

HUDSON, NH BOARD OF SELECTMEN
Minutes of the March 27, 2012 Meeting

1. CALL TO ORDER - by Vice-Chairman Coutu the meeting of March 27, 2012 at 7:00 p.m. in the BOS Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE - led by Selectman Nancy Brucker.

Vice-Chairman Coutu welcomed the newest member to the Board of Selectmen - Selectmen Nancy Brucker who was successful in the last election. Welcome aboard Nancy. I think you're going to find that we may disagree as a Board on items from week to week, but we always leave here with a smile on our face. There's no bitterness or any anxiety. We don't want you to take any of the problems home. We settle them all here. I think we'll develop a good working relationship as you get to know the process and the members of the Board. Again, welcome to the Board of Selectmen. It's a pleasure to have you.

Selectman Brucker thanked Vice-Chairman Coutu.

3. ATTENDANCE

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

Staff/Others: Steve Malizia, Town Administrator; Donna Graham, Executive Assistant; Jason Lavoie, Police Chief; Sgt. John McGregor; Dave Yates, Recreation Director; Kevin Burns, Road Agent; Gary Webster, Town Engineer; Shawn Murray, Fire Chief; Rob Buxton, Dpty. Fire Chief; Leo Bernard, Joe Undercofler, Stewart Schneiderman

4. PUBLIC INPUT

Joe Undercofler - 137 Musquash Road. I'm here this evening to speak on behalf of the many dog owners in the area who frequent Benson Park. A very large percentage of the park's daily population includes dog walkers. Unfortunately a few members of the dog community chose to disrespect the park out of their own personal laziness causing an issue that we're all concerned with. I sincerely believe that it is grossly wrong to punish the masses for the selfish acts of one tenth of one percent. A week ago Sunday I walked the park and guess what, near the entrance I found some dog waste. We also cleaned it up. The remainder of our walk included a careful search for more evidence of careless pet owners. Thankfully there was no more to be found. However, we did find a fair amount of trash, including a dirty diaper disposal on Benson Boulevard by the A-Frame. Last Sunday I walked the entire Haselton Farm Trail looking for dog droppings. None were to be found and I'm happy to say that almost no trash was seen either. As I was leaving, 3 gentlemen were entering the park armed with metal detectors and shovels. This sparked my curiosity so I distantly followed them to see what they were treasure hunting. To my dismay, they were attacking the law across from the A-Frame with their tools of destruction. The problem here isn't with the dogs. This is a people problem. Please don't discriminate against responsible pet owners and their four legged family members.

Vice Chairman Coutu said this was a matter that we're going to be taking up later as you well know. I believe Selectman Maddox will address the problem directly and I'm sure we'll all have comment. We certainly appreciate your input. We're well aware of the amount of time that you and your family and other volunteers like you spend at the park. You have obviously tremendous insight as to what's going on in the park. We certainly appreciate your observations and your comments and the amount of time you spend besides the volunteer work you do also picking up trash and whatever while you're in the park. Your comments are not taken lightly and we will look at that very seriously when Selectman Maddox presents his report. Thank you Joe. I appreciate you coming.

Chief Jason Lavoie - With me is Sergeant John McGregor. From 2009 to when I took over as Chief of Police during that process, the Board had asked me what my feelings were on CALEA and whether or not we'd stick with the processes, etc. I expressed to the Board then that CALEA and being a nationally accredited agency was very important to me. If we did not seek reaccreditation if the Board wanted to, they could fire me if we did not achieve that. I told them not to worry about that. I will resign if we don't get reaccredited. Just to signify my passion and my belief of CALEA in that process, 2009 when Sergeant McGregor took over as the Accreditation Manager I brought him in the office and I told him how I wanted to be accredited and I wanted him to oversee this process. I wanted to make it perfectly clear to him that accreditation was not going to be enough for me. I wanted what was then known as the time "flagship status". That process has now changed over and is called "Accreditation with Excellence".

(Chief Lavoie) This past weekend, we were down in Mobile, Alabama trying to seek reaccreditation with the Commission where Selectman Coutu and the Town Administrator accompanied us down there. We sat before the

panel and was asked a number of questions by the panel. Those questions are based upon the assessment that was done on us back in December to include some 400 plus mail outs I would say that we did back in October. Not only was the Police Department reaccredited but it was done with excellence. There's roughly 17,000 law enforcement agencies in the country, 800 of which have stepped up to stand out to be a more professional agency. Those 800 are CALEA accredited. There's only 47 police departments in the country that have are accredited with excellence. The Town of Hudson is one of those. I'd like Sergeant McGregor just to share a few highlights with this process if we may.

Sergeant McGregor indicated that we had an on-site in December of 2011. A very successful on site. Basically we had no issues of noncompliance were discovered. We had one issue where applied discretion was applied. Basically we had to fix a policy. Out of the 480 total standards, we had 6 files the assessor decided they'd like to see a little more proof, which we were able to comply with. We had a successful onsite. As the Chief stated, it was his decision to apply for this award. Basically what accreditation with excellence is it's not just complying with those 380 standards of advanced accreditation. It's more than that. Besides those standards what they look at is your policies. They want to make sure you're developing and implementing contemporary policies rather than waiting for something to happen and then trying to fix it afterwards. They want to see that you're kind of ahead of the curve.

Another thing Sergeant McGregor said they look at is the CALEA process and how an agency uses that for continuous improvement. We were able to demonstrate that as well as well as a collection, review, and analysis of organizational data. Some of the standards requests that you collect this data but its more for going towards excellence to show that you actually use this data and find ways to improve delivering public safety service to your citizens and so forth. Also, they want to see that you address the intent of the standards beyond compliance. Meaning there's a certain level you need to do to comply with the standards, but they want to see if you can exceed that level going beyond regular compliance.

(Sgt. McGregor) The last thing they're looking for is an organizational culture that is acceptant of the CALEA process. Not that it's just something that the Chief wants but that the entire department supports the CALEA process. After the application was done and after some questioning at Mobile, Alabama, we did receive advanced accreditation with excellence. Like the Chief said, one of only 47 departments in the United States to have done that.

Chief Lavoie said the whole thing with the buy in of having it now with the department - like we expressed down in Mobile, Alabama, we expressed to the Commission that we go beyond the department as far as buy in. There's a buy in within the townspeople that support the accreditation process. I also have a lot of buy in support of the accreditation problems process from my co-department heads. Countless times I've received phone calls from IT, Fire Chief, or Director of Public Works just to say that I saw this. Is this something that you could use for part of CALEA? That was noted and I expressed that to the Commission about the community support that we have for this. This is just something that the Town should be very proud of. Only 47 departments have this in the country.

Selectman Luszey liked to say that congratulations is in order. Any time anybody takes on a challenge of that magnitude and achieves it says volumes about the dedication of all the folks that are under the Chief's watch. Recently, as a matter of fact this week and its funny that we're talking about accreditations, I have been in communication with the Director of the Granite State Quality Council and the Department of NIS, which is the National Institute of Science and Technology talking about how would a governing agency or a town go through the Malcolm Baldrige process, which is again a very strict set of objectives that one must meet in terms of excellence. Again, I'd just like to say congratulations. I know it was a lot of work. Well done.

Selectman Brucker said well done. I took a recent tour of the police station. I was totally impressed from just the public's point of view.

As the police liaison this year, Selectman Maddox has spent more time in the police station than I have in a number of years. I must tell you that the people that work there, the facility are all top notch. I tell people how old that station is and they can't believe it. The quality of the reports that we get month that again give us information that as Selectmen we understand what is happening in the town within your department. All of these things don't just happen by happen stance Mr. Chairman. I think the Chief, CALEA, and all their staff does a great job of giving this town quality police protection with information to the elected officials so that we can do our job. Thank you Sir.

Vice-Chairman Coutu wanted to add that I considered it an honor and certainly a privilege to appear before the CALEA council to give testimony on behalf of our Town's police department. The process and the result of that process which was the reaccreditation with excellence. Again and I want to repeat with excellence which is only one of some 40 departments in the entire country. It's an achievement unto itself. It's a credit to our Police Chief, his staff, certainly Sergeant McGregor for heading up the CALEA process and taking over and through an extensive I believe transitional process in order to grasp the CALEA process and handle it for a newbie to take this on and be able to get us commended with excellence. It also speaks tremendous volumes for the staff both in house and on the road in the police department. I believe you and I Chief when you were first appointed Chief of Police of this

department some 2 plus years ago, we've had some private conversations as well as some public conversations. One of the things that I did say to you privately that I will disclose publicly is that I said that you've assumed an awesome responsibility and the most important thing for you as quickly as possible is to put your fingerprint on this department and take ownership. You've done that and you've done that with excellence. We are very proud of you, we thank you and again it was an honor and a privilege to be with you, to accompany you and the staff to give testimony to the board. Thank you very much. We are proud.

Stuart Schneiderman - 2 Library Street, Hudson. I'll make this brief. Part II, Article XI of the NH Constitution states that when the population of any town or ward according to the last federal census is within a reasonable deviation from the ideal population for one or more representative seats, the town or ward shall have its own district of one or more district seats. Governor John Lynch vetoed House Bill 592, the house redistricting plan, saying the NH Constitution provides that the House of Representatives shall be founded on the principles of equality and representation therein shall be as equal as circumstances will admit.

Consistent with this provision in 2006, the citizens of New Hampshire overwhelmingly adopted a constitutional amendment that further enshrined the principle of equal representation by providing each town and city ward a representative if it has sufficient population to warrant a representative. The right to vote is central to our democratic government but that right is meaningless unless equal representation is assured when its citizens vote. House Bill 592, the House redistricting plan, violates the Constitutional principle for equal representation and local representation. Hudson has sufficient population under State and Federal Constitutional standards to have our own representatives but the house approved plan denies us that right. This is completely contrary to what the citizens of New Hampshire called for in the State Constitutional Amendment adopted in 2006...

Point of order Mr. Chairman. Selectman Luszey liked to know is there going to be an actionable item that we can take out of this? Mr. Schneiderman said yes there is. This is the last sentence I'm about to read Sir. Are you ready? Thank you.

(Stuart Schneiderman) Therefore, I respectfully ask you to express strong opposition to House Bill 592, the house redistricting plan, because it unnecessarily and unconstitutionally dilutes local representation. Alternative plans must be brought forward that would go further to satisfy the requirement for equal representation and fairness. We must act while there is still time in order to assure equal voting rights to the citizens of Hudson. Thank you.

5. NOMINATIONS & APPOINTMENTS - NONE

Selectman Maddox asked for Personal point of privilege. Vice-Chairman Coutu asked if there was any objection.

Selectman Maddox wanted to point out that the one constant in our lives is change whether it be job, health, family, or politics, change happens like it or not. On March 13th, change happened with this Board. With the election of Nancy Brucker and the departure of Shawn Jasper. I would like to welcome Ms. Brucker and hope that she is ready for an adventure. With her election, she brings to this Board a new perspective. Having not served on any town board or committee other than the Conservation for that very short time, but your educational background and yes even your gender. I wish you the best of luck.

At the same time Mr. Chairman, Selectman Maddox would like to state that to accomplish this change one of our existing board members has now left the Board of Selectmen. For any of you that have watched these meetings over the past few years have seen Selectman Jasper and I take different sides on any number of issues. Truth be told Mr. Chairman, many a night I sat here in awe of Shawn's ability through his knowledge and passion for the Town of Hudson to sway the Board in his direction. As we read about Washington and Concord, I am thankful over the years that even though any number of us have disagreed on particular issues at the end of the day; we are here focused on what's best for the Town of Hudson. With that, I look forward to working with Shawn Jasper in the future on any number of issues and in any number of capacities. In closing, this Selectman, this Board, and this Town are all better for having Shawn Jasper on this Board and I would like to thank him for his service. Thank you.

Vice-Chairman Coutu said he would be reserving comments at the end relative to his departure. Well said.

6. CONSENT ITEMS

Vice-Chairman Coutu added that under "Licenses & Permits", you should have a 5) which is a Request to Solicit Funds by the Half Mood Sober Festival, Inc. I would assume it does meet with the criteria that..Mr. Malizia indicated it was on the charitable list. Also I want to bring to your attention that on the agenda on April 12th at 7:30 p.m., there will be a special Budget Committee meeting in this room.

Vice-Chairman Coutu asked if anyone wished to remove any item for separate consideration. Seeing none.

Motion by Selectman Luszey, seconded by Selectman Nadeau, to approve consent items A, B, C, D and E, as noted or appropriate, carried 5-0.

A. Assessing Items

- 1) Veteran Tax Credit - Map 122, Lot 026; Map 147, Lot 009; Map 127, Lot 002, w/recommendation to approve
- 2) Disabled Tax Credit - Map 156, Lot 063, Sub 118, w/recommendation to approve
- 3) Elderly Exemption - Map 156, Lot 056; Map 158, Lot 001, Sub 013; Map 149, Lot 001, Sub 042; Map 216, Lot 018, Sub 030; Map 156, Lot 063, Sub 068, w/recommendation to approve

B. Water/Sewer Items

C. Licenses & Permits

- 1) Request to Solicit Funds by Neuroblast
- 2) Request to Solicit Funds by Faith Baptist Church
- 3) Raffle Permit by Friends of Benson Park, Inc.
- 4) Second-Hand Dealer/Pawnbroker License - Salstar Stores, Inc. DBA Cash Converters
- 5) Request to Solicit Funds by The Half Moon Sober Festival, Inc.

D. Acceptance of Minutes

- 1) Minutes of the March 12, 2012 meeting

E. Calendar

03/28	7:00	Planning Brd - Buxton CD Meeting Room - CANCELLED
03/28	7:00	Benson Park - Landscape Cte - BOS Meeting Room
03/29	7:00	Conservation Commission - Buxton CD Meeting Room
04/03	7:00	Board of Selectmen Workshop - BOS Meeting Room
04/04	7:00	Planning Board - Buxton CD Meeting Room
04/05	6:30	Recreation Cte - BOS Meeting Room
04/05	7:00	Benson Park Cte - Buxton CD Meeting Room
04/09	7:00	Conservation Commission - Buxton CD Meeting Room
04/10	7:00	Board of Selectmen - BOS Meeting Room
04/11	7:00	Planning Board - Buxton CD Meeting Room
04/11	7:00	Benson Park - Landscape Cte - BOS Meeting Room
04/12	5:00	Sewer Utility Committee - BOS Meeting Room
04/12	7:30	Special Budget Cte Meeting - BOS Meeting Room
04/12	7:30	Zoning Board of Adjustment - Buxton CD Meeting Room
04/16	7:00	Energy Cte - Buxton CD Meeting Room
04/17	7:00	Cable Utility Cte - BOS Meeting Room
04/18	5:00	Water Utility Cte - BOS Meeting Room
04/18	7:00	Council on Aging - Buxton CD Meeting Room
04/19	7:30	Budget Cte - Buxton CD Meeting Room
04/19	7:00	Benson Park Cte - BOS Meeting Room

7. OLD BUSINESS

A. Combined Dispatch

Vice-Chairman Coutu recognized Selectman Maddox, Police Chief Lavoie and Fire Chief Murray.

Vice-Chairman Coutu indicated that he and Selectman Maddox had been working with the Fire and Police Chief.

Selectman Maddox said this is something that's been ongoing for decades at this point. With the diligence of the two Chiefs and a strong support from this Board, I think this is going to be pulled off. I would hope that by now we have some numbers so that we can - I know there have been some e-mails going back and forth about various items. Let's see if we can keep this moving forward.

Vice-Chairman Coutu understood we're still in the working stages. If either of you want to make any comment relative to where we are at and your perspective on where we are today and the direction that we're heading, I'd welcome those comments.

Thank you Mr. Chairman and members of the Board. Chief Murray wanted to give an update. Our last known spreadsheet was created and finalized by Lisa Nute. It outlines basically from the Fire Department perspective we have finalized some costs to move the dispatch center from the Central Fire Station over to the Police Department. If you recall, that includes part of the radio communications upgrade. It includes having to purchase a fire alarm

enunciator unit similar to the one that is in the dispatch center now to be placed up at the fire station. That has to be interconnected with our fiber optic network. We did go out and get cost estimates for the security portion of the project, which is to install coded key entry locks and cameras at the Central Fire Station with the ability to be monitored up at the police station since you would potentially be closing the dispatch center here. We've been working with Lisa Nute to look at the future IT needs. A lot of those needs are pretty much already in place. It's a matter of bringing the fire dispatch side computer system, work station, and integrating that in with the current station up at the police station. We do have some timelines made up. We were asked, I believe, at the February meeting to look at those type of issues that in the future would take the longest to implement with a potential projected implementation date of July 2013.

Having said that, Chief Murray said they also applied, from the fire department perspective, for two grants. One was a federal grant and one was a State of New Hampshire grant. To this date, we have not heard yet back on that. I think the next piece is that the Board back in February reaffirmed their commitment to the project. One of the other final critical pieces is to meet with all the stakeholders, including this group that got together early on to gather further input from employees and personnel. We also need to start talking about what impact the combined dispatch would have on collective bargaining units.

As a refresher Selectman Maddox, Vice-Chairman Coutu said if you remember we had talked about probably phasing it in two stages with an implementation date of July 1, 2013. Chief Lavoie, anything you wish to add? Chief Lavoie said not at this time. Vice-Chairman Coutu wanted Selectman Brucker to be brought up to date about combining police and fire dispatch and where we are at. Selectman Maddox and I serve as an ad hoc committee to this Board to work with both Chiefs to see the feasibility and the costs involved in combining. Back a few years ago, it was a proposal that was placed on the ballot and the cost was approximately \$1 million as I recall. It would appear that if we can get all of our ducks in a row, we're looking at approximately \$200,000 to \$250,000. We can do this for significantly less money and combine the dispatch centers. We wanted to work with both Chiefs in order to make sure that they were on board and in accord with the process.

When Selectman Maddox saw this on the agenda and nothing in the packet, I thought you put it on. Vice-Chairman Coutu thought he did. Selectman Maddox wasn't sure how it got here but we'll go over it again. I thought one of the things we were going to be doing in the next few meetings is taking a look at all of the things after the election and how we're going to allocate monies if there's anything left over in the budget to start doing these things as part of this fiscal year - getting this started for next year's target date. I don't think much has changed other than bringing up the new selectman hopefully to speed.

Selectman Luszey knows that this project has been going on for years. A couple events have caused me to rethink some of what we're doing here. We're actually going to be talking a little bit about one of the events which pertain to the generator. My recent conversation is what this whole project is about is physically combining the dispatch centers without any regard to business continuation. I think we're doing the town a disservice if that's all we're going to do is just physically combine the space in which the dispatch occurs. I think we should relook at what we really need to do because under a true technology solution it really doesn't matter where the dispatchers sit. As a matter of fact, we could have them split and they would be combined. In the event of one physical location going down, the second location would continue operating the town as if nothing happened. As you go forward and continue doing this work take that into consideration. Thank you.

Vice-Chairman Coutu recognized Lisa Nute.

Thank you Selectman Coutu. Ms. Nute felt the need to at least say where I stand on this and my whole part in this. I would like to explain also part of the reason that it is no longer in the millions of dollars. A list of projects has already been accomplished by the IT Department that allows us to be in a relatively good place as you mentioned to implement - joint dispatch now or in the near future. Anything that the IT Department has implemented over the past 5 years was purposely considered with joint dispatch possibly becoming a reality. Not that we were told to do that, but for fear of down the road having to redo equipment that is not at the end of its life cycle or replacing infrastructure and rebuilding again at the expense of the taxpayer. That's not something I was willing to do. If the Fire Department and the Board of Selectmen are able to obtain the grant and necessary costs, this is something obviously we are much closer to accomplishing.

Ms. Nute would like to explain some of the projects, the significant work that my team has done that has put us in this place. The Fire and Town Hall phone systems were upgraded to compatible networked equipment in 2007-2008. We combined Town Hall/Fire domains in 2007 in conjunction with the Fire Department; fiber optic project was connecting police and fire to Town Hall in 2008. We upgraded the police security system to a digital system in 2008-2009; we implemented the town-wide e-mail system in 2009; replaced the analog to digital recorded and implemented redundancy there in 2010; virtualized the town servers in Town Hall in 2010; virtualized them in the Police Department with an energy grant giving us the ability to now move computer rated dispatch across the network

seamlessly to one side or the other, which also puts us in a better spot for disaster recovery preparation. That was in 2010-2011. It's not that costs have gone down in an extreme amount. It's because we've been slowly chunking off some of these things to get us closer.

Ms. Nute's main reason for coming up here is I have not heard the implementation date. As you know, we are very low staffed in IT. This is not turn the key and its working kind of a project. This is huge. I strongly believe that the only way we can do this is in chunks and in phases if in fact this is the way we are going. There are things like the security system at the Fire Department that the Chief mentioned that I would think would take 2 to up to 6 months as long as equipment was coming in and we had everything we needed from the vendor, and it was implemented without a problem in such an old facility. Every one of those pieces will also be working on my staff's part. This needs to be coordinated where it's not in the middle of other things that are going on. For instance, taxes don't go out without the assistance of IT, and other things that happen cyclically. 2013 I'm hearing for the first time in July. If that's the date, we will get it done but this is a huge undertaking that I think before we can even begin, we need to look at everything that has to be done and determine who is taking that piece, who's coordinating that, and how we're going to get that accomplished.

Vice-Chairman Coutu wanted to make it clear that the date is not cast in stone. It's strictly a target. Obviously we're going to have to coordinate. That's why Selectman Maddox and I serve on the ad hoc committee to make sure that this is properly coordinated; all of the ducks get placed in a row; that we needed to be assured. I know Selectman Maddox shared the same concern I've had. We want to make sure that both departments can work to facilitate this and they're both in accord. If there was going to be any objection strongly on one side or another, we wanted to hear it. We want to make sure that everybody is going to be happy with the end result. Again, it's strictly a target date. I thought that at the last meeting we had discussed a particular target date. I thought that was the target date. It could be an error. Selectman Maddox said he was right according to his memory Sir. Vice-Chairman Coutu said that was his memory and I believe you were at that meeting. Ms. Nute said she was sorry. She didn't recall that date. Vice-Chairman Coutu said that Ms. Nute did bring up at the time that in light of the magnitude of the project that you might have a staffing request you might put forward. I believe that Selectman Maddox and I both said we certainly would look at that and we might even entertain it if we saw that it became necessary to accomplish this task. We're taking an item that had been estimated at over \$1 million. We certainly appreciate that you looked at the infrastructure in the process of your IT upgrades and that you took this into consideration, which certainly has impacted the end result of the cost. Now with the grants that the Fire Chief has applied for, we can bring the cost down even greater and hopefully we can do this without any impact on the tax rate. We're going to look at all of those factors and let's please consider, and if you think I'm mistaking Selectman Maddox speak up, that it's strictly a target date. If you wish to be recognized, you are.

Selectman Maddox could have sworn Mr. Chairman as we sat in the Ann Seabury Room that the IT Director was asked specifically to give us a list of items of concern/lead time so that we could be targeting that date. Again, I thought you were up to speed on the date and our concerns about what you may need.

Vice Chairman Coutu said it will be a target and obviously you're critical in terms of helping us get the plan on paper and a timeline for each event. Your input is going to be significantly impact the target date. Once we see where we are in terms of finances and its feasibility and as Selectman Luszey pointed out, we want to take a closer look at its impact on having the fire department as a backup communication center and then there are other things that I think that are significantly important that we have discussed at our meetings that we need to discuss with Selectman Luszey and the remainder of this Board so that we can get a yes or no on a stamp of approval before we go ahead and spend all this money. Let's just consider this an update, a briefing on where we are at. Nothing is cast in stone until this Board gives a final okay to go ahead with the project. Selectman Maddox and I at this point are letting the two Chiefs and the IT Director giving them some lead way to put everything on paper so that we can see the final impact and what the benefits are going to be if any to doing this. We think that they are significant. We've had these discussions. We'll finalize those plans. Anything else?

Selectman Brucker wanted to clear things up. So originally the idea was to have them physically together - fire and police. Now the thinking is that the actual communication will be both police and fire?

Vice-Chairman Coutu said the plan is as we're going forward is that we're thinking that we're going to combine them at the police department. They have a larger communication center. They have the room, and they have a set up in place to be able to do that almost immediately except that there are other things that we have to do in terms of tower and making sure that everybody is transmitting on the same waves. The Fire Department we would not shut down the communication center. It would be an emergency backup center in case we would need it. We're still thinking of combining both together. One of the situations that we've discussed at length because it was an observation made by Selectman Maddox. He's been known to go into departments and work alongside people who work for our town. He's done it more than I've done it and any other Selectman had done it because he has a lot of free time on his hands. Honestly he certainly cares and he gets a greater input. He comes back with information that we would not

have otherwise known. In the case of having worked at the police department one evening, I believe was a weekend evening, he worked at dispatch. He realized that there is a period of time where we have a dispatcher sitting in the dispatch center by himself/herself. What happens if something medically happens and no one is in the building? What do you do? Those are the kinds of things we're looking at and steps are being taken as we speak to try to look at all of those areas that we need to take a serious look at.

Just for the record, Selectman Maddox said he doesn't work. I just watch. With that said, I think Mr. Chairman we should pick a day. I'm saying the second meeting in May. By that time, we've had a meeting with the stakeholders if you would, a report back from the two Chiefs and the IT Director as to a written update of where we are and this Board needs to make a decision whether there are monies available to take out of this fiscal year's budget to move forward. I think how this got on here so be it. We've had some discussion. Let's set a real target. There won't be any more confusion as to what we're looking for. Again, if the IT Director has concerns about a year and two months ahead what those problems may be so that we can address them so that we can start putting resources to them if that's what we need to do Sir.

Selectman Luszey asked who the project owner was. It can't be the 3 department heads. There should be one person. Right now the senior center. I have a project plan and the project owner to make sure it's moving. Who is that person? Vice-Chairman indicated the Board of Selectmen - Selectman Maddox and I. Selectman Luszey asked if there's a piece of paper today that has that information on it like what your original goals are and where we are against those goals.

Chief Murray thought where we've gotten to at this point is, again, a lot of it was research. The next logical step for us is to reconvene the original group of stakeholders. That's the final piece of the investigation phase of looking at costing and other issues. My impression is after that that's when we start on the business plan or timeline and start identifying how we're going to move forward with that. It's always been my understanding that a lot of this is dependent on where the Town is going to be financially come the end of June in order to start identifying some of those specific projects to move forward.

Ms. Nute thought the last set of spreadsheets that I had distributed to the committee included the one that I thought was what you were looking for from me, which was the Phase I, Phase II and then the final steps of what needs to be done. Of the Phase I is where we would need to see that money to then begin to talk with vendors and get the equipment ordered and things like that and to put things in place. I think there's been an uncertainty as to are we delving in with funds available or not. As far as I'm concerned, I really can't take on something all at once. I would have to be a piecemeal phase project like that.

Selectman Luszey asked if we were still in investigation or are we in implementation. Based on what I'm hearing right now, we're still in an investigation mode gathering data to put together an implementation plan. That's kind of what I just heard. Vice-Chairman Coutu said that's exactly what's happening right now. Selectman Luszey asked if that's what we were going to have in May - a proposed implementation plan. Selectman Maddox hoped by that time we will know where some of the funding will come from. We knew this was going to be a two-year project for funding. Selectman Luszey said it's not a funding question. It's a planning question. Is there going to be a plan put together that says if we're going to do this these are the steps that we're going to need to take. This is a timeline that it would take to get there. Yes there would be a cost associated with that. To me, funding it and having a plan are really two very distinct items.

Based on timeline of the second week in May, Vice-Chairman Coutu believed that we can have that document ready. I think we have sufficient time to put a document together. We have enough people working on this. Ms. Nute has pretty much outlined in the last spreadsheets that she provided us what her needs were and some sort of a timeline on implementation of anything that would come from her department. I think that we need to coordinate between the Fire Chief and Police Chief and tie it into the spreadsheet that she gave us. We can set out a management plan on an approach and we can put it in a format on a spreadsheet how we're going to accomplish each task and what the cost associated with each task, and then that has to be presented to the Board for final approval.

Selectman Luszey said there's organizational changes. Vice-Chairman Coutu thought they can task that and get that done by the second week of April. If we need further time, there's no rush. We can move it out to the second week in May. If we need more time, we'll move it back to when everybody can put our thoughts together. We'll have a couple of meetings I'm sure between now and then to set that in motion.

Selectman Nadeau indicated that Vice-Chairman mentioned grants. Have we heard on any of the grants that we applied for? Chief Murray said no. One's a State grant and one is federal. Selectman Nadeau asked when will we hear from them on those. Chief Murray said there's no specific timeline. Although we had hoped to hear sooner than later on the State grant. There's a committee working on that to get that money out. The federal government is just like all the other Assistance to Firefighters Grants, they never give a deadline. It all depends on the funding and when

they release the money. There are some federal grants being released now, so we at least know that process is moving forward.

Vice-Chairman Coutu said to Selectman Nadeau he thought one of the things that they did discuss when we had meetings is that when we do put the plan together, we're going to have the cost factor with and without the grants. So we'll know what it will cost us if we do get the grants and we're going to specifically identify if we receive one grant, or both grants, or if we get no grants. We will have the timeline and cost associated visa vie any grant money that comes in. We'll take a good look at our financials. Obviously we're going to have to be involved with the Town Administrator and the Finance Director to see if there are any surplus monies that we can apply to it. We want to have a minimal or no impact on the tax rate. That's the objective. Whether it can be accomplished is going to be significantly impacted by whether or not we are approved for any grant money. Anything else? Thank you very much. I appreciate it. Thank you Ms. Nute. Let's put together some sort of a time so that we can have a meeting. It would be appreciated.

8. NEW BUSINESS

- A. Request to use and waive the fee for the Community Center for Hudson Police Department's semi-annual blood drives on September 25, 2012, March 26, 2013, and September 24, 2013 from 12 p.m. to 7 p.m.

Vice-Chairman Coutu recognized Captain Bob Tousignant.

Captain Tousignant indicated that these are the dates for the future blood drives that we just got from the Red Cross. We were able to come to an agreement with them. We're just asking for the hall.

If you recall, Vice-Chairman Coutu said this was brought to our attention last year. In order to facilitate their accessing the Community Center, they make their requests well in advance. Any questions?

Motion by Selectman Maddox, seconded by Selectman Luszey, to grant the request to use the Community Center and waive the fee for the Hudson Police Department's semi-annual blood drives on September 25, 2012, March 26, 2013, and September 24, 2013 from 12 p.m. to 7 p.m., carried 5-0.

- B. Grant acceptance - State of NH "Join the NH Clique" Seat Belt Campaign in the amount of \$3,750

Vice-Chairman Coutu recognized Captain Tousignant.

Captain Tousignant indicated that this grant we've been receiving for several years. Its patrols that we put out to enforce seatbelt laws. We're stationary in different areas of town as well as mobile patrols throughout the town during certain traffic times.

Motion by Selectman Luszey, seconded by Selectman Nadeau, to accept the recommendation to authorize the Hudson Police Department to enter into this "Join the NH Clique" seat belt enforcement program with the New Hampshire Highway Safety Agency, carried 5-0.

Captain Tousignant indicated that there's a blood drive this Friday at the Community Center from 12 p.m. to 7 p.m.

- C. Acceptance of donation by Lifetouch National School Studios in the amount of \$971.04 to be put into the Recreation Donation Account

Vice-Chairman Coutu recognized Recreation Director David Yates.

Mr. Yates said this donation is received every year. This is from our soccer program - the pictures that are taken. The company gives us money back that goes towards future supplies. This will go towards soccer. This will go into the Recreation Donation Account. The amount is \$971.04.

Vice-Chairman Coutu asked how long they've been doing this for. Mr. Yates said 13 years now.

Motion by Selectman Brucker, seconded by Selectman Nadeau, to accept the donation by Lifetouch National School Studios in the amount of \$971.04 to be put into the Recreation Donation Account, carried 5-0.

- D. Summer Program for the Seniors

Vice-Chairman Coutu recognized Recreation Director David Yates.

Per the Board's request, Mr. Yates indicated that we do this nice and early to get it out of the way and there's no surprises at the end. I have met with the seniors and Lucille Boucher about the summer program going to the Community Center. They have agreed that they will go to the Rec. Center on Wednesdays and the VFW on Thursdays beginning June 20th. The cost for the VFW is \$800 and a certificate of insurance is required. That has been all squared away with the VFW. Vice-Chairman Coutu asked if there were any problems last summer everything worked well. Mr. Yates said there were no problems. We will help them set up and break down on their days. Also, Lucille came to me this week and said that their dance classes are growing. So she had a concern about the card players playing at the Rec. Center on Wednesdays and the dance class going on at the same time. We called the Superintendent's office and we have the old library for them on Wednesday mornings for the card players if they chose to use it. Card players will be on Wednesday mornings, aerobics and whatever else goes on on Wednesdays will be at the Rec. Center., and Thursdays will be the VFW day. Vice-Chairman Coutu asked if the seniors were in accord with that. Mr. Yates said yes. Any further questions?

Selectman Luszey had a comment to discuss the use of the old library. Vice-Chairman Coutu said he tried to get that one over the task.

Motion by Selectman Brucker, seconded by Selectman Nadeau, to accept the Recreation Director's proposal for summer housing for the senior activities, carried 5-0.

Vice-Chairman Coutu thanked Mr. Yates for coming.

E. Town Wide Paving Contract

Vice-Chairman Coutu recognized Road Agent Kevin Burns.

Good evening. Mr. Burns indicated that once again this year for the second year in a row I received an offer from Brox Industries to extend their town-wide paving contract for this upcoming fiscal year. I think it is a very good deal that we accept this offer early. If you've been to the gas pumps lately, you'll understand why I recommend accepting it.

Motion by Selectman Luszey, seconded by Selectman Nadeau, to waive the bid process and extend the Town Wide Paving Contract with Brox Industries for the 2012 paving season as recommended by the Road Agent, carried 5-0.

Again Mr. Burns, Vice-Chairman Coutu wanted to express our appreciation for your continuous ability to watch how we spend our money very carefully. This could have significantly impacted your budget had you not been able to work with the companies involved. Thank you Sir.

F. Engineering Interns

Vice-Chairman Coutu recognized Selectman Maddox.

As we all know, Mr. Webster is a one man show. Selectman Maddox asked and you have on your table tonight with the green heading a list of the projects that we have him doing at this point. Some of which are lengthy in time. The Pelham Road Dam/Bridge alone could eat up lots and lots of hours. What I was looking to do Mr. Chairman is to see if we could bring in some interns earlier than what we mostly do to assist Mr. Webster in getting some things off of his plate so that we can have him doing the higher level items and giving some of this work to interns. That's why he is here. I'm looking to get approval from the Board to bring in people earlier.

Vice-Chairman Coutu knows that you and I have had this discussion. I had the pleasure of meeting his new Administrative Aide. I told her the one word that Mr. Webster lacks in his vocabulary that he needs to learn is "no". He just doesn't know how to say no to anybody. I've said it before and I'll say it again. I've come in here on Saturday and Sunday and seen Mr. Webster in his office working. We both are aware Selectman Maddox of the magnitude of his workload. I certainly endorse the idea of bringing on some interns earlier in order to relieve him of some of the mundane chores that he has every day so that he can tackle the hard work and labor that's necessary in order to accomplish this lengthy list of items that are in process right now. Do you wish to add Mr. Webster? Don't feel like you're begging. You didn't ask for this. This was an observation made by Selectman Maddox. I think it's apropos that we entertain this.

Mr. Webster said the only thing he was going to add to it is because of the college interns that we usually have, they usually get out of school in the middle of May. We're talking April is the time frame. I don't know how far we're going to go. It would be nice to have someone out but it might not happen. It might happen in May as the normal interns come back from college. I'm not sure where it's going to go. It's worth a try.

Selectman Maddox indicated that this is one of those cases where if you don't ask you don't get. I wanted to see if this Board agreed so that we could then advertise it and get it out there. There are students that graduate in January that may not have gotten a job yet. Maybe we can pick them up for an intern for 4 months and be able to get some of these things - again if you look at this list that we're expecting one person to produce is asking an awful lot. Again, there is money there where had the Administrative Aide leave for a while. So there are some monies I would hope still within the Engineering Department to fund this. Again, it's only 4 more weeks but its 4 more weeks that might help get some projects off this list.

Mr. Malizia in terms of funds so that all of the members of the Board have a clear understanding, Vice-Chairman Coutu said that was one of the questions I had of Selectman Maddox. He said that there was probably some money there. Mr. Malizia said it was modest. Ms. Holt has been working since she's been retired other than the few weeks. Currently she's not getting benefits. You might get a couple of thousand bucks or a thousand bucks. It's not a big windfall. She's been here since she left. The other downside as Mr. Webster said is they really don't come out the pipeline until May. The other problem is if you get somebody, he has to train them and show them what to do. That's going to take a considerable amount of time. They're not going to just walk in and instantly do projects. They're kids. No offense. Unless you get one of the ones that we already had and they're not available until May, I'm not sure what you're going to get other than him having to train somebody. He'll hold their hand for the first 4 weeks. That's the down side.

Selectman Nadeau said Selectman Maddox hit on it. There are some of the kids that graduated in January that could be available. We might find a new shining star out there as an intern for the summer that we can use. If Mr. Webster starts giving them some of the stuff to do that we can get off the list and start doing some of the paperwork that needs to be done, I think it would be something worth checking out. Interns we say we only have a couple thousand dollars but we have money in outside consultant money that we can use. Even if we have to train this person and keep them on through the summer, I know that we usually have 2 interns that usually come back. If for some reason one of them doesn't come back, this might be a good jump start to get the new person trained early. I think it is something that we should look into. You never know what's out there. We might find someone that's $\frac{3}{4}$ trained already. We just don't know what's out there. I think it's something that we should at least get out there and advertise. If nothing else, just on the local cable channel and see what comes in. It doesn't cost us anything to put it up there. You never know what's out there.

Selectman Luszey said there's 40 projects here. Out of the 40, there's only 3 of them that have interns tagged next to them. All of them seem to be mostly dealing with CAD type stuff. I would not support using consulting money for an intern. If we're going to do that, why wouldn't we contract a consulting engineer to do some of these projects outright if you're willing to spend that money on interns and let the normal intern process flow? If you're really looking to decrease the work load, you need an engineer.

Selectman Nadeau indicated that we've had good luck with finding people that did CAD before.

Selectman Luszey's point is there's only 3 things here that are CAD work and they're not of high importance or priority. The stuff that I see here like the bridges, Gordon Street tank painting and things like that where real high infrastructure issues needs an engineer to take care of it. Why don't we go out and buy an engineer.

Again Mr. Chairman, Selectman Maddox will reiterate we're at a catch 22. If we have to come to this Board to say can we advertise, we don't know what we're going to get. If that falls through, then maybe that's the option we go with. Again, if somebody is available to start for whatever reason and we could utilize them for 4 months and Mr. Webster could start them on some of these projects and hopefully if they have a college degree, they're able to pick up quickly and go off with some of these. I would hope that we at least try it Mr. Chairman. If it doesn't work, we come back in 2 weeks and say nothing happened. We look to get a price from an engineering firm.

Selectman Luszey asked for clarity. So your expectation is we bring interns in. They would be doing project work like the Gordon Street painting project; like the Pelham Road dam/bridge work. Selectman Maddox said no. Finally finishing the sewer map, which probably could be funded out of the sewer funds - getting that complete and off this list. It's at 85 percent but it's not there. Trail grants - we need to go through the process. You don't need an engineer to do the drawings and fill out the forms and do all of that. Again, Selectman Luszey said the urgency there - and it really doesn't take any work load off our engineer those items. They are tagged for interns that would be coming back in the May/June time frame as a part of the normal process. If we're here trying to reduce his work load, we need something other than an intern 4 weeks earlier.

Selectman Maddox asked if Selectman Luszey was making a motion to hire an engineer. Selectman Luszey thought we did that. Selectman Maddox said that was a part he was missing. Selectman Luszey thought we did a while back. We didn't finish that? Selectman Maddox indicated it was in the next budget.

Selectman Brucker asked to direct a question to Mr. Webster. What do you think has been the benefit of having these interns? You've had them. Has it been really successful and a benefit to you? Mr. Webster said absolutely yes. We've been very fortunate to have good interns. We've had 2 every year and I've had excellent interns. They go above and beyond which you would think an intern with the engineering capabilities. Very good with CAD and so forth. When Selectman Maddox came into my office last Friday and I showed you all the water and sewer maps, that was all generated by the interns. We did some design work. I did design work and they finished it. I definitely have one definitely coming back that we trained over the Christmas break. I will find out the other one. I really want that person to come back. I really would like her to come back. It would be a plus. If things work out right, if we have another intern, I could use 2 in the field and 1 in the office. We'll see how the returns are going to be if you do approve it. The interns have been a blessing. I do have them at Christmas time for 3 to 4 weeks. I have a lot of projects for them. Like I said, we're going to finish up the sewer map this coming year and finish 100 percent the water. They are very useful for everybody in all the departments. Everybody uses them. They're very handy. I do have other projects for them but they've been very capable of what we've been doing. If I didn't have the interns, I'd probably leave. There's no way I can do this by myself. In the summer time, I have them from the middle of May until the middle of August. They've worked out very well. I usually have them for 3 or 4 weeks over the Christmas break. They've been great to have. It's not big money that we spend on them for the work they do.

Selectman Brucker thought we could say yes to this project and consider the Assistant Engineer - is that the one that's budgeted? Mr. Malizia indicated ultimately it would be a civil engineer. A combination on an engineer and a civil engineer.

Just so you're aware Selectman Brucker, Vice-Chairman Coutu said all of this is pending depends on what Mr. Webster is going to do. What we had considered was that we would hire if Mr. Webster were going to retire. We would hire another engineer and we would certainly ask Mr. Webster to stay on a part-time basis during the transitional period. He has local knowledge that the new engineer is not going to have. He's going to need to impart a lot of that as best he can. I think a pertinent question relative to some of the comments that were made, especially by Selectman Luszey, and I think it's imperative upon you Mr. Webster to tell us - I noticed too that as I briefly looked at this. I didn't have one in my packet and it was provided to me. Now that I look at it, there are 3 items that are flagged for interns. Most of it has to do with mapping. I think what's significant is the amount of work that is required. One of them says it 95 percent complete. I think that basically what Selectman Luszey is inquiring is 1) do you really need them? Can this wait until June? and 2) if you do need them, specifically if it's just the items that are flagged, how much time is necessary to finish those projects that are flagged?

Mr. Webster said the interns I flagged them as their jobs to finish up. This winter I used them on other things just for the Derry Road - we added another lane. I worked on the Musquash/Wason Road curve. There's a lot of projects we have in the files that are coming forward. Like I said, I usually get my interns in the middle of May - May 21st in that area. It's like the second or third week in May I get them back. What I have happened this week, I have a couple of big gorillas or monkeys off my back. The senior center - we're getting close to getting the architect, which is very time consuming on my part. Also we have the CMAQ project. I just finished my engineering estimate, which has to be done by the Town. That just got sent up to William Rose at DOT. I'm going to drop off the package for him Thursday when I'm up there for the class. That contract is going to be generated, which is another very time consuming project. The last one that is of most gorilla on my back is the train station. I've contacted the consultant today and we're going to have all the paperwork in hand hopefully by the end of this week so that we can go forward with DOT to approve the contract. It's slow. It's like molasses going uphill. It's been over 2 years I've worked on this project. We haven't done anything except put a roof on it. Hopefully that gorilla will be off my back within the next week or two. Then I can start attacking which is the most important thing is the Pelham Road dam/bridge as they say. We have to get going on that because we have money allocated. We're about the only one that has money for bridge work. I found out last week when I went to a public works meeting. They rescinded all these jobs of bridge work. There's no money out there. We have the money. That's the next thing I'll be concentrating on. These other things can I live with it? If we have some, that's fine. Like Mr. Malizia said, I won't have to train someone. Go out in the field and do it. If it's there and you say yes, I'll deal with it. If I have to train them I have to train them. I don't know when I'm going to get a person 2 or 3 weeks from now and then my interns are in the middle of a maze.

Vice-Chairman Coutu told Mr. Webster that this is his department. You're making it sound like you don't want them. If you don't want them, we can...Mr. Webster indicated he wanted his interns. There's no question about it. Vice-Chairman Coutu said he wasn't saying not wanting interns, I get that you want your interns on the regular schedule that we normally have. Selectman Maddox made an observation. He came to me and said that he felt that you could use an intern or two to give you a hand for some extra weeks. I know that you flagged 3 but there are other projects that you have them work on. I certainly felt that on the basis of just my own observation, and Selectman Maddox is the liaison for that department, he has a better perspective and a handle on what's going on. It certainly wasn't to replace. It was to augment I believe. Personally I don't see any harm in advertising and see what's out there. Here we are the end of March. We start advertising in maybe a week or so, you might not get any applications in a 2 or 3 week period. We're almost in May and that's when they get out of school.

That's what Mr. Webster was saying. By the time we advertise, I'm willing to go with that. If we get somebody, that will be great in that period of time. Like you said, most of the students are in there right now and we might get them available May 21st. That's good because we'll probably have to hire someone or two. That's going to be a decision we'll have to come back here for. If you want to advertise, I have no problem with that. I'm willing to do that. Vice-Chairman Coutu said it's not what we want Sir. Mr. Webster said he didn't have a problem doing it. Mr. Maddox came to my office and suggested that right away. I appreciate that.

Selectman Nadeau said we heard the Town Engineer say that one of them might not be coming back. If we advertise now, at least we'll have a head start on replacing the one if that one does not come back. I think that this would be a good time to do it. Let's just get it done.

Vice-Chairman Coutu asked what the Board wished if there's no further discussion.

Selectman Luszey's question was we have what 2 normally come back. Are we asking for 3 interns total this summer or is it still capped at 2?

Selectman Maddox's thought that if they could get one earlier, they would run through and be one of the two further down the road. We have one definitely coming back. If someone could come in the second week in April and work for another month earlier, that was what I was looking for. I didn't realize it would become into a full federal project here but we sometimes get into that. Again, Mr. Webster as you pointed Mr. Chairman as a fault that he can't say no. So when somebody comes to him, he takes on another project. He just keeps on taking on more projects and at some point I thought it would make sense before he burned out and flamed out, we'd get some help in there.

Vice-Chairman Coutu told Mr. Webster not to take that wrong. Selectman Maddox is saying that out of respect. You do take on a lot of work and you get it done.

Selectman Luszey's last comment is I think it would help us if the Town Engineer would find out if both these folks are coming back. If they're not, then yes we should be advertising and getting a replacement going. He is the guy who is going to have to train him. If both of the ones that we currently have trained are coming back, then why would we want to waste the Town Engineer's time to train someone for a few dates it sounds like. There's a learning curve that he has to bring them into. By the time they got through that learning curve, the ones that we normally would have would be coming back. It would be nonproductive. That's my logic.

Vice Chairman Coutu asked Mr. Webster that he has one that we know is definitely coming back. The second one do you have communication with that person? Could you interact please with that person and see what the probability is. Might I suggest that once you've determined that would you come back to this Board and give us clarification. If it becomes necessary, I would agree with Selectman Maddox that the sooner we can get this person on board we take advantage of the lead time. We're talking about 4 weeks. We should have sufficient money to cover. Then that gives you the 4 week lead time so they'll be up and running by May with the other intern that's in house. If that's agreeable to the Board, why don't we task him with doing that if there's no objection? Thank you Mr. Webster.

G. 47 Ferry Street Sale Reconciliation

Vice-Chairman Coutu recognized Town Administrator Steve Malizia.

As you are all aware, Mr. Malizia said the Town sold the property at 47 Ferry Street for \$80,000. I wanted to provide the Board with a reconciliation of the expenses, i.e. I had invoiced for purchase orders in the amount of \$7,010.46 which would be deducted from the proceeds that would go to the Library. According to my calculations, that means we would send the Library \$72,989.54 and we sold the property for \$80,000.

Vice-Chairman Coutu said he watched the replay of the Library meeting when Selectman Nadeau gave a presentation to the Library. You had said that a reconciliation sheet had been developed. Then you made a comment about the Road Agent was still working on some numbers. Does this satisfy? Selectman Nadeau said yes this does. This sheet came out after I was at that meeting. I said we have a preliminary number. It could change so before I give you the number it could be more or less. Vice-Chairman Coutu said it was in the working stages at the time you mentioned it. Selectman Nadeau said yes. Vice-Chairman Coutu stated that these are the final numbers.

Selectman Luszey said all of the hours that the Administrator and anyone else that worked on it to get it sold is that accounted for here. Mr. Malizia said his hours are not in there. I serve at the pleasure of the Board and do all kinds of projects. My hours are not specifically in there. What you have here are items that we either paid for directly, i.e. purchase orders, the two auctions we held, advertisement for those auctions. You also have the cost that Mr. Burns

provided for the asbestos mitigation. That includes his people, the materials he needed, and the equipment that he used. When I say equipment I think he brought in something to cover it modest as it may be.

In answer to your question Selectman Luszey, Vice-Chairman Coutu said administrative costs are not included in here.

Selectman Maddox said his was on the same line. I could have sworn that that number was more like \$4,200. That's why I was surprised when I saw the 28. I thought the Town Engineer had to expend some time and money. Didn't we have to get a permit from the State? Mr. Malizia said we both spent time. Mr. Burns did the actual work in the ground. I'm not aware of any other permit costs. This is when I audited this. I went to Mr. Burns and twice asked him to please give me all your costs. This is what he responded with. We did all the rest of the purchase orders in my office. Selectman Maddox thought it was \$4,200 the last time we saw this number.

Vice-Chairman Coutu asked Mr. Webster to address that interrogatory. Mr. Webster said his time was really with correspondence with DES and getting the way to close the back of the yard of 47 Ferry Street. Vice-Chairman Coutu asked if any monies were necessary for fees. Mr. Webster indicated the only monies we spent was what Mr. Burns gave you. Out of my department - it was like Mr. Malizia said, its administrative costs. I spent a lot of time there to get it done.

Selectman Luszey indicated that we had inspectors over there. Town employees spent a lot of time managing that building. The Library Trustees are getting a double whammie if you will for the buck. The taxpayers are not getting a fair deal on this. There should be more money going back to the taxpayer on this.

Vice-Chairman Coutu was open to any suggestion Selectman Luszey may have. Selectman Luszey didn't know what the amount of hours are employees spent doing because I know the Assistant Town Administrator was over there with the Code Enforcement Officer, the Electrical Inspector, the Building Inspector going through that place. We came up with this list of repairs. I know there were a lot of town employees that spent time managing that building. Mr. Malizia indicated that he and Mr. Webster spent the majority of the time. The Inspectors went over in an afternoon. Selectman Luszey said we should claim that money back and give it back to the taxpayer.

Vice-Chairman Coutu asked if the check had been cut. Mr. Malizia said no. Vice-Chairman Coutu was open to any suggestion you might have Selectman Luszey. It could be a research project. There are other ways of approaching it. We don't have to set a number. Selectman Luszey thought that they should come up with a legitimate number of hours and add it to this list. Mr. Malizia's estimate would be that, and estimate. I don't account for tasks separately. I do work for the Board and I don't sit there and say I spent 3 hours this week or 2 hours last week. The same with Mr. Webster. I don't think he does it either. Mr. Webster said he knows the time he spent as far as trying to get the permits and get it cleared so we could get a mortgage on it. I have time and I know Kevin has time. We finished that job in over 2 days we had it all finished.

Selectman Maddox wanted to split that baby. I agree that there was a lot of time spent by town staff. I know that the taxpayers pay for it all one way or another. I would ask that we add \$2,989.54 for administrative, salaried people - whatever you want to call it to bring the number to \$10,000. They'll get a check for \$70,000. We talked about it at these meetings. We had the Town Engineer in. We went around and around on this building when we tried to rent it. Any number of times people going over there and dealing with it. I know Wayne went over there a number of times. Whatever it may be, we tied up more staff on that building. Again, I agree with Selectman Luszey. It's better in the taxpayers pocket than being sent to the Library.

Motion by Selectman Maddox, seconded by Selectman Luszey, to add an administrative line item of \$2,989.54, thus bringing the total cost to \$10,000 and we will return a check for \$70,000.

Selectman Maddox said we can spend another millions of seconds on analyzing this. We all know the time was spent. Just the time when this Board meeting with staff coming in and explaining all of the details as we try to rent it, renovate it, reroof this, seal the back yard. That's a fair number in my mind. We can spend a lot of time researching but that is a fair number and we should move forward.

Selectman Luszey asked to make an amendment to the motion. I'd like to bring the total that we hold back from this to \$30,000. My reason being that's one penny on the tax rate. If we're going to do something, let's make a little impact to the tax rate.

Motion by Selectman Luszey to hold back \$30,000 thereby writing a check to the Library for \$22,989.54.

Vice-Chairman Coutu's question is can we legally do that? It's an amendment to the motion. Do I have a second? Selectman Maddox asked if the maker agreed to that. No Sir. I think that's going above and beyond where we need

to go. I'm just trying to cover our expenses that the taxpayers incurred. That's all I'm trying to do without going through the mishigas of trying to figure out everybody's hours that were there. I thought that number the \$2,900 brought it to around \$10,000. Thirty thousand I think is pushing the envelope further than I want to get into. That would be indefensible in my mind. I will not accept that.

Selectman Luszey's closing comment - we actually should hold back at all. The taxpayer has lost on this deal. They lost money on the first house we sold and lost a huge amount of money on this house. The Library Trustees are making out big time. The taxpayer is taking a huge hit on these two properties and on this one specifically. I believe that the purchase price was \$200,000.

Vote: Amended Motion failed.

Vote: Motion carried 5-0.

H. Replacement of Fire Department's 1999 Ford Crown Victoria

Vice-Chairman Coutu recognized Fire Chief Shawn Murray.

Thank you Mr. Chairman and members of the Board. As part of our apparatus replacement plan and on approval of the fiscal 2012 authorized funding for a replacement of \$8,700 a year for 4 years, I'm here before the Board tonight to ask to replace the 1999 Ford Crown Victoria with a 2012 Chevy Tahoe. We used the current State of NH bid list for a reference and then asked MacMulkin Chevrolet to provide a quote for comparison. They submitted a price of \$30,968. We compared it to Hilltop Chevrolet. Their price with similar options is \$30,531, a difference of \$437. MacMulkin has offered a trade in value of \$1,500 for the 1999 Crown Victoria. That vehicle currently has 76,254 miles, which with a trade in would result in the total cost of the vehicle at \$29,864. This would be done under a 4-year municipal lease at a total cost of \$8,204.22 per year.

As you know, Chief Murray indicated that our Town Code requires solicitation of bids for all planned purchases and contracts of goods and services of over \$10,000 or more. I'm requesting that the Board award the purchase of the Tahoe to MacMulkin Chevrolet based on our past history and satisfaction we received for service and warranty work from them, the close proximity in Nashua for service. Based on those conditions, I'm requesting the waiving of the Town Code for the solicitation of bids.

Considering the amount of miles that we have on that vehicle, Vice-Chairman Coutu asked if we could get more than \$1,500 or is the \$1,500 a condition for the price that MacMulkin is offering us.

Chief Murray said they did look at pictures of the vehicle and evaluated it. That was the trade in that they offered. Certainly we could consider selling it outright. Vice-Chairman Coutu thought with 50 some odd thousand miles on it, some of these private firms run their ambulances up to 100,000 miles. I would think that maybe one of them might be interested in it. Chief Murray indicated it was 76,000.

Selectman Luszey indicated that we're going from a Crown Victoria to a Tahoe. It sounds like we're repurposing a vehicle. Why wouldn't we be looking at a Chevy Impala versus a Tahoe as a replacement vehicle for this? Chief Murray stated that we're not repurposing. This becomes one of the 3 command vehicles. The Crown Victoria started out as the Fire Chief's car back in 1999. Selectman Luszey understood that and somehow we got into these luxury SUVs. I'm not sure how that happened. What I'm asking is if a Crown Victoria, that type of format/vehicle meets the needs today, why wouldn't that particular format which is like the Impala meet the needs going forward.

Chief Murray said it's actually part of the bigger program of back in 2004 we started out when we bought 2 Chevy Tahoes then. Really what we're doing is trickling down apparatus. The 2004 Tahoes were replaced. Those were first line command vehicles. They have now moved down to the Training Officer. We replaced the prevention van with one of the used Tahoes and we keep trickling them down. They are not luxury SUVs. The reason we purchase them now is we significantly have demonstrated that during the winter weather conditions we need the 4-wheel drive vehicles. They have the ability from a command perspective for us to carry all the equipment and incident on scene command resources we need to run an incident. We're really just getting into the replacement program and following that schedule.

Vice-Chairman Coutu respects Selectman Nadeau's knowledge of vehicles. Selectman Nadeau indicated you just answered my question. How many Tahoes do we have now? Chief Murray stated 4. Remember we are replacing the older vehicles and moving down the Tahoes, which is the plan that the apparatus replacement plan agreed to do. As a matter of fact, Selectman Maddox if you recall I was going to replace them every 10 years but felt that they should be replaced every 6. What will happen is eventually the older Tahoes become available for other departments

if they need them there as we go through the cycle. This last Tahoe that we're replacing is part of the 6 year cycle in changing out all the vehicles.

Follow up to that. Selectman Nadeau thought he was missing a Tahoe somewhere. The Chief, Deputy Chief, Training...Chief Murray said Fire Prevention has one, which we just moved down when we got rid of the fire prevention van. If you recall, we just got rid of the fire prevention van 2 years ago. I am not increasing the number of vehicles in the fleet. I am just swapping them out and moving them down the line.

Selectman Maddox was with Selectman Luszey. I think that we need to have command vehicles that are able to do all the weather and all that just do we need 5 of them? Can the Training Officer or whoever, I don't see why we need to have 5 of them Sir. At some point at the gas mileage and all the things that the cost that go on here, is there a way to come up with a car that makes more sense?

Vice-Chairman Coutu said he wasn't here when the original plan was put together for the replacement, which was 6 years ago when you put it together. You were part of that process and I don't understand the particulars that were discussed. Selectman Maddox didn't remember the particular meeting but if I did, I did. I think that, again, the command vehicles are the ones that you except to you out. At some point, we're just buying very expensive vehicles. Is there another way to do it? That's all I think you were asking. If the purpose doesn't need a 4-wheel Tahoe - whatever gas mileage they get. Would a car do?

That's where Selectman Luszey is right now. I do know the plan he's talking about in terms of vehicle app. and apparatus replacement. We're on a scheduling. This one is due to be replaced. What I'm questioning is do we need all the vehicles to be all the same give they all have different purposes. I'm not sure why the Fire Prevention guy or the Training guy would need a 4-wheel vehicle when they go out after the fact. They're not going out in emergencies to inspect the training of something. The command vehicles - yes. The administrative roles - no. That's where I'm at.

Chief Murray said to Selectman Luszey that the Training Officer is now driving a 2004 Tahoe with approximately 60,000 miles on it. We are saving the Town money. We are passing it down. That's not a brand new vehicle for him. As we replace at the top that we need the 4-wheel drives, we are simply cycling them down. I'm not adding any vehicles. We are just going through this replacement cycle much like the Police Department does, the Highway Department does with their dump trucks and everything. Four-wheel drive vehicles are critical to us in this town with the roads and weather conditions. All I have to do is point you to the past storms where this is what we used to get around town. The Prevention Officer when we replaced the fire prevention van, they have one of the older 2004 Tahoes, again, with 60,000, 70,000 miles. You have to visualize that they are going into construction sites; muddy areas especially in the spring and there are times when they need that 4-wheel drive.

Selectman Luszey indicated he wasn't buying it. Here's why. We need to replace this vehicle. With a Tahoe, I still am not convinced yet. I think an Impala would be fine. What I just heard you say is you buy a Tahoe and you're going to outfit it. I don't think the price that you have includes everything that goes into a command vehicle. Does it? Chief Murray said no. What we've been doing is putting in low profile packages which saves us a significant amount of money. This is a State bid price at \$30,000. You can't buy a brand new Tahoe for 30,000 except on the State bid. These are the special service Tahoe packages for working in emergency work. Selectman Luszey got that but he's also saying if we were to be going to the State bid list for an Impala, it would be less than that Tahoe number. Chief Murray indicated absolutely it would. What Selectman Luszey heard Chief Murray say is you buy this new Tahoe where if you're bumping them all down, I'm sure the low man on the totem pole has the 1999 Ford Crown Victoria today. Would that person get the new Tahoe or does someone else get it and they get an older vehicle? Chief Murray said the person with the 1999 Crown Victoria will get a trickled down vehicle based on who's putting the most mileage on the vehicles. If they're going to get one of the older Tahoes, it's probably got 60,000 miles on it but he's not going to put on the same amount of mileage as say I do or the other Deputies do.

Selectman Brucker asked who would be getting the new one. Chief Murray said this one would be slated for Deputy Buxton. His moves down to, if we're allowed to fill it, the new Deputy Fire Chief. As a matter of fact as you talk about the extra expenses to it, what we have done is when we trickle down the older ones, we're taking the command centers out of the back of them and moving them into the new ones. We're definitely getting a cost savings out of them. This would be the last one until the oldest one runs out at the 6 year time frame.

Selectman Luszey in the scheme of things as Vice-Chairman Coutu sees it if we were to substitute at any one point in the phase out of old vehicles and new vehicles, a Chevy Impala, that would obviously I would think that your perspective on that would be that it would go to the person who would do the least amount of driving. The vehicle rotation system gets out of whack and that person would have to sit on that vehicle for a long time because we're buying Tahoes because our experience with Tahoes is such that the command package that they put in there for the radio and communications that they set up for emergency purposes would throw the whole scheme. From my

perspective anyway based on just what I heard with what was just presented now tells me that we're better off being consistent with the type of vehicle that we buy. The transition the vehicles remains constant in the vehicles.

Selectman Luszey will support this but I have never supported the trickle-down theory. I honestly think it costs us more money. What we should be doing having been one of the folks that pushed to have a vehicle plan in place, if we need 4-wheel drive vehicles for the Chief and the Deputy Chief, yes that's what we ought to have and they should be on a rotation that says they get replaced - just like the cruisers. Yet we treat vehicles kind of different from different departments. We'll take police cruisers and roll them down to building inspectors and things like that instead of buying a building inspector a vehicle that is probably more cost effective in terms of utilitarian tasks for the town than having the trickle-down car. I think going forward we should revisit that vehicle replacement plan and actually target types of vehicles for tasks that are most effective.

Vice-Chairman Coutu was not adverse to doing that. I wish you would suggest that for a future item. It may even be a workshop with some of our department heads so that we can get into that discussion and see if we can revisit that whole plan. Nothing is cast in stone.

Motion by Selectman Luszey, seconded by Selectman Brucker, to waive Chapter 98-7 Bidding Procedures of the Hudson Town Code for the purpose of purchasing a 2012 Chevrolet Tahoe for the Hudson Fire Department.

Selectman Nadeau indicated that the Chief said something about this vehicle would go to the other Deputy Chief so that we can replace the new Deputy Chief's car. What happens if we don't hire a new Deputy Chief? Where does this Tahoe stand? Vice-Chairman Coutu indicated that was a good question. Let me think about this for a moment. Mr. Malizia said 4 people, 5 cars - we don't really need 5 cars. Selectman Luszey asked if the Board wanted to table this item. That was Selectman Maddox's concern. Selectman Nadeau said if the seconder withdraws their second.

Selectman Brucker asked if this 1999 Crown Victoria old enough that we need to get rid of it. Is it? Chief Murray said yes absolutely. Its 76,000 miles. We're starting to put money into repairs. I'd like to reiterate to the Board that we're getting away from the whole concept of the vehicle replacement program and you're focusing it on individual positions. I know you see there's difficulty in trying to say trickling down isn't a cost savings - I remember when you were on the Budget Committee and we were dealing with all this. Since that time as a matter of fact, Chief Lavoie passed down a 4-wheel drive - not a Tahoe, it's one of the smaller ones to Community Development because they're trying to buy a \$10,000 pickup truck that they had to put sand bags in the winter. It's not necessarily tied to one person. It's tied to who needs to go out and do work. As it is now or previous to us getting into this cycle, we're actually having the Fire Prevention Inspector use one of the 4-wheel drive pickup trucks with a forest fire unit in the back of it because we didn't have enough staff cars.

What Vice-Chairman Coutu is concerned with now with all due respect Chief, Selectman Nadeau brought up an interesting point. Assuming that a Deputy Fire Chief was not hired, would we need this vehicle? Chief Murray asked what were they going to do with the 1999 Crown Victoria. Do you want them to run that - the Fire Prevention Officer is using that now? That's going to trickle down and he'll get one of the Tahoes.

Selectman Nadeau indicated that we might just end up getting a brand new Chevy Impala for that position if that's the way the Board decides to go for the new vehicle. Chief Murray asked if they make a 4-wheel drive Chevy Impala. We need a 4-wheel drive vehicle. If we need a 4-wheel drive vehicle for that particular person, Selectman Nadeau asked if a Trail Blazer not a suitable vehicle for that particular job for that person like Selectman Luszey was saying. A Tahoe is great for a command vehicle but if we're not filling one position, do we need to get another Tahoe? Can we get a Trail Blazer or a little Jeep Commander that's 4-wheel drive for the inspector? I think it's something we need to think at in 2 weeks to see where we go from here.

Chief Murray said that's like suggesting okay let's go to the Highway Department and have him get little Ford Rangers or have him not buy 10-wheelers any more. We're identifying the need for a vehicle. I think we've justified it in the past. I'm just following a well established and successful vehicle replacement program which we funded through this year's budget.

Vote: Motion carried 3-2. Selectmen Maddox and Nadeau in opposition.

Motion by Selectman Luszey to authorize the Town of Hudson Fire Department to purchase one 2012 Chevrolet Tahoe from MacMulkin Chevrolet of Nashua, NH as approved by the FY12 budget process. The vehicle will be purchased for a total cost not to exceed the budgeted authorization of \$34,800.00, failed.

Vice-Chairman Coutu said it's all moot at this point. Thank you Chief.

- I. Generator status

Vice-Chairman Coutu recognized Selectman Luszey.

As most of you know, Selectman Luszey said we had an accident on Lowell Road that took out a telephone pole, which resulted in loss of power at Town Hall and the fire station. What happened is the generator that failed during the October snow storm failed again. Taking a look at the issues that we're having for me given that that piece of equipment is critical to the maintaining of the emergency management systems needed to provide support to our police and fire personnel as they're responding to emergency events and keeping our systems alive and well so that communications can be sustained, I have no further confidence that this piece of equipment will meet this Town's needs. That generator is over 30 years old.

(Selectman Luszey) My understanding of the failing item in it is the exciter. For those of you that do not know what the exciter is, it is the circuitry within a generator that energizes the coils to establish electrical fields so as it starts spinning it creates electricity. It's normally taken off the battery on an electric start type of generator or an external source on a non electric. It is the exciter that failed. To fix it requires basically a total rebuild of that generator. My understanding is that unit will not be warrantied for that work. It was about \$15,000 we've spent on it so far. Chief I didn't bring the spreadsheet that you had that had the estimate to do just that repair. If I recall, it was just like \$5,000 to tear it down and take a look at it. Am I recalling that correctly? Chief Murray said they wanted a minimum of \$500 just to open it up and look at it. They gave an estimate of \$5,000 to \$6,000 to repair the exciter without any guarantee that they could fix it.

With that in mind, Selectman Luszey would like to propose to this Board is that we do an outright replacement for that generator. There are some unintended consequences when that generator failed. The IT Department as of Monday were still dealing with the affects of that. Electronic equipment does not like to take spikes. The equipment that we have here had some failures when it was brought back up due to the voltage spikes. I think it's an issue that needs to be addressed now and not later. Selectman Luszey would propose to make a motion that we come up with \$80,000 to replace that generator. The generator replacement would be in the 150 to 175 kilowatt range versus the 125. Given the age of that piece of equipment and given the concentration of the footprint of the electronic devices that we have installed since that piece of equipment was installed, not having an actual read, I believe our density is much more and we need to put a slightly larger generator there. In the event that should we get an approval to move to a new complex, that generator could go with it. It would not be a throw away.

Vice-Chairman Coutu said that was the longest motion I've heard. In order to be a little more clearly defined, I seek some advice from the Town Administrator. I would suspect that we can't just say that it's affined to \$80,000. I think we have to be a little more specific in your motion.

What Selectman Luszey would like is a consensus of the Board if they would even be willing to entertain such a motion of replacing the generator.

Selectman Maddox sees a price of \$55,000 so that's why when you said \$80,000 I'm just a little confused here. I think it's something we need to do. I just wondered how you got to \$25,000.

Selectman Luszey said there's a couple of items. One is the \$55,000 was for a direct replacement of about 125 kilowatt unit. The price does not include the piping for natural gas. It would change over from diesel to natural gas. It doesn't include the excavation and paving that would be required to do that. That's why I'm asking for the \$80,000 and not the \$55,000. Vice-Chairman Coutu asked where the number came from. Selectman Luszey said we'd take it out of the contingency fund. We have monies that we have not spent for a Deputy Fire Chief. We have monies that we have not spent for an Assistant Town Administrator. I believe if we go through our budget very carefully we will find little pockets of money that we have not expended and we probably won't expend that we could use to cover this cost without.. Vice-Chairman Coutu said Selectman Luszey was also assuming that they're on the revenue side we're going to get all the money that we estimated we're going to get. Remember a lot of money is offset by revenue.

Mr. Malizia indicated the appropriation doesn't really matter what the revenues. You've raised and appropriate a certain amount for the town budget. While it may affect the tax rate at the end of the year, you're authorized to spend that money. Whether you get or don't get revenue, it doesn't affect this project. You have budgets that you are under expending. As the Board you could transfer that money.

The only thing Selectman Maddox would ask is before we go and buy a bigger unit, why don't we have somebody do a load test and find out if the generator size we have is adequate. Why buy a bigger one if you don't need it. That would be my first question and then go from there to get a concrete price and we go from there.

Selectman Nadeau indicated that one of the things we talked about tonight was combining dispatch. If we combine dispatch, we still need a generator here for your systems. We might not need as big of a generator if we're not relying

on it for...we're using the generator now for dispatch and that's what we're relying on for making sure the emergency management part of it is taken care of. If we're moving that aspect over to the police station, the only thing we need to worry about here is Town Hall and IT. So you might be looking at smaller generator and you might not be. I don't think you'll need to do as much over at the Fire Department that we do now if we move the combined dispatch if we do combine the dispatch. We're looking at paving and excavation, we have a Road Agent that's very well known for doing that type of stuff. If we have a quote for \$50,000, I think we have to do a load test and see what we need. We might need a bigger one; we might need a smaller one.

Selectman Maddox would like to clarify combined dispatch. It was always our intent on the combined dispatch committee to keep the fire station fully operational. That is our backup. It would have to be there in the size and capacity to be able to take all of that and move them to Central Fire Station if there was a problem at the police station. I don't think we could subtract that usage at this point.

Vice-Chairman Coutu thought that one of the points that Selectman Nadeau makes though, however, I agree. I don't understand why we wouldn't want to do a load test anyway just to make sure that if the 120 is more than sufficient. Fine. If it isn't, then we get an accurate reading.

Chief Murray said they have done some preliminary load testing. The current generator is 125kv. What Selectman Luszey is suggesting that you're going to invest a significant amount of money in a generator that for an additional \$10,000 we bump up the kvs to approximately 140/150 because while it maybe handling the load now - just guessing try for a life expectancy of 15-20 years on a generator, you don't know what you're going to do to renovate this Town Hall in the future, what future power needs may be. Right now at 125 kv, we are servicing the complex but if we're going to spend the money - that's why we're looking into natural gas too. You're investing in the future too in case anything ever has to be done or renovated here. Whether you can power the dispatch center is insignificant as far as the kilovolts you need. Certainly you don't want to go backwards and go with a smaller generator and 10 years down the road we're in a position where we don't have sufficient backup power for the whole facility.

Vice-Chairman Coutu said your point is well taken. Selectman Luszey your item for discussion, I'm leaning towards getting something formally in writing in terms of cost and I still would like to see a load test in writing. That's where I'm sitting with this. Wherever you want to go, I'll entertain. We can direct the Fire Chief to do both of those things and come back to us.

Here's Selectman Luszey's concern. We're sitting out there with a dead generator right now. We're on a borrowed generator that we have 30 days. Chief Murray said for the most part. Selectman Luszey isn't against doing the load test. That can happen and I'm not sure what they cost nowadays and come back next week with the right size generator. The other part of this when I was talking with the Chief is the 125 kilowatt generator - that is a rating at an 80 percent duty cycle. If you push it to a 100 percent duty cycle at that rating, it won't run long. I'll get the load test and we'll give you an actual calculated size with a multiplier for growth. What's not taking into consideration is as we continue to add disks to our disk file, we continue to add load to this building. That's what I was getting to. We have a much compact, much higher density electrical wattage footprint than in the past.

Vice-Chairman Coutu asked Chief Murray if he could get us a load test and then give us an estimated cost on meeting that load and what it would cost to increase that load for future growth based on a higher kilowatt output generator. Can you get that done in the next week?

Chief Murray suggested if we're going to go with a full load test and everything, let's put out a request for proposals and have potential people that want to come in and do the work and part of that be we'll just do a bid process over a 30 day period.

Vice-Chairman Coutu asked how long can we keep this. Is this the one where we get some assistance from the City of Nashua with from the Mayor? Chief Murray said yes. Vice-Chairman Coutu said it is conceivable we can run this for 60 days and keep it for 60 days if necessary. Chief Murray said yes as long as we don't have a major disaster. Vice-Chairman Coutu indicated that why don't we go that route though. Do you want to make a motion to that affect? Selectman Luszey didn't think they needed a motion on that because we're not asking for anything other than go off and do some work.

Without objection, Vice-Chairman Coutu declared this Board in recess for 10 minutes. It's 9:07 p.m. now. We'll be out until 9:17 p.m. The meeting was reconvened at 9:21 p.m.

J. Benson Park - problem with dogs

Vice-Chairman Coutu recognized Selectman Maddox.

Selectman Maddox indicated that the report was e-mailed to everybody today. There was a hard copy on the tables - a report from the Animal Control Officer. If you've read through that, I'll read the summary statement then.

"Bottom line, there is dog waste being left in the park; I witnessed it mainly on the trails. The amount of waste is not excessive according to the people visiting the park. According to the parents from the playground area, there was only one incidence of waste found on the playground. The majority of the doge people are picking up waste. It is my observation that banning dogs will keep out law abiding citizens and violators will still enter the park because they don't care about the rules anyway...."

At this point Mr. Chairman, Selectman Maddox thought that as you read these she was in there a number of times, did extensive conversations with the moms that are there every day. There's 30 of them that go regularly. She talked to any number of people she could. You all got the backup from the police logs as well as some e-mails from the mothers. It's just not the issue that I guess we thought it was. With that said, I think that this Board needs to make people aware that it is a problem if people aren't picking up. I think that it really comes down to education, possibly putting a couple of those bag stations in the park so that people that forgot to bring them would have a way to deal with this issue, and stop giving people warnings and start giving them citations. When you get a bill, maybe there's an added incentive. To do anything more than that Mr. Chairman, I think we'd punish 98 percent of the people going into this park with dogs. From everything that the animal control officer has given us in her report as well as my personal observations, I'm just not seeing it. I did talk with the senior Undercofler and he's said that he's in there every day, Don the mailman, I stopped any number of people I could and it's just not the issue. I know that Mr. Burns found some and maybe he's just unlucky. Do we go through anything more than just really pushing the citations Sir?

From Vice-Chairman Coutu's perspective, I read this this afternoon when it came in the e-mail I read it. I read it on line. One thing kept coming up. I do agree with you that it's a small minority of people. We're certainly not going to punish the large number of people, the 98 percent, and I think that probably would be an accurate number who go in the park and pick up their waste on a regular basis. The one thing that I see consistently throughout this report, and most of this was prepared by the dog officer, is that there are large amounts of waste dog and rubbish being picked up on a daily basis by people who go into the park. She said on several occasions she picked up dog waste. She said on several occasions she picked up a lot of trash. She said that she talked to people who said there's not a problem but I pick up dog waste and I pick up rubbish. She talked to another person - I pick up dog waste. I pick up rubbish. There is a certain amount of dog waste and rubbish in that park. It may be a lot more pervasive than what we are led to believe by the final conclusion. When you read throughout it, it keeps repeating itself that this is constant. I'm strongly in favor of especially now where there's going to be a lot of activity in the park. A lot more volunteers are going to be going there on a regular basis. I think we can self police this park. I think it's just making people aware that they need to be mindful that the dogs need to be on a leash. They need to have a manner in which to pick up their dog waste.

Vice-Chairman Coutu knows that the Benson Committee in one discussion, Dion with the barrels, kind of limited him to two barrels. I think they need to reconsider putting more barrels. I'll get into it in more detail in our remarks. In a couple of conversations I've had with Selectman Jasper, if we're going to eventually move the train station and we're going to bringing sewerage down to the gorilla cage and electricity, we have to have that place looking clean. Having a barrel that's always overflowing is disgraceful and unsightly and that should be taken care of. I think we should direct the Benson Committee to actively encourage people to self police. I think your idea, and we did discuss this, of somehow getting dog bags or something of that nature there. I know that the Benson Committee said at the last meeting - I'll let you talk on that idea because I like that idea and the seniors too that was proposed. I'll let you address that.

Selectman Nadeau said in the last couple of days the Hudson Dog Park Committee has really been posting it and talking to a lot of the people in the park. They've been posting it on Facebook. One of the members had an idea and a couple of people want to do it. We have the Lake Host Program. They want to do that at Benson's. You just mentioned something that would probably be an inexpensive reminder for people when they go into the park. The dog poop bags on a little rack as you walk in. One up top at the handicapped parking lot - one down below at the main parking lot. Say that this is here on a temporary basis or just make them aware that we're not going to be funding having all of these bags, unless someone wants to adopt that as their project and keep it full and pay for them. I think we should put at least for this season to see how it works at those two places a little dispenser that says please pick up after your dogs. If somebody goes in that doesn't have it, 98 percent of the dog owners that go there are the responsible ones. You have the 2 percent that are not the responsible ones. When I go in there for some reason I run into the 2 percent. I guess I don't have good luck with Mr. Burns in that case. I think that would be a good thing that we do is put those up there and allow them. This person happens to be a member of the dog park. I think they should get some badges made up that say Hudson Benson's Host so that they have some type of identification and that they can go there when they have their time that they want to do it. She said she would not available all the time or does it every time she goes into the park. She happens to go into the park quite frequently. I do see her there quite often. I think it should be something that we allow them to go forward with having a host

program. Again, it's not just the dog owners. It's the people that are there too with their kids that are leaving their drink and their wrappers from their granola bars everywhere. I think this person could make these people aware. If we talk to the Mom's group and let them know the same thing - please be aware. I think the new signage is helping out with the dogs not in the play area. You do see the dogs in the play area. I think that it is something that could be self policed and hopefully we can curb this problem right up front.

One of the things Vice-Chairman Coutu might suggest Selectman Nadeau is perhaps somebody from the Benson Committee could go to a place like PetSmart who might want to donate the bags with a little sign that says "compliments of PetSmart". They might be willing to donate those bags. There's a lot of ways of doing it. I have enough confidence in the volunteers. Knowing now that we're approaching the season where there's going to be a ton of volunteers there almost every weekend that they certainly can manage it. We need to keep the dog officer going but not as frequently as she has in order to do this study. When I read through the report, a lot of people said that if necessary they will call the dog officer and have her go down there and tell them where the person is that has a dog off the leash or didn't pick up.

Selectman Brucker said she got this in her mailbox. If all else fails, there is a pair of women who do this business - "Divas Poop Patrol and Dog Walkers". Vice-Chairman Coutu saw that but that's costly. Selectman Brucker said yes but if this other idea doesn't work. Vice-Chairman Coutu said he has to admire her spunk to go out there and try to be the pooper scooper for the Town.

Selectman Maddox thought the one thing that he saw out of her report that we had 2 interns there for the summer. Mr. Burns has reworked that slightly to one person but mixed in with his crew. I think that this is a town park. It's great that people are willing to pick up the trash. I think that we need to put some barrels out and have them picked up by staff. Asking volunteers to go empty barrels every day, you're right. It's not as attractive if the one barrel is overflowing. Hopefully most people will take it to the dumpster but some aren't going to. If you don't give them the barrel, they're go to put it wherever. I think we need to talk with the Road Agent and find a way that they make a sweep through there every other day or whatever the program is. I thought that's what we were going to get out of those interns at the park. We'd be doing more of that kind of stuff. Now we've kind of morphed that into another person on the Highway Department rather than a Benson's person.

Selectman Nadeau said they were trying to keep the trash barrels down in the fall. We had one trash can, and then we got two. I'm thinking that we need 4, 5, and 6. As much as we have a carry in carry out policy, it's just not working. We have a dumpster there. The barrels that we have are very nice looking. They're not 55 gallon drums cut in half and bands around the tops of them. They're nice trash cans and we have to chain them down because people will steal them. I think if we tell the Rec. Director or the Road Agent to order a few more of those barrels and get those in there sooner than later, that was the Benson Committees thing was the cost of the barrels. They're not cheap barrels. I think it is something that we need because of the amount of use that park is getting. Two barrels just isn't cutting it. If the Board would like some more barrels, I can either ask the Road Agent or the Rec. Director to get us some more barrels out there as soon as we can and have them find the money. The Benson's budget does not have any money in it. I think these barrels are around \$120 to \$130 a piece. If we want to authorize either the Road Agent or the Rec. Director to get us some more barrels, I'll be more than happy to do that tomorrow.

Vice-Chairman Coutu was concerned. I remember when Dana Scion had presented that to the Benson Committee about getting more barrels. They were reluctant to do so. I didn't understand why. Obviously it makes sense.

That was where Selectman Luszey was going. I think we need to be purchasing barrels and placing them out there. Things that are aesthetically appropriate for the different areas and not just barrels. Also in addition to this park, it's all the parks. If you read through the report, they actually talked about the condition of the rest of the parks that Benson is in better shape than some of the other parks. Also, I think it might be worthwhile if we asked the Road Agent to see if there's anything we can do with the waste contract about maybe putting another dumpster elsewhere. Selectman Nadeau indicated that all the parks have dumpsters. Selectman Luszey said they have one but I'm thinking at Benson being such a large place, it might be worthwhile to have a second dumpster somewhere else. Selectman Nadeau indicated that we don't even fill the one that we have there, which is good. Selectman Luszey said to put two smaller ones out there. Because of geography, people aren't going to walk from one end of the park to put their trash in that one dumpster. It might be best suited to have two at the gates.

Selectman Nadeau stated you get very little flow of people coming from the top gate - just the handicapped people that park up there. Most of your majority of the people come in at the new expanded parking lot. By putting some trash cans up there and having the trash picked up more frequently throughout the summer, I think that will curb the problem. I don't think putting another dumpster up there plus it wouldn't be where it is now is out of the way. I don't think putting one up top would be a... Vice-Chairman Coutu wanted to put this matter to bed. Are we all in agreement that we should pursue getting a few more barrels in there? I'd say Ben why don't you take that on as a project and see if we can get at least a minimum of 5 in the park. You guys work it out with the Benson Committee or however.

The other thing, and Vice-Chairman Coutu didn't want to prolong this any more than we have to, but the other thing that stands out in this report - and I had mentioned it previously, was securing the playground area. I think it is something that the Benson Committee should look at. You read about people recommending that we fence in that playground area. I'm not keen on the idea. That's not the nature of open space is fencing it off. I think that we certainly can allay some of those fears. They're mostly concerned about loose dogs running in. It's not going to help the rubbish problem any. It might keep some of the loose dogs out. Hopefully we'll get that under control as well. I didn't want to ignore the fact that that does come up several times. People recommended that we fence it in. I think, again, it's contrary to the nature of that kind of park to start fencing little areas of in. If you start there, they're going to want fences around the pond so that the kids don't go in the water.

Selectman Maddox will have the Police Department continue routine patrols. Is there a sign up that says there's an ordinance? Does it say that there is a Town Ordinance that they're required to have 6 foot leashes and all that? Vice-Chairman Coutu though Pat had made some signs and put them up there. Selectman Nadeau said there's signs. I don't know if has the Ordinance but I'll look at the signs. Selectman Maddox thought we should start at some point. Issuing citations rather than warnings, maybe that carries it across the goal line.

K. Election of Chairman and Vice-Chairman for the upcoming year

Selectman Luszey said he'd like to nominate Selectman Coutu as the Chairman. Vice-Chairman Coutu asked if there were any other nominations. Seeing none, I will declare the nomination closed.

Motion by Selectman Luszey, seconded by Selectman Brucker, to nominate and appoint Selectman Roger Coutu as Chairman of the Board of Selectmen, carried 5-0.

Selectman Luszey nominated Selectman Nadeau as Vice-Chairman. Vice-Chairman Coutu asked Selectman Nadeau if he accept the nomination. Selectman Nadeau accepted the nomination. Vice-Chairman Coutu asked if there were any other nominations. Seeing none, I declare them closed.

Motion by Selectman Luszey, seconded by Selectman Maddox, to nominate and appoint Selectman Ben Nadeau as Vice-Chairman of the Board of Selectmen, carried 5-0.

9. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Luszey - Just a couple of things. Tonight the Building Committee for the senior center met. I was unfortunately unable to make it. The Town Engineer did run the meeting for me. They've gone through around 12 proposals for the architect. They've narrowed it down. We'll be coming forward I believe the second meeting in April, April 10, for the Board of Selectmen to approve our selection and to have the architect package developed for end of August - late September. Vice-Chairman Coutu indicated that it would be in plenty time for the Budget schedule. Selectman Luszey said that was the whole purpose to have it done the end of August early September.

The Highway Department, just to remind everybody, will be switching to their summer schedule on April 1st. Their hours will be Monday through Thursday 6 a.m. to 4 p.m. Let's not forget that. Also, if memory serves me correctly, April 1st we go to every Saturday morning at the landfill for yard waste only and every last Saturday as usual with the little blue dump cards.

If you've been down in the Benson parking lot, you'll notice that it's been expanded. It's been wrapped and rolled. We'd like to give Bill Tate a special thank you. He dropped off his rolling vibrator to have that all compacted at no charge to the town. Again, thank you very much to Bill Tate for lending his equipment. Again, it's another example of how much folks in this town are willing to give in support of Benson's. With that, Selectman Luszey has said enough. Thank you.

Selectman Maddox - Thank you. For those that are riveted by the Planning Board meetings, there's none tomorrow night. We have talked about circles and town centers enough that there is no meeting tomorrow night. I get to go to the Chamber dinner for a change. That will be interesting. There are a number of plans that are coming before the Board, but they are not yet finalized. At this point, it was better to skip the meeting and regroup when there's something real on the agenda rather town circles and rotaries.

Selectman Maddox thought it is going to be an interesting year. We have a number of challenges before us and I look forward to another fine year.

Selectman Brucker - I'm very happy to be on the Board. I look forward to serving on the Board and taking into consideration everything that comes before the Board. I'm still learning. There's much to learn.

Selectman Nadeau - I have a few things tonight. The first one is the Rec. Department. They're having an Easter egg hunt on April 6th at Benson's. The Easter bunny will be there for all those who are interested. There will be two age groups and you will see the announcement.

The other thing coming up on April 7th, the Hudson Rec. Department is putting on a comedy night at the Community Center. Tickets are still available at Town Hall and the Rec. Department.

The Recycling Committee has the trash can pails for the kitchens, the rain barrels and the compost bins available. The sale goes on until April 2nd. You can get this on their Facebook page or you can get it off the town website. It tells you the prices. With their proceeds, they will be purchasing a couple of compost bins to put at Benson's so that they can start composting their stuff at Benson's. That's a great thing.

Tomorrow night, most of us will be going to the Chamber dinner for the Large Business, Small Business, and the Citizen of the Year, which is a great thing that the Chamber does.

Mal's Pals has a couple of events coming up. So you can check that out. That's for the amphitheater at Benson Park.

We also have the Police Department blood drive on Friday, March 30, from noon to 7 p.m. That's all I have this evening.

Selectman Coutu - Thank you all. I'm looking forward to serving as your Chairman and I know that we're going to work cooperatively and collaboratively on a lot of matter. As we have in the past, we may not agree on some things but as Selectman Maddox has always said, if we always agree, we might as well elect one person and let them run the town and we can all stay home on Tuesday evenings.

First and foremost, I want to extend my sincerest congratulations to you Selectman Brucker. I want people to understand that it's not a title of disrespect. As a matter of fact, it's a title of respect to say Selectman Brucker as opposed to Selectwoman Brucker because Nancy and I have had this discussion. The State Legislature established a Board of Selectmen. All of the women who have served on the Board of Selectmen in the Town of Hudson have always been referred to as Selectmen. She understands that. We spent a good portion of Friday together - a week ago Friday. This past Friday I was in Alabama. It was a lot for her to take in as it was for me when I first started. I think you'll catch on quickly. Don't hesitate at any time and any time we're into deliberations to discussions and stop us if you don't understand something. There are a lot of ongoing projects. So a lot of things that you might want to have more in depth. The department heads, as you've met almost all of them. You met the Recreation Director tonight. I think he's the only one that wasn't available Friday. As they stated to you and from my first-hand knowledge, and I'm sure I speak on behalf of all of the Board, they are all available to you at any time by phone or in person to answer any questions you have. Your agendas are always ready for you on Friday morning no earlier than 11:30. You can get a hold of a lot of these department heads even on weekends too to go over any item that you might have a question about. Thank you. Welcome. We'll do well.

Vice-Chairman Coutu wanted to remind everybody please if you haven't returned your committee assignment sheets, please return them to Donna and we'll make the committee assignments.

I want to thank the Town Administrator for coming with us and also giving testimony at the CALEA conference in Mobile, Alabama. I'm telling you folks be grateful of what we have here in Hudson, New Hampshire. Mobile, Alabama since the floods is a very, very depressed area. It's not a pleasing site to walk down the center of what was once one of the most beautiful southern towns. It was originally the Mardi Gras which started in Mobile, Alabama contrary to popular belief. Those buildings are still up. They were inundated with 6 feet of water during the Katrina floods. It's absolutely devastated. It's depressing to walk down Main Street and see 7, 8 12 story buildings completely empty, broken glass windows, and vibrant businesses on the bottom floor. It's apparent that there's a lot of panhandling that goes on when there's signs in the windows that tell people not to give to panhandlers because you're only encouraging them. You could tell by walking through the parks that there are a lot of poor people in that area. We are blessed. What sickens me is that when I think about all of the other devastation they have with BP and BP reports a \$2 billion profit that they haven't invested too much money in Mobile, Alabama. I want to thank you Mr. Malizia for attending with us. Your testimony was as critical as all other testimony that was given. It was a pleasure being there and representing our Police Department and receiving such high recognition from the committee.

Lastly, Selectman Jasper. Selectman Jasper has served this town honorably and well for many, many years. Though he lost an election, the people in this town who took the time to go and vote, elected somebody new to represent them on this Board. We respect and certainly welcome your perspective on this Board. Selectman Jasper and I have had many conversations since the election. All of them were very, very positive. He is going to continue in a defacto manner serving as our State House Liaison. He's going to keep us abreast of various projects that have been ongoing such as the train station. He's been in communication with Mr. Webster today because I had spoken to him earlier. He said he wanted to talk to Gary. He is working on getting the language changed in the deed. It's a matter of 2 paragraphs and they can't seem to get their heads together but he's been on the phone with them repetitively to get them to make that move. If there's any legislative matter that we're interested in, do not hesitate any one of us to call Selectman Jasper and he will keep us abreast of any of our needs in the State House. I want to thank him for his many, many years of service to our community. I hope he doesn't go away. I doubt that he will. He likes to stay active and he will be involved in the Town. Of course his favorite

project and the one he has the most passion for right now is Benson Park. I know he's going to stay involved in that process as well. I thank him. I welcome you.

10. NONPUBLIC SESSION

Motion by Selectman Luszey, seconded by Selectman Nadeau, to enter nonpublic session pursuant to RSA 91-A:3 II (a) The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted, (b) The hiring of any person as a public employee, (d) Consideration of the acquisition, sale, or lease of real or personal property which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general community.

Selectman Maddox indicated that here's one of those cases where I'm going to disagree. I'm going to vote in opposition Mr. Chairman due to b) the hiring of any person as a public employee. In my packet, I only have one name. I thought the Board had directed the department heads to bring in the top three. I am opposed to having one person and only one person. So I will vote no for entering nonpublic.

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

Nonpublic Session is being entered at 9:55 p.m., thus ending the televised portion of the meeting. Any votes taken upon entering open session will be listed on the Board's next agenda. The public is asked to leave the room.

Open session is being entered at 12:23 a.m.

Motion by Selectman Luszey, seconded by Selectman Brucker, to authorize the Fire Chief to hire John J. O'Brien to the position of Deputy Fire Chief of Support Services within the Fire Department. This assignment will be an exempt position and in accordance with the Police, Fire and Town Supervisors Association Contract, with an annual salary of \$80,501 Step 3 and then to Step 4 at the completion of probation," effective June 3, 2012 as recommended by the Fire Chief, carried 4-1. Selectman Maddox in opposition.

Motion by Selectman Nadeau, seconded by Selectman Luszey, to hire Matthew Keller as the Babe Ruth Baseball Director for the fee of \$600 effective March 23, 2012; Kimberly Buccarelli as Summer Program Director for the fee of \$5,500 effective June 1, 2012; Cindy Holton as Ladies League Softball Director for the fee of \$600 effective March 28, 2012; and Robert Wesson as Men's League Softball Director for the fee of \$600 effective March 28, 2012, carried 5-0.

Motion by Selectman Nadeau, seconded by Selectman Luszey, to hire Elizabeth Holt as an Intermittent or Floating Employee for the Town of Hudson, effective April 8, 2012 at a rate of \$15.37 per hour, carried 5-0.

11. ADJOURNMENT

Motion to adjourn at 12:28 a.m. by Selectman Luszey, seconded by Selectman Maddox, carried 5-0.

Recorded by HGTV and transcribed by Donna Graham, Recorder.

HUDSON BOARD OF SELECTMEN

Roger E. Coutu, Chairman

Benjamin Nadeau, Vice Chairman

Richard J. Maddox, Selectman

Ted Luszey, Selectman

Nancy Brucker, Selectman