with all the department heads and kind of letting them know where I'm at with all of this. This stems from the resignation of Torrey. I think we have an opportunity to start taking a look at the work. I've started plowing through the job descriptions and the org. charts to try to take a look at who do we have doing what type of administrative work elements. My next step would be to ask the department heads to try to do a work flow analysis on it so I can get an idea of what it takes during the day for the folks to do that work. Maybe during this pass, we can do something with that. There's not guarantee. That would be my hope. It's a little saying I have. It's "TBR". TBR stands for if we can get people to start thinking a little differently; they will start behaving a little differently which will drive a whole different set of results. With that, that's kind of where I'm at during this process.

Chairman Coutu suggested to Selectman Luszey in the last conversation we had which was as a result of a resignation we had and whether or not we were going to refill the position. In that discussion, you had said and I certainly understood that this effort could be a two-year project. However in order to try and simplify this, I think that with the exception of the Highway Department, the Police Department, and the Fire Department - those are our 3 largest agencies within the community - every other department should be able to come in in this budget process to justify. We're talking some departments 1 person, 2 people, 3 people. One might have 5. I think anybody who has 7 or less employees should be able to adequately address the need of each of those employees, what their tasks are, and what is the reliance of that department, what is the need for that position, what would happen if we were to eliminate one or more of the positions within that agency or department. I think those people can be brought in to this budget cycle and then we can deal during the upcoming year - Police, Fire and Highway Department. Fair enough? Selectman Luszey said fair enough. Chairman Coutu thought that if there's an agreement that we ask all the department heads to come in and adequately prepare themselves to articulate the need for the staff that they have except for those 3 major departments.

Selectman Nadeau didn't think that the Fire Department, the Police Department, or the Highway Department would be any different for their administration staff than we're asking these other departments. Police officers are police officers and we go by whatever that mechanism that they use to tell us how many police officers we should have per capita. Fire is the same thing. I think that all the departments should be able to have this done before the budget season. I don't think that these other departments should be exempt from it this year because they're a bigger department. They have the same amount of..Selectman Luszey thought maybe he misunderstood. It was still for the level that I talked about. I was taking the exemption as for what I would call the core competencies - the police force, the fire force, the highway workers but the administrative level, we're still doing yes or did I miss something. That's what Selectman Nadeau understood but maybe I'm wrong.

Chairman Coutu has this discussion earlier this evening about organizational structures and once they're clearly defined how you assess the need at the administrative level. I've had 12 years of human resources. You can't adequately assess what the need of administration is - you hire from the top down and you assess from the bottom up. If you have 20 people here, how many supervisors do 20 people need? What are the divisions within those 20 people? As you work up the chart, you say geez we don't need 2 of these so do we really still need 4 administrators. No, we could cut one. It's not easily done in hiring police. You get union issues saying well we're going to get rid of a Lieutenant. We're going to get rid of 2 firemen. We're going to get rid of 2 police officers. It's always usually last in, first out. We don't necessarily always - if you had a target which we don't but if you had it, that's not necessarily the person that's going to go. It's going to be the last one that was in. If you want to do just the administration as Selectman Nadeau said, then none of them should be exempt if that's all we're going to do. What's the cutoff? Do we go down to Lieutenants in the police? Lieutenants in the fire? Do we go down to supervisors, master patrol officers? Where do we draw the line in each case? There's a different hierarchy administration within each of those units except the Highway Department I think it's clearly defined. You're either a laborer, or a supervisor, or assistant supervisor there. That's clearly defined. I think that's one that without any hesitation I would say should definitely not be exempt. That's going to be easy for Kevin to come in with his flow chart there.

Selectman Luszey said the org. charts that you have in front of you what they were limited to, and if I don't use the right term please help me here, is clerical and maintenance. So those were the levels that I stopped at. The reasoning for that is because if we start getting below that, then we're into the core work area. Basically I was looking at support staff if you will for the core work organization.

From what Chairman Coutu can see and if I'm in error please correct me, this is every employee in every department that appears on these charts. Selectman Maddox said no. Ms. Graham indicated except for Highway. I didn't have the whole list. I know that there's a part time and a full time...Chairman Coutu had everybody in Finance, everybody in our office, everybody in Community Development. What about police and fire? Ms. Graham said yes I have everybody on police and fire.

Selectman Luszey stated if you look at where I was going to focus my energy at the last meeting; it was at the clerical and maintenance level if you will. I wasn't going to go below that. Chairman Coutu asked what's below clerical. Selectman Luszey said firefighters, police officers. Chairman Coutu said they're below clerical on the administrative level for support. I see what you're saying. If that's the case, we should be able to do that in this budget process for every department. Selectman Nadeau was correct. At that level yes. Is there an objection to that? Does everybody understand that? I understand that now. I think it can be done. Do you agree Selectman Maddox? Selectman Maddox said absolutely. Selectman Brucker said yes. Selectman Nadeau agreed. Chairman Coutu said he didn't have a problem with that.

Chairman Coutu said we're going to make that part of the budget process for us and analyze each of the budgets. We probably should have them articulate that up front before we start talking money and costs associated with it. Then we're going to have them zero line their budget and come in with additional requests over and above the method in which they use to...their narrative on the necessity for that work or item they're requesting will either convince us that yes this is absolute we need to put it in the budget and then we'll define 1 year, 2 year, 3 year project. Cost contained for 1, 2 or 3 years whatever we determine it out to be, or 2) no. It's not necessary, or 3) yes we can look at that. Let's see where it is at the end of the year and then we justify based on what they tell us we put that justification in our request to the Budget Committee and say to them we are going to look at this item at the end of the year so that they have it up front. They don't have to wait until the end of the year for us to give a report. Oh by the way we did this. Is that the way we want to go? Consensus of the Board said yes. That's what we're going to request from the department heads.

Selectman Luszey suggested that in terms of presenting the information, can we ask them to present it as discretionary spending than labor elements so it's like 2. The way the presentations come in, it's all jumbled together. If we could break those two out, the discretionary and then just all the labor elements, we can have one conversation all about discretionary spending stuff because labor is so different here.

The way this was presented to Chairman Coutu when it was presented to me to review this for an agenda item was that...and I would recommend that you do this...this was a project that you started. I think it would be best at this point that you set some time aside and you sit down with the Town Administrator. We have a clear focus on what we expect of our department heads and the methodology and machinations of getting that information to us. The two of you can work it out and it's acceptable to us. We want to help you achieve your goal. This has been one of your objectives. We haven't gone there. Do you want us to go there? We don't object to going there. Let's make sure it's done right. We do it once and we get it done.

Selectman Luszey has already talked with Steve. We do have time being set up for when he comes back. I've actually invited Mr. Maddox to join us because he had an interest in participating in this.

This is going to sound very naïve but Selectman Brucker said we're asking them not to increase the budget is that correct for their department? Chairman Coutu said we're asking them to come in at zero. In other words, what their costs are...that doesn't mean it's not going to increase. If you can justify that utilities have gone up 2 percent or cost of heating fuel has gone up, whatever it's going to cost to operate the budget with the same items we had last year. Fuel might have been \$10,000 for this building last year. We might need \$12,000 next year. With the efficiencies that we've incorporated in this building, it should be less. That's just an example. They have to come in flat line. Flat line means what is it going to cost to operate all those same line items we had last year. However if there are additional requests, there was something in some building needed to have something done because it was a safety issue and the money just never been there and it's something...often times it comes to our attention after the fact and we need to react to that. We may allow them to put it in the budget or we may say that can wait until next spring. Let's see how much money is left over.

Selectman Maddox said the Police Department wanted to change out the card reader system and we said hold off. Let's see where your budget is. Again, we're trying to keep the tax rate as close to what it is today. We've done a lot of this juggling. I guess we just needed a better job of documenting what we're trying to do that. Chairman Coutu

said so that there's a clearer understanding with the Budget Committee why we're doing certain things that we're doing. We're trying to be mindful of our fiduciary responsibility but at the same time, we also have a responsibility to the infrastructure and we need to look at that very carefully. I think that we can articulate that this year. We're being open about it and the Budget Committee would be a lot more receptive knowing that we want to deal with it up front and not as a side door issue to come up later and surprise everybody. If there's no further discussion on that, I think we know where we're going to go with the budget this year.

5. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Brucker - I have nothing to say. There were no meetings that I attended since our last meeting. It's been an enjoyable summer even though it's been rather warm. I did pass a few lakes on the way home from New York that looked rather low. I don't know what the water situation is but there hasn't been a lot of rain. Chairman Coutu knows that Selectman Brucker has been preoccupied and very busy this past week. I want to congratulate you on your family. I hope you had a great time. I know that there was a little bit of angst last year when you were elected worrying about meeting your committee obligations and having the wedding. As always, family comes first. I'm glad all went well and you had a good time. Selectman Brucker thanked Chairman Coutu. It was a beautiful celebration.

Selectman Luszey - Things are going fairly well. The only thing I will tell you is that weekend we are packaging packages for our troops in Afghanistan on behalf of Moore Mart over at the National Guard Armory in Nashua. We've had a lot of support from the community.

The only other item is I spoke with our new Superintendent and Assistant Superintendent yesterday. We will be awarding some awards to some current high school students because they have participated many, many times with us. We thought it only fitting that the new Superintendent have an opportunity to see his students and schools be awarded. On that same note, I happened to watch the last School Board meeting. If that's the new equipment that we have over there that we voted to put there, we got snookered. It's terrible.

Chairman Coutu said it's very good equipment. The problem we're having is the acoustics in the building. It's the building itself. There's nothing wrong with the equipment. I've had discussions with both Mr. O'Keefe and Mr. McIntosh relative to what I see as a problem as a viewer watching cable television specifically anything that emanates from that building. It's both the Library Board of Trustees and the School Committee. They've assured me that the equipment is first quality equipment. They're dealing with the acoustics and some of the logistics need to be addressed and they are working on them on a regular basis. Eventually there's problems with glare in the picture because of the windows, and how they're located, and people are not - including us. In particular Selectman Maddox, the Planning Board people need to learn to pull the microphone. It's very difficult for the kid in the back room when somebody in the Planning Board is back here like this talking, and you're not one of them. It's mostly the other side of the table. It's very, very difficult. It's tough for the Planning Board too. If you've ever watched those meetings, when they shuffle the papers you can hear it but that's what you hear. You hear paper shuffling. You have these big maps and its part of their job to do that. The closer you keep your microphone towards you, the direct connect on the audio gives better feedback than what we're getting right now. We are addressing that problem. I assure you that it will be worked on. They have to lower the ceiling, but that's in their budget and not ours.

Selectman Luszey's last item is I did watch the Planning Board session on the planning. Everyone knows that there's issues with Lowell Road so why we need to do more studies befuddles me. That's a Planning Board issue. But there was a statement made that really caught my attention. That is around impact fees. The statement was that if you have a plan you can collect impact fees. Yes? Selectman Maddox said yes. Selectman Luszey said there is a plan today that exists for a performing arts center. Given that, why aren't we collecting impact fees?

Selectman Maddox said you have to have the study done to justify. So one of the things that the Planning Board is talking about is doing an update to that. They've dropped the Library because the Library is now built. So they stopped collecting those fees. We could collect for the Fire Department. We need to decide what we want to collect for. Selectman Luszey asked who's the "we"? Selectman Luszey said "we" are the ultimate we. The Planning Board will recommend to this Board but we are the ultimate but it costs money. You have to have - I think Bruce Mayberry has done it for the last 150 years. He's one of those people that's what he does. It only can be collected for these future developments their impact on these items. That's why the Library, which was the old Library they only got \$124 because there was a library existing and blah, blah, blah. One of the things that the Planning Board will be coming in this year's budget probably is a request for X amount of dollars. We're trying to get a price now from Mr. Mayberry to update that. I don't think it's been done for the last 8 years. Again, we can look at whether we want to have one for this performing arts center. We presently don't have one for the high school. It is only through grades 1 through 8. Alvirne was thought to be as built out as its going to be. So those are the kind of things that we can certainly look into. So we need to make a list of what we would like to have assessed.

Internally, Chairman Coutu said we know and we've discussed this in the past that we do have some critical needs. It's a matter of prioritizing because we can't throw it all to the voters in one year. Something has to be bonded. What's more important a new fire station, an art center, and whatever other things that come before us. Selectman Luszey said it depends on who you talk to exactly. Chairman Coutu said and when you talk to them. I think that those things need to be - the Planning Board usually vets those. You put together your planning for future years - your CIP, community improvement plan, and then you make recommendations to the Board of Selectmen. Selectman Maddox said it was on his list when you get to me. Chairman Coutu said we will decide whether or not which items are greater priority. They give us an overview of their opinion and based on information they have, and then we deal on the basis of what we know. We reprioritize or we accept what they provide us.

Selectman Maddox - I'll start off with CIP. At last Wednesday's Planning Board meeting, there was a discussion about bringing to this Board the CIP update for the 2010. What ends up happening is all of the items that were on the earlier years get pushed out to the end of the spreadsheet and it totals \$7.5 million. I thought it was a waste of our time and not a good representation of what we want or need to do. So what the Planning Board will be coming to the Selectmen to ask to do a full CIP next year. What that will do is each department head will talk about their capital needs. There's always this discussion do they come to the Selectmen first. Again, if the political body does not have a will to expend this money or the political capital does it, do you send them to CIP? What we have in the past is come to the Selectmen. The Fire Chief wants to build a new central fire station. We agree with that basic principle. He then goes to CIP and it gets ranked. Then it goes on the CIP. The CIP is used to generate these dollars that we can collect without a CIP. We've done the research. Since there is not a lot of building going on right now, it was senseless to keep doing it every year when we weren't going to spend any money Mr. Chairman. With that said, the CIP will be hopefully done for the 2014 budget season. We'll get a price to get that study to update that.

With that done, today in this building we had a meeting with the Zach field that is coming before this Board for a presentation of a public hearing next week. I just wanted to let you know that with cooperation with a lot of alphabets - EPA, DES - all of those and many more - REDC. This is moving forward.

That brought me (Selectman Maddox) to be in the building. You now we get accused on a regular basis of not being business friendly. I just happened to be in the Selectmen's Office when someone came in with a semi-crisis - an issue with some permitting and some issues to that extent. Donna Graham who sits here with us tonight, Linda Corcoran who sits in the Selectmen's Office both dug in, looked up some information. I went over and talked to Deputy O'Brien. There had been some miscommunication trying to get this permitting done so these people can do what they want to do. Steve Dube, the Fire Prevention Officer, who is on vacation this week we had contacted and he did what he needed to do to make this happen. When they say we're business unfriendly, the people I saw today did not reflect that.

Next Merrill Park. Where are we going to head Mr. Chairman? Have we sent that off? I would hope that we would at least send it off to the Rec. Committee for some input from them. I think we need to put to some signs at the very least saying what the hours are so that the police can enforce. Chairman Coutu indicated that we have a park ordinance. Selectman Maddox said right but until you tell people that it's open from X to X...

That's funny that that comes up. Selectman Nadeau had the occasion this weekend of driving down to Maple Street. I talked to two residents down there who both said to me things are going along pretty well down here. The riffraff is down. Take a look over at the park entrance. I looked over and he said do you want to tell me what time the park is open till? I told him I couldn't tell you. I said you know I think we should get some signs up. Then when you brought up the signs, we're ordering some new signs for Benson Park and I think that we should order some signs for that park also. We should also check our other parks to make sure they have signs with the times on them also because they do use Merrill Park and Merrifield Park. You see that one used a lot. It's on the corner of Burnham Road. I think we should have signs at all of our parks stating the hours of operation and in the town forest and Musquash so that everybody is aware of what the hours are and that they can be enforced because the first thing the Judge says there's no sign, the park is open. Well it says it right here in my Town Code enforcement book, but people don't carry those around with them. I think signs would be a good thing at all of our parks. I think we should ask the Recreation Director to check out all of our parks and get the signs ordered appropriately for them.

Selectman Luszey asked if we regulated conservation land the same as parks. That's what you just suggested. Selectman Nadeau stated we do have rules and regulations for Musquash...Chairman Coutu said we have a general rule that affects all town owned land. Then we have a separate rule on parks. The conservation falls, I believe, under the general rule. Selectman Nadeau thought we do have them listed in our code enforcement book. I'm pretty sure we do. Chairman Coutu said he would pass that on to the Recreation Director and ask him to look at all of the parks, see what we have for signs, and to take the appropriate steps to get them all posted.

The reason Selectman Luszey brings it up is we asked the Conservation Commission to be a little more active in monitoring and taking care of the conservation land and all that. If they fall under the same rules as our parks, I think

we're going to have to have a conversation with the Police Chief because there is a level of expectation around what they do with parks and how often and all that which is different than conservation.

Selectman Brucker thought the Conservation Commission does not want Musquash to be treated as if it were a park like Benson. So I'm thinking they're thinking that it's different and might have different hours or be open at all times. Chairman Coutu suggested that you bring back to the Conservation Commission our concerns about our posting and having authority to be able to act within reason and with having taken caution to notify people that they could be in violation of either entering or being in the park at certain hours. Would you ask the Conservation Commission what they're recommending we do with conservation land? How would they like us to handle that and we'll hold off on signs on conservation land. I'd like to hear a recommendation from them.

Selectman Brucker knows there is a concern about if some of the enforcement of some of the things they'd like to have done on the conservation land and the difficulty of doing some of that. Selectman Nadeau said one of them is not being posted is a problem. Chairman Coutu agreed that is a problem. I'm going to pass onto the Recreation Director relative to all of the parks in town and for him to do an inventory. If there are no signs, then we look to how we get them and if there's a cost factor, I'll bring it back to the Board or have him come in and make a presentation to us. Fair enough? Then we'll get it done. We need to put signs up. You're right. Merrill Park is the one we've had the most problems with. That will probably be the first one we'll get posted if we can get to it.

To stay on Merrill Park Mr. Chairman, Selectman Maddox asked the Fire Chief and he provided to me and I will get to all the members and probably send over to the Rec. what the Fire Department's needs are for Merrill Park. Again, I think it's a multi prong attack with this. That is the primary entrance for the Fire Department to get at least the inflatable boat into the water for rescue. Chairman Coutu said the Merrimack River in case anybody doesn't know that's what abuts that property. Selectman Maddox said we need to do something there. I think we need to step back and take a look at this property. Again if we did that, maybe this is a place where we have 8 or 9 parking spaces just inside that now blocked off area and make it a kayak and canoe launch type of thing. Getting more people in there will get much like Benson Park, the more people that show up and have pride in the park the less problems you will probably have. So I think it's an absolute jewel. Maybe a couple of picnic tables but really drive it towards getting not motor boats so we don't have to deal with the lake host type of thing and all of that, but just canoes and kayaks. Then that would be there for the Fire Department. It's going to need to take some clearing. It's overgrown. Highway needs to go down and probably do something with a dozer or whatever they do and clear it out. I think, again, it's been brought to our attention. We cleared up the crime if you would; now let's try to attach what we need to do for the rest of that park.

Relative to the boat launch, Chairman Coutu asked if Selectman Maddox would ask the Road Agent to communicate with the Fire Chief relative to this. There's a lot of overgrowth down in that area to see how we can clear that in his off time. They're still doing paving aren't they Ben? Selectman Nadeau said yes. Chairman Coutu said in his off time see what he can do or if Kevin went down - he knows where the boat launch is - and see what he can do just to clear that area and tell them no I don't want every tree removed at Merrill Park. Just see what we can do to clear out the area and get the growth around the ramp so that they have easier access. They carry that inflatable down into that area.

Last Mr. Chair, Selectman Maddox happened to go by the Community Center on a weekday so I went in and saw because that's me. Nothing else to do. These people pay me \$8 a day. I earn my \$8. I just want to say I stopped by on a Tuesday I believe. So it was a regular business day for them. Great attendance for the kids that were there. Good ratio of councilors to participants. A lot of activities going inside, outside. Again, I have been accused of not being the happiest Rec. guy but I have to say that what they were doing out there, and for the citizens that partake of this, it's a great deal. Again, it's well run and I was very appreciative of all of the things that were going on in keeping the kids safe and a safe place for their parents to have them during the day. That's what I have Mr. Chairman.

Sincerely, Chairman Coutu thanked Selectman Maddox for doing that. We should do that more often and see firsthand the value of some of these programs we provide our citizens. I get complimented all the time about that recreation program, the value of that program. Thank you.

Selectman Nadeau - I hope Selectman Maddox would yield me his remaining 20 minutes. Chairman Coutu said he knows Selectman Nadeau is going to touch on the subject that I think has escaped everybody. Selectman Nadeau said like Selectman Maddox he was going by the other day and I stopped into the Rec. Center to see the summer program. Like usual, very well run. A good ratio just like Selectman Maddox said. The interaction with the councilors - I've been a Selectman for many years now and I go and I'm seeing the same councilors year after year, which they have a good rapport with the kids. I think that it's great that we have such a seasoned group of employees working with our kids.

The next thing is we'll talk about Benson's. There's still a lot of ongoing projects happening at Benson's. Next to the butterfly garden there was a pond. It was called "Duck Pond", very well overgrown. Couldn't see it. It was taken on by a volunteer to clean up around the edges, get rid of some of the dead growth, and he cleaned it up very nicely so that you can go in and admire the nice little pond that's in there and put a lot of work into it. He's an aquatics person. He is doing some waterscaping and cleaning up in there. It's really enhancing the butterfly garden also. When you were talking about the water levels, the water levels with that rain really helped us out the other day because the water levels at Benson's were getting very low. You could really see it at Duck Pond. The water levels went up. I wasn't here for the rain this weekend but it was quite a bit. I missed the power outages too. I'd like to thank the volunteers again. They'll be working there again this weekend to do a lot of work in the back side. They're trying to create a new picnic area on the other side of the pond from the A-frame. If you're coming to the left, out in back there was some paved areas in there cleaning that up and getting rid of all the old pavement making I want to say 10 X 10 areas and cutting the rest of the pavement away and cleaning it up to make it a more naturalized picnic area. Chairman Coutu said that will be a nice isolated place. Selectman Nadeau said it's actually a really nice area. If you wanted to have a little picnic or a birthday party because it's off to the left surrounded by the woods. A very nice area. Chairman Coutu said you can still see that end of the pond. Selectman Nadeau said yes because they're cleaning that out and they've cleaned out the brush and undergrowth over there. Mr. Empey and his crowd of Tuesday and Friday volunteers have been working on the trails. You might hear that the trails are starting to come along. They do all their own maintenance out there on the trails - weed whack, mow, brush out on those trails with the brush cutter that we got. They're doing an excellent job with that.

At the beginning of the meeting we had a moment of silence for Paul Hamilton. Paul has worked with me for many, many years - at Hudson Old Home Days, C.H.I.P.S program for Fright Night. He has been a very, very intricate part of that. Fright Night from the get go he was always willing to take on any job and at the end of the evening he used to help us clean up and set up. He will be very well missed by the C.H.I.P.S Committee and the Hudson Old Home Days. The Historical Society he helped us out a lot during the Old Home Days also throughout the years whether it was being a clown, or helping us cook, or different things. Again, we'll miss Paul for the Old Home Days coming up. That's all I have this evening.

Selectman Coutu - Old Home Days are being held Thursday, Friday, Saturday, and Sunday next week. Selectman Nadeau indicated there will be a flyer in the Hudson/Litchfield News. August 16, 17, 18, and 19. There's a lot of new concessions that will be there this year. You can come on down Selectman Luszey. The Hudson/Litchfield News will have a flyer of all of the events. There's a lot more bands this year. A lot more entertainment. Keep an eye out for that. If anybody is looking for vendor space, they still have some vendor space available. Brenda at the Chamber can help them out with that or Tim Malley. If anybody has any questions, they can feel free to contact me.

Relative to Old Home Days, Chairman Coutu said Selectman Nadeau you have been a major contributor to the workforce of Old Home Days for many, many years. This year we're well aware that a group of citizens got together and took over the operation of Old Home Days. The magnitude of the work that they took on and what they've accomplished is to be admired. It's outstanding that a group of citizens can come together again in our community and take on an awesome responsibility. I hope they do - financially they do very well. It's their first year. For those of you who are interested, there are many convenient stores I'm not the only one in town, who have the coupons for discounts on rides. So make those available to yourselves so that you can save some money. I know that they left quite a stack with me and I think they're already half gone. I'm surprised at how many people said they're going to go this year. I'm very pleased. Thank you for bringing up Old Home Days.

Last but certainly not the least as you all know last week a member of our fire community left her position in order to accept a position in another community which would enhance her career. Her last day on the job was Friday of last week. Ladies and gentlemen when I tell you when I opened up the local weekly newspaper and I see a cartoon depicting our Fire Chief approaching an empty desk of his secretary wondering who's going to go fetch him his coffee and his lunch is the most demeaning thing I've ever seen published in this newspaper. That young woman worked for our community for many, many years. She was well respected. She worked hard for every penny she earned. She put in many hours without ever seeking pay of overtime. She volunteered - I worked very closely with her for a year and a half on the 9-11 Committee. To show that kind of disrespect to a department head and one of his subordinates tells me that all town employees are fodder for this kind of ridicule. I think it's a shameful thing. It was done on the day that she was leaving. The girl was in tears. This was the thanks. This community was willing to give one of our most respected and admired town employees. I think that the publisher and/or editor or both of this newspaper owe the Town of Hudson an apology and certainly the Fire Chief and his Executive Secretary an apology for allowing this cartoon to be published in this newspaper.

You all received an e-mail from a former member of the Board of Selectmen who supposedly wrote a Letter to the Editor and whether or not it's published is another thing. I'm not going to get into much more of what he had in his letter and I'm not echoing his letter. As a matter of fact, you and I Selectman Maddox had a conversation on I believe it was Saturday evening relative to this very same subject. I told you how I felt. I was very angry. I've mellowed

believe it or not ladies and gentlemen considerably since I've spoken to Selectman Maddox about this. A lot of the things I've said the next morning, which was Sunday morning when I opened my e-mail, I happened to see this letter and I'm saying to myself and I said to my wife, Selectman Maddox is going to think I'm echoing what was in the letter when Sunday morning is when I first saw it. You know say what we want about our town employees, and the organizational charts, and how we're going to define what is best for our community.

I understand where some selectmen are going with this and I don't disagree with it. I think that in the end we're going to find that we have some critical needs and critical jobs that are being filled. We need to document this once and for all. I want people to know that in the conversations I've had with Selectman Luszey, this is not head hunting that we're trying to do. We appreciate the value of our employees. I know that on occasion Selectman Nadeau you expressed some displeasure. Selectman Maddox you've expressed some displeasure. You have and so have I expressed some displeasure about the way some things go that have gone about in this community. We have every right to do that. We govern this town. We need to demand accountability for the work performance. When you look at our general work force, and Selectman Brucker I'm not leaving you out purposefully - I'm only leaving you out because your experience is not as vast as ours in working with the people. You're getting to know the system. I'm sure you could echo what I'm about to say. Selectman Nadeau, Selectman Luszey, Selectman Maddox and I and you now Mrs. Brucker work with our employees constantly. We interact with them. We communicate with them. I know Selectman Nadeau you and I have had a close relationship since I came on this Board and you have echoed many, many times about how great our employees are in general. Selectman Maddox you've done the same thing even though you like to complain a lot. Selectman Luszey you may come across as head hunting but I know for a fact that that is not the case. We want to look at the system. We want to make sure it is in place and it needs to be there. That's what we need to run our government. Then we can articulate to our taxpayers, those people for whom we have a fiduciary responsibility that we know what's going on. We know why they're there and there's accountability for everything that they do.

We have without a doubt one of the greatest workforce in a municipal capacity that you can find in the State of New Hampshire. Dollar for dollar, head for head, we certainly have the best value of any other community in this State. All one needs to do, and it's very difficult for us because we sit in this situation and the general taxpayer, the general recipient of the benefits that we provide this town are not aware of what's available out there or what isn't available out there. When you look financially where we stand compared to other municipalities, we are one if not the most financially stable community in greater New Hampshire. We may not all agree on how we get there, but the end product is there and we do a damn good job of getting done what needs to be done. What are we responsible for really in the end - providing a good education for our children, make sure the rubbish is picked up, if somebody needs a police officer make sure they're there, and if their house is burning down or need an ambulance make sure they're there. Beyond that do we really need to mow grass? We need to plow the streets. Do we really need to mow grass? Do we really need to lay sod? Those are the services that our citizens have come to expect. We provide them despite what I read from week to week in the Thumbs Column that our employees aren't doing this, and why are we doing that, and how much is this going to cost, and why isn't this house assessed at that, and how come that one sold for \$108,000 and it's assessed at \$300,000? People don't understand short sales. People don't understand the economy. People don't understand assessing.

The greatest pleasure I get from this job is not sitting here every Tuesday night and running or attending a meeting. The greatest pleasure I get is a phone call from a citizen who needs something done and I have the opportunity to pick up the phone, and you're nodding and I'm sure that's each and every one of us. I know that you do it all the time Selectman Nadeau and I know you're starting to get a lot of phone calls so welcome to the fray, and so do you Selectman Maddox. The greatest thing that we can do is to respond to a constituent need and being able to pick up the phone and getting something done, and responding to the need of that citizen. We do it every single day. That's the greatest pleasure. I wish we didn't have to have meetings but that's the governance of the community. I have the utmost of faith in all of our town employees - every single one of them. The one or two that I've had displeasure with in the past are gone. Everyone knew that I had displeasure. The point is the people that I hear whether it's a fireman, or a police officer, or a clerical person, our administrative aide, our Town Administrator, our administrators in all departments and the labor force that we have. I am very proud and I will put them up against anybody. It's a shame that a member of the Board of Selectmen has to come to the defense of an employee and a position that is made to look like it's nothing more than a coffee and a lunch go getter. It was an insult to that person. It was a hell of a goodbye to that person from a community newspaper and from an editor/publisher is somebody who is well respected in the community. Somebody that I happen to like very, very much. Maybe he had no decision in putting that in. I don't know. Whoever did owes this community and certainly that employee an apology. With that said unless anybody else wants to add something, I am ready to entertain a motion to adjourn.

Before I make the motion to adjourn, Selectman Luszey actually came in Monday and a number of employees who saw that took it personally. They weren't the person that that was targeted at. I think it's more than just the person they owe an apology to. I think it's all the employees. Chairman Coutu said that's why he spoke on behalf of our employees in total. I appreciate you sharing that with us.

Even before I became a Selectman, Selectman Brucker state what a fantastic group of employees we have. I've never had anything but very pleasant experience in any matter. Chairman Coutu said that's on both sides - school and town. I know a lot of people in the school system and they're outstanding employees. They do a lot of volunteer work in our community. I'm not just saying that to placate you or your wife. I don't like sometimes the budgetary process, but the people I like. We have some great people on the school side as well.

6. ADJOURNMENT

Motion to adjourn at 8:58 p.m. by Selectman Luszey, seconded by Selectman Maddox, carried 5-0.

Recorded by HGTV and transcribed by Donna Graham, Recorder.

HUDSON BOARD OF SELECTMEN

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Richard J. Maddox, Selectman

Ted Luszey, Selectman

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