

HUDSON, NH BOARD OF SELECTMEN  
Minutes of the June 14, 2011 Meeting

1. CALL TO ORDER - by Chairman Jasper the meeting of June 14, 2011 at 7:02 p.m. in the Selectmen's Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE - led by Selectman Maddox.
3. ATTENDANCE

Board of Selectmen: Shawn Jasper, Rick Maddox, Ben Nadeau, Roger Coutu  
Absent: Ted Luszey

Staff/Others: Steve Malizia, Town Administrator; Donna Graham, Executive Assistant; Shawn Murray, Fire Chief; Rob Buxton, Deputy Fire Chief; Gary Webster, Town Engineer; Linda Kipnes; Kenneth Matthews; Mike Carbonneau

4. PUBLIC INPUT

Chairman Jasper asked if there was anyone in the audience wish to address the Board on any matter which the Board has jurisdiction over at this time. Please have a seat and state your name & address for the record.

Robert Hayward - I have a building on 59 Central Street. The utility pole was put on my property what was too close to the end of my property. I tried to get it moved over, but they don't care. If I plow it, the pole is 14 inches from the driveway. What good is it? The pole was put there for the good of the Town and now they're taking it away. They took the pole and put it closer to my property. The electric company took it away. What are they going to do? Move my driveway? I can't do that. The pole is in the way. What can I do? Somebody has to do something.

Chairman Jaspers stated that this was a matter we'll have to look into. I think the Town Engineer is familiar with this situation. I don't know if he'd like to comment at this time or report back to the Board on that situation later. I'm getting an indication that he will report to us at a later date. It will give us the opportunity to look at it. You said that was 59 Central Street. Selectman Maddox asked we would give Mr. Hayward a letter explaining our position. Chairman Jasper said we do license poles but we don't really get into the exact location of them. We will send you a letter explaining what's going on and see. At this time Sir, we'll have to look into the matter and we will get back to you in writing on the situation. Thank you for coming in and speaking with the Board this evening.

5. NOMINATIONS & APPOINTMENTS

- A. Recycling Committee - (1 vacancy, 1 member term to expire 12/31/2012) (If you fill the member spot, Todd's alternate position will be vacant with a term to expire 12/31/2012)

Wm. Todd Wehner - 7 Baltursrol Drive, Hudson.

Chairman Jasper thanked Mr. Wehner for applying and would like to give him the opportunity to speak. You are an alternate at this time. Mr. Wehner said that was correct. I'm presently the alternate that you've post me at. With Connie stepping down from her position, I'm requesting to the Board to move up and fulfill her position for the remainder of her term as a full member of the Board, which would vacate the alternate position and allow another person to step into that position to take place as the alternate. I would not be taking her position obviously as the Chair, only as a full member then.

Selectman Coutu told Todd that he's had the opportunity to attend a few meetings. Apparently it does us good to know that you're coming back saying I just don't want to be an alternate any more. I want to be a voting member. I can assume by that Sir that you're very satisfied with the position on the Board and the direction the Board has taken, and you feel you can contribute that much more to that Board.

Mr. Wehner said, "Yes Sir". Working with Cheryl and all the members of the Board - I'm enjoying it. I see that we have a lot of opportunity ahead of us. I think we have steps to go. There's definitely some good movement forward and there's a lot on the books that's going to do well for this Town. An increase of the goals and working forward on that.

Selectman Coutu thanked Todd. I certainly have become very proactive. I've seen that and they're making their voices heard in this community and we appreciate it. Thank you Sir.

Motion by Selectman Coutu, seconded by Selectman Nadeau, to suspend the rules to nominate and appoint Wm. Todd Wehner as a member of the Recycling Committee with a term to expire 12/31/2012 effective July 1, 2011, carried 4-0.

Chairman Jasper indicated that we now have an alternate position open on the Board with a term to expire 12/31/2012 if anyone is interested in applying. It will be posted.

B. Sewer Utility Committee - (1 vacancy, 1 alternate term to expire 12/31/11)

Jeff Rider - 61 Barretts Hill Road.

Chairman Jasper asked if Mr. Rider had any opening statements. Mr. Rider said not really other than with the change in the rules for the Committee, I now meet the criteria. I think my background and education experience might be useful to the Committee so I volunteered.

Selectman Coutu said having watched Mr. Rider over the past couple of years, he's very knowledgeable about the water system and his engineering background I think would be a tremendous asset to the Sewer Utility.

Motion by Selectman Maddox, seconded by Selectman Nadeau, to suspend the rules to nominate and appoint Jeff Rider as an alternate to the Sewer Utility Committee with a term to expire 12/31/2011, carried 4-0.

6. CONSENT ITEMS

Chairman Jasper asked if any Board member wish to remove any item for separate consideration.

Motion by Selectman Coutu, seconded by Selectman Nadeau, to approve consent items A, B, C, D and E, as noted or appropriate, carried 4-0

A. Assessing Items

- 1) Certificate of Yield Taxes Assessed/Timber Tax Warrants - Map 229, Lot 033; Map 235, Lot 011; Map 235, Lot 012; Map 241, Lot 037; Map 105, Lot 017, w/recommendation to approve.
- 2) Disabled Exemption Application: Map 151, Lot 054, Sub 002, w/recommendation to approve
- 3) 2010 Tax Abatement - Map 151, Lot 15, w/recommendation to approve adjustment
- 4) 2010 Tax Abatement - Map 148, Lot 40-87, w/recommendation to approve adjustment
- 5) 2010 Tax Abatement - Map 176, Lot 19, w/recommendation to approve adjustment
- 6) 2010 Tax Abatement - Map 126, Lot 19, w/recommendation to approve adjustment
- 7) 2010 Tax Abatement - Map 151, Lot 17, w/recommendation to approve adjustment
- 8) 2010 Tax Abatement - Map 180, Lot 5, w/recommendation to approve adjustment
- 9) 2010 Tax Abatement - Map 191, Lot 131, w/recommendation to approve abatement
- 10) 2010 Tax Abatement - Map 206, Lot 19, w/recommendation to approve adjustment
- 11) 2010 Tax Abatement - Map 207, Lot 13-2, w/recommendation to approve adjustment
- 12) 2010 Tax Abatement - Map 117, Lot 33, w/recommendation to deny
- 13) 2010 Tax Abatement - Map 147, Lot 29-19, w/recommendation to deny
- 14) 2010 Tax Abatement - Map 151, Lot 16, w/recommendation to deny
- 15) 2010 Tax Abatement - Map 175, Lot 108, w/recommendation to deny
- 16) 2010 Tax Abatement - Map 221, Lot 8, w/recommendation to deny
- 17) 2010 Tax Abatement - Map 222, Lot 8, w/recommendation to deny
- 18) 2010 Tax Abatement - Map 222, Lot 13, w/recommendation to deny

B. Water/Sewer Items - NONE

C. Licenses & Permits

- 1) Raffle Permit by Lafayette Club
- 2) Raffle Permit for benefit of Bobby Dinsmoor
- 3) Request to Solicit Funds by Faith Baptist Church
- 4) Hawker/Peddler/Itinerant Vendor's License by Gerald Sterritt - North East Ice Cream
- 5) Petition & License for 1 New Pole (306/3 ¼) - Bush Hill Road

D. Acceptance of Minutes

- 1) Minutes of the May 10, 2011 Meeting
- 2) Minutes of the May 24, 2011 Meeting

E. Calendar

06/15 5:00 Water Utility Committee - BOS Meeting Room  
06/15 7:00 Council on Aging - Community Development Meeting Room  
06/16 7:30 Budget Committee - Community Development Meeting Room  
06/16 7:00 Benson Park Committee - BOS Meeting Room  
06/20 7:00 Energy Committee - BOS Meeting Room  
06/21 7:00 Cable Utility Committee - BOS Meeting Room  
06/22 7:00 Benson Park Committee - Landscape Subcte - BOS Meeting Room  
06/22 7:00 Planning Board - Community Development Meeting Room  
06/23 3:30 Trustees of the Trust Fund - Community Development Meeting Room  
06/23 7:30 Zoning Board of Adjustment - Community Development Meeting Room  
06/27 7:00 Recycling Committee - BOS Meeting Room  
06/28 7:00 Board of Selectmen - BOS Meeting Room  
07/04 FOURTH OF JULY - TOWN HALL CLOSED  
07/06 7:00 Planning Board - Community Development Meeting Room - CANCELLED  
07/11 7:00 Conservation Commission - Community Development Meeting Room  
07/12 7:00 Board of Selectmen - BOS Meeting Room  
07/13 7:00 Benson Park Committee - Landscape Subcte - BOS Meeting Room  
07/13 7:30 Budget Committee - Community Development Meeting Room

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on May 24, 2011

- 1) *Motion by Selectman Maddox, seconded by Selectman Nadeau, to hire Barbara O'Brien for the position of Part-Time Water Utility Clerk at a starting rate of \$14.77 per hour for 30 hours per week with an anticipated start date of June 13, 2011, carried 5-0.*
- 2) *Motion to adjourn at 10:58 p.m. by Selectman Luszey, seconded by Selectman Maddox, carried 5-0.*

NEW BUSINESS

A. Request to enter into an agreement with State of NH in the amount of \$1,125 for enforcing Off Highway Recreational Vehicle Laws

Chairman Jasper recognized Selectman Maddox.

Thank you Mr. Chairman. Selectman Maddox did talk to the Chief on this. Since it was grant application, I thought it would be not a big deal for just me to handle. I did talk to the Chief. There has been an uptick in the amount of OHRV issues within the town. In the past, the State has come down but to budget constraints - we did get this money to be able to put our officers out into town on our OHRVs to try to rectify some of those issues.

*Motion by Selectman Maddox, seconded by Selectman Coutu, to authorize the Hudson Police Department to enter into the OHRV Agreement with the New Hampshire Fish and Game Department in the amount of \$1,125 for enforcing Off Highway Recreational Vehicle Laws, carried 4-0.*

B. Request hold 2011 Semi-Annual Blood Drive

Chairman Jasper recognized Selectman Maddox.

Selectman Maddox said just as it states because of the availability issue with the Community Center, they thought that it would be best to get this in early. They're asking for Tuesday, September 20<sup>th</sup>, as a blood drive date.

*Motion by Selectman Maddox, seconded by Selectman Coutu, to approve the 2011 semi-annual Blood Drive on Tuesday, September 20, 2011, at the Hudson Community Center from the hours of 12:00 p.m. until 7:00 p.m., carried 4-0.*

C. Continuing collaboration with ETAP (Energy Technical Assistance and Planning and Regional Cooperative Energy Initiative

Chairman Jasper recognized Linda Kipnes.

Good evening. I'm Linda Kipnes, 23 Nathaniel Drive. This is Jill Longval from NRPC. She's the expert on lots of these matters. So if you have questions I can't answer, she's here to help me out. I was her a while ago. We're talking about collecting our energy usage data for the ETAP program, Energy Technical Assistance and Planning Program. They are just finishing their first year of a two-year project. The first thing was to get the energy usage data. They have a tool which takes that data and formats into different charts and graphs, some of which I provided to you all for preliminary information about the energy usage. So we can start with that. The energy usage data will be a basis for two ongoing projects, which is what I'm here to talk about but we can talk about the data first. If you have questions about the charts, Chairman Jasper asked if there were any questions. Ms. Kipnes wasn't sure that it was all exactly self-explanatory. Chairman Jasper asked for an overview so that the folks at home know what's going on with this.

Ms. Kipnes indicated that the first two charts are quarter to quarter and year to year usage. One is of usage and one is cost. It shows the change from FY2009 to FY2010 in energy usage and cost by quarters and then year to year.

Ms. Longval said this is just for electricity data here. The tool can show us your natural gas data and your oil data as well. I just pulled electricity for simplicity sake for the presentation. Ms. Kipnes said there are lots more charts that are available on this tool. We have an account on line and we can go on and look at them. These are just representative charts of the information that we can pull out of there. What jumps out on this first chart is that in Q4 there was a big jump in electricity usage and cost over the prior year. I believe that that mostly had to do with the Police Department building.

Ms. Kipnes indicated that the next chart has a lot of information - its use and emissions by facility. It's kind of small to read. The name of the building is on the left and then the electricity usage and other fuel either gas or oil usage - the electricity is in orange, gas is blue, and oil is green. The thickness of the line represents how much the usage and the length of the line represents. Ms. Longval said the length of the line is the usage and the width of your line shows your emissions for that particular field type. This is helpful because it gives you a sense of what fuel type to look at for each building. So you can see the Police Department has pretty even usage between its electricity and its gas whereas the Highway Department you're definitely using a lot more natural gas than electricity. The Robinson Road Fire Station most of your energy usage there comes from oil. It just gives you a sense of what field type you want to target if you're looking for reductions.

Chairman Jasper asked if they had any recommendations at this time or is that your plan to come back and recommendations in the future. Ms. Kipnes said yes. The last chart is called buildings to target. One of the other things that ETAP can do as well as collecting this data is to consult with us to try to determine what steps to take next. We can target the 2, 3, or 4 buildings that appear to be the least efficient that we could get the most bang for our buck. They are available to audit those buildings. We need a commitment from the Town that somebody from the Town will participate in that consultation and in those discussions and we will come up with priorities and plans for some of the buildings. We don't commit to doing the work. We commit to working with ETAP, discussing the buildings, priorities, and allowing them to come in and audit those buildings so that they can make recommendations for how to proceed.

Chairman Jasper asked if Ms. Kipnes was looking for someone at the present time to...Ms. Kipnes said yes. Chairman Jasper asked if Mr. Malizia had a recommendation such as the Assistant Town Administrator. Mr. Malizia thought that sounded like a great idea. Chairman Jasper said Mr. Pearson will be the contact person unless there is objection from the Board.

Selectman Maddox said a lot of nice charts but I don't know what they're telling us. Selectman Coutu said they're telling us that the Police Department is very inefficient for fuel use. It's pretty obvious. Selectman Maddox said they're a 24/7 operation. We spent X amount of dollars years ago to have all the buildings looked at energy wise. I still have seen where the savings has come out of that but I know the whole story about that. If energy usage has gone up 29 percent, somebody should be able to tell us where or why. I bought one of the things that go on your meter and you can tell how fast it's spinning at any given time and you can track that back. Are we going to do something like that? Just getting more charts that tell us there's a target here but what are we going to do about it?

Ms. Longval said there were a couple of steps. One this is a very beginning baseline, look at your data. We have month to month data for your electricity use, your oil, and your natural gas. So the first step when we were looking at that big jump from the fourth quarter of 2009 to 2010 would be to actually take a look at that data and see if we can see where the jump was. What Linda was talking about with the energy audits, one of the groups that are involved in this ETAP program is Peregrine Energy. They're out of Boston and they're a group of engineers. They'll come through and will walk all of the Town buildings and take a look at all of your lighting, heating and cooling systems. We just did a similar process in Pelham a few months ago and they spent several hours building by building looking at

your boiler, taking a look at all of your systems. By doing that, it should have a better understanding of what's actually causing energy use. So in the Police Department for example maybe it is just a factor that it's a 24/7 building but perhaps there's something they could identify when they're doing their walkthrough audit. As Linda said, it doesn't commit you to actually taking action. It's just a great opportunity. Energy audits are typically fairly expensive. This is a free service to have the engineers come through. They'll write up a report afterwards. We'll also do a report based on this inventory taking it from the charts and graphs to a set of action items and recommendations. Its money that's here now for another year and it would be a great benefit to take advantage of it.

Selectman Coutu concurred.

Selectman Maddox thought we ought to just wait and see if we can get a redacted copy of the one they just did and see what kind of recommendations they're going to give us. We've had our buildings surveyed 3 times for various entities for the electric, heating and all we get are nice charts. I don't see a savings. Again, I think it's nice to nod our head and say yes but if it doesn't come into concrete savings are we just going through the motions.

Chairman Jasper said to Selectman Maddox you say you understand what we went through with PSNH but we knew that there would be no savings for a period of time because that was the payback to do the work and put the new fixtures in. Selectman Maddox said that the usage should have gone down. Even if the money stayed the same, they usage should have gone down and we really haven't seen that. Chairman Jasper said those things all happened several years ago so you wouldn't see a change month over month. That usage drop occurred as soon as they looked at that. These charts don't go back that far.

Ms. Kipnes said we have the data from 2008 before PSNH and that was entered into a different tool which is offered by EPA. I believe that that data was not picked up by this tool. We can get that and that should show the difference between 2008 and 2009. Somewhere in there is where that usage should happen. I will be back with those charts. There was an audit done by National Grid, the gas company, and they made a number of recommendations. I don't believe that any of them were implemented.

Selectman Maddox said we replaced the boiler at the Community Center did we not with a high efficiency because we got the credits for it. So we have done things. Ms. Kipnes said that should show up in some of these charts. Many of these charts focus on electricity. If we looked at the data for natural gas, we ought to see a drop for that building in that time period. I will look and see where it is. Like I said, this is only a small representation of the data that's available. All of this data can be done. The quarter to quarter and month by month is for each - electricity, gas, or oil.

Ms. Longval said if that's something that anyone on the Board is interested in having access to, we could also get additional user names and passwords. Right now Linda has access to the tool but we could certainly add more people on to it as well because there is quite a bit more information there than just what we've presented here. Selectman Maddox said he was going to NRPC tomorrow night. I guess I can mosey over and take a look.

Ms. Kipnes said there's a second thing - using this data also as a basis. NRPC is coordinating a regional cooperative energy initiative. The group has met several times over the past few months. It's an initiative to get the towns in the NRPC area to cooperate and possibly buying electricity. Right now I am asking for permission to continue participating in that group and to proceed with whatever happens with the group. We will use this data to put out requests for proposals to various electric companies and see if we can get a bid for cheaper electric prices. The point would be to save money right now to see if the towns in the area can cooperate on this kind of an energy initiative. It might be for further energy initiatives in the future. The focus right now is possibly going out to bid for electricity.

Chairman Jasper thanked Ms. Kipnes and Ms. Longval. We appreciate your efforts and Mark Pearson will be the contact person.

Selectman Coutu didn't want Linda to leave not knowing whether or not she's been given directive. I want to talk to that point specifically that she just asked about. I think she's looking for a consensus that we agree that she should continue with the group to explore possibilities of finding a cheaper class of electricity. As you know through legislation several years ago in the House of Representatives, it allowed for competition especially in the field of electricity. I know from firsthand experience, and I've had this discussion with the Town Administrator, that in my business and I have a small building, 2,400 square feet, we looked for an alternate source providing electricity other than PSNH. As a result of finding a company that we were very satisfied with, our electric bill has gone down on average over the past 12 months, \$400 a month. I think it's a great effort on their part to look for alternative energy providers that can provide the energy at a much lower cost. The rate would be significantly lower. As an aside Mr. Chairman, I don't want Mrs. Kipnes to leave here thinking that this Board doesn't appreciate all of your volunteer efforts and everything that you've done over the past several years relative to the studies that you've done regarding the energies that we use and how we can conserve a lot of those energies. I for one certainly appreciate all of your

efforts and the efforts of your committee on behalf of the Town of Hudson. Thank you. I wholeheartedly endorse her proceeding. I think that's what she's looking for.

Chairman Jasper said absolutely.

Ms. Kipnes said one thing. We will be sharing this usage data in order to make this a regional cooperative thing. We have to pool all of the usage data so that the bidders will be bidding on the entire electricity usage for all the towns that opt in. We probably will set a base price and all the towns have to commit. If we get a bid lower than that price, the towns have to commit before the bids come in that they will pursue it.

Selectman Coutu would hope Ms. Kipnes that you would provide us some hard data before we make that commitment. We can look at the hard data and they can show us the impact and how significant the savings would be. It would behoove us obviously to look at it seriously. Ms. Kipnes said we are at the beginning of the process now but I wanted to give you an idea of what will be coming along. We will be looking at this; we will be collecting the data; here again Peregrine Energy is going to be helping us write up the request for proposal and find companies to send it to and then we will evaluate the bids. The process is when you get bids, you have to make a decision fairly quickly. So the towns have to commit before all that goes out. Certainly I will keep you informed all the way along. It won't be a surprise and there will be more data from NRPC. Ms. Longval said we should be receiving a packet of information from us in the next week or so outlining the whole process.

D. Request to sell Defibrillator to Allenstown Fire Department

Chairman Jasper recognized Fire Chief Shawn Murray.

Good evening Mr. Chairman and members of the Board. Chief Murray is here tonight to ask the Board's permission to sell to the Allenstown Fire Department one of the three defibrillators that we would be trading in towards a purchase of the new defibrillators which were approved by the voters this last March. The Allenstown Fire Department is offering a price of \$5,000 for one of the LP12 defibrillators. We were given a trade in value for towards the new defibrillators of \$3,000 each from the manufacturer. I would like to turn around and sell one of those for \$5,000. The \$5,000 would go back to the general fund. The quote for the 3 new defibrillators is coming in around \$86,685. With the \$5,000 from Allenstown and the \$1,315 below the authorized amount, we're actually saving \$6,315 in the total defibrillator project.

Motion by Selectman Coutu, seconded by Selectman Nadeau, to authorize the Fire Chief to sell 1 LifePak 12 Defibrillator, 1 battery charging unit, and spare batteries to the Town of Allenstown Fire Department for the price of five thousand (\$5,000.00) dollars.

Selectman Coutu had an opportunity to spend some time with Eric Lambert and we talked about this. Most recently Chief or within the past year, we were able to provide them with something for their ambulance. Chief Murray said yes. We provided them with a surplus stretcher. In Selectman Coutu's conversations with Eric, Allenstown is one of the smallest communities and they're pretty much strapped for cash. Both of these things, this now having a defibrillator are going to render their ambulance service certifiable. This Town has gone a long way in helping Allenstown in providing him with a donation of the gurney and also for them to buy a defibrillator at a much more reduced cost than what they would have to if they went out and bought a new one. I wholeheartedly endorse it. I was quite impressed with Eric Lambert's enthusiasm about getting this done. I know he serves in a dual capacity between Allenstown and her in Hudson. We're lucky to have a guy like him. Thank you. Chief Murray said he's done a great job.

Vote: Motion carried 4-0.

Chairman Jasper indicated to Chief Murray that it was pointed out to him that we have someone here on Item I. So before we get into your other items, I'd like to entertain a motion.

Motion by Selectman Coutu, seconded by Selectman Maddox, to change the order of the day and take up Item I., the Zach Attack 5K Run at this time, carried 4-0.

I. Zach Attack 5K Fun Run - approval of modified running route

Chairman Jasper recognized Mike Carbonneau.

Mike Carbonneau, 21 Lenny Lane, Hudson, NH. Chairman Jasper stated that he was here on a request for an approval of a modified route. Mr. Carbonneau said yes. We're looking to make it safer route. Instead of crossing

Route 102, we'd like to go beyond the tennis courts. It will start in the Alvirne parking lot area; it will go beyond the tennis courts, through the athletic fields onto Alvirne Drive; then take Grace Drive to Sunland, to Webster Street, to a right on St. Laurent, to Adam; It will go around a cul-de-sac back down St. Laurent onto Patricia, back to Alvirne Drive, and then back across the athletic fields. Basically it's the neighborhoods that are directly behind Alvirne.

Mr. Malizia said Chief Lavoie helped him lay out the route. I spoke to the Chief so he's most comfortable with it. Mr. Carbonneau said the Chief did say that. He agreed that not interfering with 102 it doesn't stop that traffic in any way. Last time we were stopping it twice. It seems like an inconvenience to the Town a lot.

*Motion by Selectman Maddox, seconded by Selectman Nadeau, to adopt the new map and route for the Zach Attack 5K Fun Run on August 26, 2011, carried 4-0.*

E. Request to post Deputy Chief Vacancy

Chairman Jasper said that Item E. will be deferred to the next meeting.

F. Fire Department - 24 Hour Shifts

Chairman Jasper recognized Fire Chief Shawn Murray and Deputy Chief Rob Buxton.

Thank you Mr. Chairman and members of the Board. Chief Murray is coming before the Board tonight to request your support in an approval to return to a 24 hour shift schedule for firefighters, lieutenant, and captains within the Suppression Division of the Fire Department. I've researched the benefits of such a change and have determined that there is a potential for a cost savings, holiday pay, and other areas as a result of this change. Most important to me is that a change of this schedule will increase the current morale of our personnel. I've attached a talking point document for justification and information relative to this requested change. I've just provided you with a spreadsheet which looks at a 2 month period, July 10 to August 10, which if you recall last year we entered into a trial period. This spreadsheet basically just shows you that although it's a two-month snapshot of what potentially could occur, we did see a reduction in overtime costs related to call backs, firefighter shift coverage, and we saw a pretty good drop of 127 hours. Reminding you that this was in the middle of summer when we typically have a high peak usage of overtime for vacations. If you recall also, we're looking to enter into an agreement with the Captains who are in a different collective bargaining unit, and also saw a reduction in the overtime for the officer shift coverage there.

Chief Murray said this current proposal in front of you, and I've provided the Board with a copy of a Memorandum of Agreement removes two things this time around. The new Agreement removes the dispatchers as part of the sidebar agreement, and it also removes the trial period. I'm confident with the research and the numbers that I look at that there is no need for a trial period. In your packages, you should have a copy of the agreement for both collective bargaining agreements.

*Motion by Selectman Coutu, seconded by Selectman Maddox, to authorize the Chairman of the Board of Selectmen to sign on behalf of the Town a Memorandum of Agreement between the Town of Hudson and International Association of Firefighters (IAFF) Local #3154 for 24 hour shifts for duty shift Fire Privates and Fire Lieutenants effective June 26, 2011.*

Mr. Chairman as you are well aware and so are both Selectman Maddox and Selectman Nadeau for the past year I've had the distinct opportunity to spend a lot of time with a lot of fire personnel, including the Chief, the Deputy Chief, and the former Deputy Chief Neal Carter. The thing that stood out most with all of the conversations that I've had is that there was a somewhat of a decay in the morale of the fire department. There was a lack of truck between the ground troops and the administration. There was a lot of disappointment I believe from the ground troops in the fact that they've now gone 3 years without a pay raise.

Selectman Coutu said it became further complicated by initiating 24s which they had sought and thought would do well for them but because of a kink in what I thought was an unbendable armor, which happened to be the dispatch unit, we had said that we would reserve the right to remove the 24 hour shift should it increase in costs. In effect, that's what happened and we held our ground and we took it away from them. It was not punitive in any way. It was keeping with the fact that we didn't think it was going to cost any more money and on the basis of what information was provided us, that's what we were told. There was a kink in the armor and that's what occurred.

Mr. Chairman you and I [Selectman Coutu] have had extensive conversations in the past several months relative to the fire department. So much so that I had called you and asked you to seriously consider removing yourself as Liaison to the fire department so that we'd have a set of eyes and take a serious look - not that you weren't taking it seriously - Chairman Jasper said thank you for that - a whole different perspective as to what we need to do to fix what has been wrong. I've had extensive conversations with former Deputy Chief Neal Carter. As you know, he and I

have had a lot of conversations. I've had many discussions with Deputy Buxton, and I've obviously had a lot of discussion with the Fire Chief. At the same time, I still maintain my contacts on the ground. I can attest today that this administration has put their best foot forward to do everything they can to re-establish a health morale within the fire troops. The Chief has exerted himself in trying to have more personal contact with all of the men via ongoing meetings and I think he's affording them a different direction in order to be able to deal with him directly I they need to in a more welcoming opportunity for that to happen.

Mr. Chairman Selectman Coutu thought that what concerns a couple members of this Board with insisting on going to a trial period is whether or not there is going to be an increase in costs. We have before us as presented by the Deputy Chief and the Fire Chief this evening, granted it's a 60 day observation of what took place last year and it wasn't a significant savings, but it certainly did not impact the cost at all. There was a savings. Having spoke with Deputy Carter and with Deputy Buxton and Chief Murray on several occasions relative to this and going over the numbers countless number of times, I can't see for the life of me how this is going to cost us money. At the very least, or at the very worst, it will be a break even. At the very best, we're going to save somewhere between \$10,000 to \$20,000 overall in a given year. For us to dangle a carrot at this time out in front of the fire department knowing that this can be pulled again in 6 months or less is not going to do anything to help the morale of the fire department. I think it's time that we show our good faith and our trust in our administration within the fire department, and we allow this to go forward without a trial period. I think it's going to go a long way in curing the morale of our fire department. I hope that I have convinced at least one if not both of my colleagues because I know you support this position Mr. Chairman to go along and help do the right thing for our fire department. These men put their lives on the line every day. These men are going to be there if any when we should ever need them. When you look at the track record of our fire department, it has been hailed time, and time, and time again as providing the best service that any fire department can possibly provide. This in no small way is a reward. It's good common business sense to do this for a lot of reasons. Selectman Coutu said the most important for some people on this Board is whether or not it's going to cost us more money. I don't see at all how this is going to cost us any money. If anything at all, it's going to save us money. Two and very critical too is restoring the morale of our department. Thank you.

Chairman Jasper was going to make a comment at this time. It's unfortunate that Selectman Luszey is not able to be here this evening. I believe that he would have supported the pending motion. The problem with putting it off two weeks is that because of the cycles, it would take another 2 months to implement it putting us into August. That really doesn't seem to be a very good option at this particular time. In terms of the savings, you have what you have here but the most fundamental issue in terms of savings is that currently we have 11 holidays. Everyone who works at least 12 hours is paid 10 hours of straight time. Those who are not working are paid 8 hours of straight time. Currently they're required to work 10 hours. If they work 10 hours, they get the holiday pay. So you have 16 people on any given holiday getting those extra 2 hours. So that's 32 hours under this system, you only have 8 people. So you have 8 hours. So you have 16 hours of savings every time there's a holiday. So that times 11 you're over 171 hours of savings per year right there. I have not been able to figure any way that this could possibly cost us any more money, but there is the 171 hours of savings, which is fairly substantial.

Chairman Jasper didn't want to get us necessarily into a situation where - I'm trying to think of the parliamentary situation because I know where you two gentlemen are at. If there's no change to that and you're going to vote against the motion, neither of you have indicated anything and you want the 6 month trial period, this would be the appropriate time to do that.

Selectman Maddox heard what Selectman Coutu had to say and I understand of all you have said. I personally don't like the 24s but as a Selectman I met with the Chief and his Deputies and they convinced me to try it on a trial period. I have concerns Mr. Chairman that not just savings but impacts as far as callback, as far as fatigue, any number of reasons why this Board shouldn't make it a trial period. It has nothing to do with pulling it back. It has to do with me doing the right thing as far as doing our due diligence. We were told originally that this has no impact and low and behold it did. I think not doing the trial period and finding out all of the issues, I cannot vote for it Sir. If the motion is for a 6-month trial, I would be happy to support it.

Chief Murray said it took me over 2 years initially to come to this Board and that had to do with the research. It had to do with researching fatigue. It took us 2 times to come to this Board to get you to agree with it. I have to reiterate the only unintended cost again was related to the fact that we took the dispatchers from their 8 hour shift and moved them to a 12. Even post termination of the trial period when we went and look at it, and we've looked at it every way that we can, we are not seeing anything that is going to impact it. Again, you have the immediate cost savings from the holidays. You are going to see a reduction in the use of earned time because of the flexibility of the schedule itself. Once again, this 60 day picture all though small, clearly shows the reduction in it. I have the rest of the chart which carried out the rest of the year and immediately after we went back to 10s and 14s there was a spike of 724 and then even shortly after that, it went up over 1,100. The overtime costs because we, again, went back to the 10 and 14 hours shift. I understand your concerns but we saw none of those issues in the first two months. We didn't see any fatigue issues any different than we might see on a firefighter who's working a 10 day shift, or comes into work at 6 at

night and hits a fire at 8 at night. I think we are very safety conscious organization and we monitor that closely. The Captains and the Supervisors are made acutely aware to watch out for those types of issues and we have contingencies in place.

Chief Murray said one final part of this is last year I was asked to come in and meet with the Board and I was asked to deal with a number of morale issues and try and get to the bottom of some morale issues. I certainly believe that this is one of them that we can fix at no additional costs. We have to show our good faith. I ask you to have the faith in myself and the Deputy Chief who have looked this over extensively and, again, request your consideration that we move out without a trial period.

Selectman Nadeau did a lot of research also into the 24s when we first talked about it. When we did this, we did it for this trial period, which we didn't make it through our full trial the last time. I had some things that I wanted to look into while we were doing this trial period. One of them was fatigue. Yes we hear that there's ways that we're going to make sure that this doesn't happen. We had this trial period and it failed. We were able to stop the 24s, correct the problem. We took out the dispatchers out of this. We have a 2 month window in front of us and I don't think this is a very good representation of its only 2 months where 6 months would give us a little bit better information to look at before we go into this. I'm 98 percent confident that these 24s will work but I'm not 100 percent confident that these 24s are going to work. I'm willing to go with the 6 month trial and move on from there realizing that if we don't go forward with this tonight that we're going to be now 2 months behind this whole thing of moving forward to 24s. I'm willing tonight to go forward with the 6 month trial and if all things work out the way they say they're going to work out, then I think these 24s are going to work out to be in the best interest of the Fire Department and the Town. Without seeing a 6 month trial, only seeing 2 months in front of me, I do not feel confident saying let's go with 24s today for the rest of the time for the Town of Hudson Fire Department. Selectman Nadeau knows that they've tried this in the past and we've changed back, so I'm looking forward to hopefully going to 24s if everything works out in the 6 month trial.

Selectman Coutu said now we know where the votes are - 2 for and 2 against. I'm 98 percent sure I'm going to wake up tomorrow morning but there's 2 percent of me that says I might not. I want you to know that Ben. The way things are going, it may be the other way around. The statement that you made Selectman Nadeau that we tried it and it failed - it didn't fail. We have a 2-month data that leads us in the direction which the command staff had told us that it was going to save us money. So it wasn't that it failed. What it did in affect was it added costs that we didn't anticipate as a result of the dispatchers. It wasn't a failure. I don't want you to say it failed. It didn't fail. Mr. Chairman I was prepared for this. Pretty much suspected that this was going to happen. As you can see, the union is represented here and I've had a little bit of discussion with them but most of the discussion took place between the administration and the members of the union. I don't want them walking out of here empty handed. Therefore, I withdraw my motion for consideration. I will entertain a motion that will include a 6 month trial period.

Chairman Jasper didn't think it was necessary to withdraw your motion. I think it's only necessary to amend it by adding the 6-month trial period. I believe there is language available that can be added to the contract that the parties have agreed to. Chief we talked about that. Has everyone seen that? Do you have a copy available? Chief Murray said yes. Chairman Jasper said there needs to be set criteria, and I think we all need to be informed of what that is.

Deputy Chief Buxton said certainly we've talked about the cost savings. We've talked about the impact of the contract. We had no less than 7 individual items in the contract that we had to look at and negotiate with the union in regards to the collective bargaining agreement. A couple of those things regarding the 24 hour schedule were big pieces for them to swallow. One was forfeiting the dispatching schedule, which we knew was unsellable because of the impact on earned time. Another piece was the 96 hours off transitioning into the new schedule. Local has stepped up to the plate and said that they would be willing to waive that. One of the fatigue issues that I think we need to be zeroed in on is currently under the contract that we have today. The members of 3154 are able to work 36 hours straight. We're looking for an extension of 2 hours. Right now as we sit here tonight an employee could come in tomorrow morning and work, work tomorrow night, work the next day, and be here for 34 hours straight. If they work the day shift in between the night shifts, they're here for 38 hours straight. We have those things now. So when we talk about fatigue and when we talk about managing our personnel, we actually do that today. We're not asking for them to have the ability to work over and above what we're already doing for common practice. So when we talk about fatigue and them being here for a 24 hour period, we're still talking about the same number of hours. I think that's important to point out. I think the 6 hour trial is - and we're going to get into that in a second. When we talk about fatigue and we talk about managing the suppression staff, we're doing that as we speak today. I think that needs to be clear. Thank you.

Chairman Jasper thought Section 12 is the section that would actually be the amendment. I'll give the Board members a moment to read Section 12. Is there anything else Chief other than Section 12? Chief Murray said no there isn't. Selectman Maddox asked if it was only money. Chief Murray asked money in what sense? Selectman Maddox said it says, "A serious financial impact of \$10,000 or higher." Chief Murray said yes. Selectman Maddox

said if we found something else it would not apply. Chief Murray said there's provisions that both sides can meet and try and work it out.

If I may Mr. Chairman, and Chief Murray means this respectfully to the Board. I have great difficulty with the statement made by Selectman Nadeau to the fact that from his position looking in on the Fire Department from my charge as the appointed Fire Chief for this department, my professional background and experience in this department our efforts to date on assuring the safety of our firefighters that the suggestion that we would overlook a fatigue factor, a safety factor within the department in order to change a shift schedule. I think that's an important factor. Again, this was research for over 2 years. There are studies both for and against the fatigue factor. I can tell you some days when its above 90 degrees we have a modified work day where we tell the employees we want them inside that building. We don't want them doing outside work. We want them only responding when they have to because of the humidity and the temperature out there that will knock them on their back in 5 minutes when they're in that fire and protective gear. At some point, we have to come to a point in this Town and put the faith in the leadership of this Fire Department when we tell you I assure you I am not going to put anyone at risk in this department just because I want to change a schedule. Because of the number of years we've had fires around here, no one has dropped because of the safety factors that we have in place. Again, I ask you to consider whether a trial period is necessary or not. We have to get to that point where you have to start putting faith in this fire administration and believe what we tell you in the information that we're providing you. Thank you.

Chairman Jasper wanted to play onto that. As you all know I spent 20 years on the Hudson Fire Department as a Callman. So I worked beside the dedicated full time members that we had. As the Chief said, there were times when we'd all get fatigued in a short period of time because the intensity of the fire, the intensity of the heat we all know when we're fatigued. We all know when it's time to quit and take a break. I also worked during several storms where none of us went home for a long period of time well more than a day. Everybody performs. Everybody knows what their job it. They know when they have to stop. This is something that you guys aren't going to be able to judge. It's something the Chief and the members of the department already know and already do every day. It has nothing to do with 24 hour shifts. AS it was pointed out to us before, many of these guys have jobs and they come in right from a job whether it's landscaping or whatever they're doing. This gives us better control because they come in fresh in the morning and are there until the morning. None of them are working, that I know of, none of them are working midnight to 8 or anything like that. The fatigue issues are sort of a red herring. The fatigue is something if you have a raging inferno or you're in a brush fire, you're going to get fatigued in a short period of time anyhow. You stop and you take a break. This isn't a matter of anything else. The same in the winter, you get an ice storm and you're out for a day, or you're out for a day and half. It's the same thing now. The only person I actually knew of who absolutely collapsed on the job was our training officer at a training burn over in Windham who was running around like a house on fire making sure everybody was going what they were supposed to and taking care of them and he forgot to take care of himself and he collapsed. Again, that was a short period of time. Yes 12 doesn't have the fatigue issued in it. The Chief is already confident of his management skills. He's confident of his men, and that's just totally something that really doesn't belong in here. It's down to the financial end. You had made this motion. I do not believe there was a second to it at this point.

Selectman Maddox said I'm doing my due diligence. The Chief and his executive officers came in the first time and told us there would be no impact and there was. So I'm doing my job as a Selectman doing our due diligence. I think this is a compromise that gets us where we want to be, satisfies that concern, and we move forward. It needs to be done.

Vote: Motion carried 4-0.

Motion by Selectman Coutu, seconded by Selectman Maddox, to authorize the Chairman of the Board of Selectmen to sign on behalf of the Town a Memorandum of Agreement between the Town of Hudson and International Association of Firefighters (IAFF) Local #3154 for 24 hour shifts for duty shift Fire Privates and Fire Lieutenants effective June 26, 2011 with a six month trial period, carried 4-0 as amended.

Motion by Selectman Coutu, seconded by Selectman Nadeau, to authorize the Chairman of the Board of Selectmen to sign on behalf of the Town a Memorandum of Agreement between the Police, Fire and Town Supervisors Association for 24 hour shifts for duty shift Fire Captains effective June 26, 2011 with a 6 month trial period as spelled out in Section 10 of the Memorandum of Understanding, carried 4-0.

- G. Police and Fire Detail Fee Waiver Request and Request to waive fees for water meter, installation, and water for the circus

Chairman Jasper recognized Kenneth Matthews, President of the Friends of Benson Park.

My name is Ken Matthews from 12 Lindsay. Thank you Mr. Chairman and members of the Board. Basically what this is about is we're trying to raise funds for Benson Park. We're finding that costs are phenomenal for doing such a thing. I haven't done anything like this in a long time. I don't know what the fire detail fee is but I know what the police detail is. There were only 4 officers and it was \$2,520 for the police. Fire was 4 firemen and a Supervisor. I didn't get a price on that one. I have no idea what that costs. The water meter to be installed required us to put down a \$450 deposit. It was going to cost \$100 for the meter to be installed, and then water was \$3.70 for 748 cubic feet. The circus said they would average about 3,000 gallons a day. What I'm requesting is that these fees be waived simply because the money is going back to the park. Anything that we raise is going to the park. It's not going to anything else except to raise money to go back to the park. I would like to find out if there's a possibility of waiving these fees.

Selectman Nadeau started with the first one being water. The water is paid for by the Water Utility in Town. For us to waive this fee, I do not think it is reasonable for the water payers in the Town to pay for the circus coming to town. I do not think we should be waiving this fee for the water meter installation and usage. I think the circus should be paying for their own water. I don't know if that's part of your agreement. Ken Matthews said the agreement is that the sponsor is paying for that. If you don't ask, you can never find out. You understand what I'm saying? Selectman Nadeau said yes. Mr. Matthews said I understand the water is not going to cost much and that the fee actually for putting the meter on is \$100. That's not much at all. If you don't ask, like I said, you can't find out. What I'm here to do is find out. They shouldn't be paying for the circus to come to town. I agree. I'd like to be able to pay for it all. The point is I don't know if I will because I don't know how many tickets are being sold even though I'm the one that controls them. I still haven't gotten everything in. We still have 3 more days to go before my part of the ticket sales is cut off and then the circus takes over. In other words, Friday is the end of the advanced ticket sales. Our percentage of the advantage ticket sales is more than when the circus comes to town because then we only get 10 percent of those on the day of the circus. What we're trying to do is raise money for the park.

Selectman Maddox talked to the Police Chief about this. The Town has worked to try to reduce this number. The total that I have from the Town Administrator is \$4,418 for police and fire. The 4 police officers are being trained by Steve Dube on his own time so that they will do double duty as the additional fire watch that was originally planned to have 8 firefighters there. Having the police officers trained to do that duty also, it also reduced down the number. The Police Chief is not charging the detail price. We're going to eat the administrative costs to that. It's purely the cost of the officers. He's waived the cost of the cruisers. Again, since this is the first time the circus has come to town, there's probably some unknowns. Where people are going to park? Crossing 102. I heard you're going to get them all inside the Hills property, but that's going to be a challenge with 2 shows an hour apart with X amount of cars. I think you're going to see people going over to the Alvirne parking lot where it's a lot easier to get out of as opposed to if you've ever tried to get out after the fireworks at Old Home Days, it's quite the struggle. Again, there's going to be some traffic concerns. I think at this point he may have 2 police cars there, 4 officers, but doing dual duty. I, too, as much as I understand what you're trying to do is a good thing for Bensons, to have public safety expend \$4,000 - again for the run we were going to do with the Zach run, they just changed the route to take all that concern off of 102. So I would have a tough time waiving all of these fees. So you asked, I guess my answer would be no. Mr. Matthews said that's what he's here for to find out.

Chairman Jasper said we do have a request and to wrap this up.

*Motion by Selectman Coutu, seconded by Selectman Maddox, to deny waiving the fees for the installation of a water meter and water and to waive the Police and Fire Detail Fees for the Friends of Benson Park Circus fundraiser on June 18 and June 19, 2011, carried 4-0.*

Just for clarification, Selectman Nadeau said this total here is our new total? Selectman Maddox said that is what is going to cost them at this point. Selectman Nadeau said \$4,418. Mr. Malizia said he priced that price out for the police and fire details as it's currently planned. The water is separate because it's a different fee coming from a different bucket. The \$4,000 was the fee that they're going to be charged. Selectman Nadeau thought they just said that they were training the...Mr. Malizia said they are. Selectman Maddox said they wanted 8 firefighters originally. It's down to 4 because the police officers are doing double duty. Steve Dube was willing to do that. Mr. Malizia said they'll be cross training so that they can provide whatever that other service is. Selectman Nadeau thought that was a lot. Selectman Maddox said if there's a potential 2,000 people with a crossover between shows, between traffic control, crowd control, safety, any number of things. It seemed kind of high to Selectman Nadeau. Mr. Matthews said it seemed kind of high to him too.

Chairman Jasper said the fact of the matter is Selectman Nadeau, again, if that's what our two Chiefs tell us they need to have. Selectman Maddox said they reduced it down from what they originally were going to have. Mr. Matthews said they reduced it down quite a bit. I was told \$45 an hour. Selectman Maddox said we didn't give you the detail rate. We're eating that administrative cost. Selectman Nadeau said that was fine with him. He just thought that the number that you had was different than this one, but that's the number. Mr. Matthews said he didn't know

what the number of the Fire Department was at all. I had nothing there to work with. All I can do is try to do the best I can to try to raise funds. That's what I'm doing.

H. Pelham Road/Lowell Road

Chairman Jasper recognized Town Engineer Gary Webster.

Good evening Chairman and Selectmen. Mr. Webster said he came back in March for a conceptual idea to straighten out Pelham Road to Lowell Road at that time. I talked to Kevin and he's anxious to go on it. I had to do a lot of research since then to find the funds. Kevin's price was a little bit more than I thought it was going to be. We have enough money to take care of the accounts I did find. I've been searching everywhere to find these things to take care of the re-alignment of Lowell Road, the paving, gravel and everything else. I do have probably enough money to do one side of the sidewalk with the money that we have today. We are anticipating through my Memo there is some other money that is coming in after 122 Lowell Road gets its CO possibly if it works right, we could do it. I haven't gone out actually for an actual price of the sidewalk and curbing out there. I did put an estimate together of what we had on Route 102, the same price, so that we did have a good estimate on that. Like I said, we did have some other accounts that I originally looked at which was the sidewalk account. Our sidewalk after this job is they're completely gone. I thought I had more money in the sidewalk account but after I got the new sheet, they are not there. I'm working with what we have today.

[Gary Webster] Kevin wants to get out there on June 26<sup>th</sup> to start the work. I've talked to the owner of the muffler shop. He has a great big tree and it's absolutely gorgeous. I don't want to cut it down. He is trying to get somebody in there to move that tree. I don't know how he's going to do it. We gave him that time. He also has sprinklers in the roadway, the new right of way and we have to take care of that. So there is some prep work before we try to go in there and start taking care of it. Obviously I know Kevin's under a deadline to do other projects. Windhaven is doing the sewer, so Kevin is planning on going over on the 26<sup>th</sup> of June. Like I said, I do have enough money to take care of the road work. We can the estimate and possibly I can do one side. I have a sidewalk account that I still have money in there. I have \$19,000. So it will take more than half of the sidewalk. If we're going to improve that, we do the sidewalk that's existing now that I'm taking out and tie into it. It will be on the south side of Pelham Road. When the other funds do become available we could actually put that in after the fact. I'm trying to find the funds to take care of this job. We have the concept but we had not funds to do it. I spent a lot of time going through everything. I had to go to the Planning Department and find all the funds that are in there that we'd be able to use on Pelham and Lowell Road. The accounts I have in there are all improvements to Lowell Road, Pelham Road and the Lowell Road Corridor Account. There's more money in there now than there was before. Down the road this will get replenished because there are other sites that have been approved and there'll be money that will be going in there. I have the latest schedule and this is what I have for funds right now to do the re-alignment.

Motion by Selectman Maddox, seconded by Selectman Coutu, to approve the expenditure of funds from Agency Accounts: #2050-111, Burns Hill/Pelham Rd Improvements - \$9,940.08; #2050-181, RAC - Lowell Rd/Pelham Rd Improvements - \$10,494.78; and #2070-090, Lowell Rd Corridor Account - \$18,144.89, for the re-alignment of Pelham Road to Lowell Road.

Selectman Maddox asked how much is still in the Lowell Road Corridor Account. Mr. Webster said what we have right now is \$18,000. That's the smallest account. We attacked that pretty good with all the other work on Lowell Road that we did. It was a lot less than that. I know there is other money we'll eventually be getting. I try to find some other accounts that I was trying to pull out of. It has to do with Lowell Road.

Mr. Malizia said if we're under that, it will be the amount we won't spend. In other words, we'll take the other ones to zero. That one we won't take to zero depending on where we come in. Kevin has \$36,000 as an estimate. If you look there's \$38,579 for a bottom line. We'll leave that money in the Lowell Road account and take the other ones. Mr. Webster said if Kevin comes less with his quote, then of course we'll try to use that money.

Vote: Motion carried 4-0.

Chairman Jasper said Mr. Webster confused him with a little bit on the sidewalks and on the Memo you have two accounts - take \$16,915.42 from them. Are you requesting that money to be approved for sidewalks? Mr. Webster indicated it was up to him. In my opinion, I think we should do it. At least get the sidewalk on one side because right now there's an existing sidewalk and I'm taking that out. I think we should use that sidewalk money that is there now.

Motion by Selectman Maddox, seconded by Selectman Nadeau, to approve the expenditure from Agency Account 2050-172, Sidewalk Pelham Road, in the amount of \$13,892.85 and account 2050-188, Country Meadows sidewalk, in the amount of \$3,022.57, for a total of \$16,915.42.

Selectman Coutu asked if this was right on the corner. Is that where the sidewalks are going to be on the south side? Mr. Webster said yes. There's an existing sidewalk there now and what we're going to do is tie into the existing sidewalk, run up all the way to the school where the driveway is on the south side. That was the original intent to do that. I had 900 feet of sidewalk. Its 450 feet. I have enough money to care of that and we'll see what happens when I get the prices and quotes.

Selectman Coutu said to Selectman Maddox that he had on several occasions in the past couple of years talked about access and egress from that particular intersection. Have you been able to look at what this was going to look like and is it going to narrow that wide...Selectman Maddox said yes it is. Selectman Coutu knows he's expressed that several times. Now I can't help every time I go by but to look and see if you're standing there waiting 15 minutes to get out into traffic. I agree with you having looked at it several times now that in order to solve part of that problem, we're going to have to narrow it. If you're satisfied. Selectman Maddox said the intent with that new building that the Planning Board just approved, they're going to be so close to that rolling stop that can happen now out of that road, this will tighten that up. There will be a stop sign there that's understandable. Right now you just kind of roll out of Pelham Road onto Lowell Road. This will give some more separation from that new driveway. It will make that business safer. It will hopefully help some gaps as well as people actually have to stop before they turn.

Selectman Coutu asked how many rental units are in that building. Mr. Webster said 9. Selectman Coutu said originally it was going to be 10. They cut it down to 9. I was concerned about the impact of that on that intersection. That's why I was reluctant to second it. I will support the motion.

Mr. Webster wanted to add to that. You had a good point there. That intersection is moved further south from where the existing Pelham Road is. That's going to be all grass now. What Mr. Maddox said, we're going to have three 12 foot lanes there plus a paved 3 foot for a bike lane. It's going to be about 42 feet at Pelham Road. You're going to have a left turn and a right turn coming out to Lowell Road. So it will be 2 lanes and 1 lane coming from Lowell Road onto Pelham Road. It's going to be a wide throat there, but it's at a 90 degree angle. Like I said, we're going to have more distance away from that 122 Lowell Road which is safer. Like you said, they just roll out and don't stop for the stop sign. We're also going to put some conduit for the future light.

*Vote: Motion carried 4-0.*

#### Dam Bridge

Chairman Jasper indicated that it didn't make the agenda as such but we'll take it up now while Gary is here without objection. The issue of the Dam Bridge. We are running out of time with our appropriation. I spoke with Gary several times last week and then I called Commissioner Campbell and trying to figure out what this is whether it's a dam, or a bridge, or both, we have been approved for the bridge replacement. In order not to lose that money, we need to make a commitment to the State and they need to make a commitment back. We can figure out whether it's a dam or not. It's been designed. It's a matter of putting the boards in or not and high they would be. That's all relatively irrelevant to this. We can do two things. The first one I'm pretty sure you won't want to do. We have \$239,638.13 left in that account for that. We can cut a check and send that to the State to the bridge fund and then they'll hold on to it and do the bridge. Or we can do what I'm recommending which is to apply for State bridge aide construction and tell them that we have that amount of money available and that's our costs. That encumbers it that's our share. We would not only send this to where it is supposed to be but another copy to the Commissioner personally so that he makes sure it gets turned around and that before the end of the month we will have the commitment from the State so that we can properly encumber it because they will then say yes. My suggestion is that we authorize the signing of this document to apply for State Aide for rehabilitating Bridge No. 129029 on Pelham Road and that we are committing our share in the amount of \$239,638.13.

*Motion by Selectman Maddox, seconded by Selectman Nadeau, to authorize the signing of this document to apply for State Aid for rehabilitating Bridge No. 129029 on Pelham Road and that we are committing our share in the amount of \$239,638.13.*

Selectman Maddox said he'd kick him around when he got a chance but its nice having somebody in the State House that has the ability to stop in and see you're up there. So your work to get this done because I know Mr. Webster has been frustrated by dealing with the Dam Bureau and the DOT in general. Having you as a liaison the State obviously has its benefit inasmuch as you have the knowledge of who to talk to. I appreciate your getting involved Mr. Chairman. How long has this been approved - 3 or 4 years, and we're still chasing it. If this will go through with your help, I applaud your work on this effort.

Chairman Jasper stated at least it gets our money encumbered so that we don't have an issue with that.

*Vote: Motion carried 4-0.*

Mr. Webster asked if Chairman Jasper would like other copies so that he can sign multiple ones. Chairman Jasper said yes because we do need to send one. Mr. Webster said he would gladly make sure we deliver that tomorrow ASAP. Chairman Jasper said one directly to the Commissioner.

I. Personnel Policy Changes

Chairman Jasper indicated that this was Selectman Luszey's item and unless otherwise ordered, this will be deferred until the next meeting.

J. Town Surplus Property Auction

Chairman Jasper recognized Town Administrator Steve Malizia.

Mr. Malizia said he surveyed all the departments for excess or surplus property, property that we no longer need, or in the case of the Police Department, unclaimed type property such as bicycles or other miscellaneous items. After coming up with the list, it appears that we would have enough to conduct an auction. We did not do one last year. We did not have enough items. It appears that this year we would. We generally like to do these things before the summer really hits. So what I'm proposing is June 25<sup>th</sup>, which is a Saturday to conduct an auction and would approve this list of items. It will start at 9 a.m. These are items that we have no use for. I've already vetted this through the departments. So each department has had an opportunity to take a look if there is anything they needed. Frankly a lot of this stuff is really used up. If you look at the computer stuff or what not, we're one step away from throwing it away but before we do that we like to offer them to the public. There's an ambulance that's out there. What I've also done is extended an offer to the School Department. They have miscellaneous items. We are not in charge of them, but they would piggyback on. They will bring their items to the Highway Garage, go through the same process, and somebody can make a bid. IF their items don't sell, they'll be responsible for getting rid of their items or they could coordinate with Kevin. Trying to kill two birds with one stone. This is our proposed list. It'll be June 25<sup>th</sup>. If anybody wants to be the auctioneer, I'll take a volunteer.

*Motion by Selectman Maddox, seconded by Selectman Coutu, to hold the Town surplus property auction on Saturday, June 25, 2011, at the Hudson Highway Garage, starting at 9:00 a.m. and to approve for the auction the list of surplus property attached to the Memo from the Town Administrator dated May 31, 2011 entitled "Town of Hudson Surplus Property Auction List".*

Mr. Malizia pointed out that this list will be available here at Town Hall. It will be posted at various public buildings. It will be on the web. We'll cut an ad for the HLN and we'll run a scroll with probably some of the highlight items on TV.

Selectman Maddox said the one thing that is on here, there's over a dozen bicycles. That's really the item that tends to be the big mover. If you're looking for a bicycle for your child, there's any number of different types here from a Mongoose children's bicycle to a Rhino Decoy Mountain Bike. There's any number of things. If you're sitting at home and you've been dying to get a new bike, it's a good value. These things aren't going to sell for a lot of money but we get rid of them. I know Selectman Coutu and I sat with the Police Department about using property.com, but I think they just want to get rid of these items before we go to that program.

*Vote: Motion carried 4-0.*

K. Budget to Actuals

Chairman Jasper recognized Town Administrator Steve Malizia.

The Budget to Actuals that you have in front of you Mr. Malizia said are through May 31<sup>st</sup>, which is the 11<sup>th</sup> month. Basically from a percentage wise, we are 92 percent through our year. As I stated before and I'll state it again, the one budget item is legal. I'm still concerned however, I'm looking at possibly maybe another \$15,000 overall. Our legal bill itself is well under control. We're looking at maybe this last month of \$5,000, which is very reasonable. Part of the reason is we don't have a lot of land litigation or those items. So that one we're keeping a real good lid on. Unfortunately as we deal with grievances and/or labor issues, that side of the ledger went up. Bottom line, I've been taking a close look at it. We'll be able to balance it off. We're done very well with the Town assistance to the poor and that sort of thing. I'm not worried bottom line there. At the end of this month, actually at the next meeting, the Finance Director will come. We'll be looking at the earned time to see how we're shaking out with folks who've taken earned time buyouts or retirements. Some of the firefighters as you know have retired. They under the contract get a buyout of their earned time. So we'll take a look when we're taking a look at that. If we could absorb that here in the departments, we won't have to tap into the fund that's been established. Again, we'd like to keep that fund growing a little bit more. If need be, there is money in that fund to maybe smooth out if there's an issue with some of the departments. So you'll see that at the next meeting, which will be the last meeting along with a list of

encumbrances. That memo has gone out. Each department will look at their list of requirements and what may or may not be. The bill may not come in for something that we've already committed to. This would be an example, this bridge program. You may have some other modest things. Generally speaking though, I think on the expense side we'll be in reasonable shape.

[Steve Malizia] Revenue, again, the motor vehicles will probably be about \$100,000 short. Overlay - we didn't really spend all of that, which that is the money that is raised to try to provide for abatements. Ambulance revenue - this is a two month lag. In other words, we still have a couple of months to go. Our ambulance revenue looks very reasonable. We're doing very well there. That will go a ways to make up the motor vehicle situation. Obviously with the interest, you'd cut it back to \$60,000. Bank interest is pretty (inaudible).

Again, Mr. Malizia put the trend reports in just for the motor vehicles and for the interest just so you could see that. Those are going to come in. Like I said, motor vehicles are probably about \$100,000 short. It's all dependent on the public buying, or registering, or keeping vehicles. Other than that, again, on the expense side I think we've done a fairly reasonable job and we will have some room there to cover the legal responsibilities which have been my concern.

Selectman Maddox had a statement. I think the department heads have done a great job of watching their budgets, keeping them within line. I personally don't hold it against any department head if they turn money back in against next year's budget. I think we are all looking at every dime we can to make sure that we don't overspend. Obviously Steve is keeping an eye on that. As much as these are painful to look at every month, I think that we are in damn good shape Mr. Chairman.

Chairman Jasper said we're in pretty good shape for the condition we're in.

Mr. Malizia indicated that the Town has always taken a conservative approach both from their budgeting perspective and I would say their revenue. Unfortunately motor vehicles are a roll of the dice sometimes. Generally, we're not falling 10 percent short. It's \$100,000. I'm not poo pooing it, but it's not bad when you couple that with how you're doing on the ambulance and you've also done very well on the overlay. Bottom line, we look okay there. It's just conservative budgeting.

Selectman Nadeau was looking at one of the line items. One of them being Benson's on page 2. We're showing \$1,000 on this account. We haven't used any money out of it? Mr. Malizia said that would be the Benson Park Committee. I believe that was for their pamphlets or whatever other materials are needed. If they haven't spent anything, I won't make them. That I believe was for committee expenses. If they needed adds or whatever. Selectman Maddox said the bottom of the page has the park operation, and they've overspent. Selectman Nadeau said it was a wash. I thought I was misunderstanding those two. For future reference if anybody else looks at this outside, Mr. Malizia said the top things tend to be the town offices, the committees like the Budget Committee, Ethics Committee and Treasurer. Those are sort of those general government purposes. So committee works up there. Operations tend to be down lower.

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

Selectman Coutu - Go Bruins!

Selectman Nadeau - I have a couple of things tonight. The first one is an update on the playground at Benson's. The RFPs came back in. There were 7 bids for proposals that they received back. The Playground Committee went through the 7 bids and picked out the top 4 that they're going to interview next week. They're going to basically have a 45 minute interview with each company and see what they have to offer and what the differences are in their bids so that they can understand those a little bit better and take a look at some of the pictures that they'll supply to them.

The next thing Selectman Nadeau had last night was the honor of going to was the Class 2012 Scholarship night at Lions Hall. It was probably the coolest one that I went to. It was nice and cool in there which was very unusual for scholarship night. The Lions Club did a great job with the spaghetti dinner. I was not there for that part. I got there a little too late this time. I was at Benson's Park. What actually gave it away was I was talking to a lady at the ticket booth and she said this was an Eagle Scout project and the gentleman who did this Mr. Undercoffler was at the scholarship awards night tonight. I got in my truck and took off to the scholarship awards night because I had a scholarship to give out for the Historical Society. There was a very amazing amount of scholarships in the Town of Hudson that were given out from a lot of our non-profit organizations in town. I wanted to thank everybody that had scholarships there and good luck to the class of 2011. I was also able to give out on behalf of the Board of Selectmen last night the Junior Citizen of the Year Award to Kristen Lennox. We gave the other one to the other gentleman at the Chamber dinner. She had hers presented to her last night at the scholarship awards night.

Selectman Maddox - If we're going through our packet, Fairpoint gave us this nice diagram of where poles are going to be. Hopefully we can resolve that issue we got under Public Input. They're pretty exact - 8 feet from here, 82 feet from there. They should have filled out another form that hopefully we can correct that issue.

For those of you that can't believe it, Selectman Maddox graduated something. Citizens Police Academy. Great program. I have always been on Wednesday night and the Chief changed it for whatever reason to Thursday. So the 3 Planning Board members were able to go. Great program. We had people just entering college going into the police line of work to senior citizens. Everybody was quite impressed with Master Patrol Officer Cavallaro for his work on this program. It was eye

opening some of the things. Again, I'm going to come back to this Board and look to do some of the things with the drugs, internet, and those types of things. Overall it was a well thought out, well implemented program.

Selectman Maddox stated that the Chairman sent a letter to the Hudson Senior Council on Aging. I think that should be a discussion that the Board should have. What's going to be paid for that land where the senior center hopefully will be located? I think they brought up some points that we probably should have a discussion about. I understand your point that it's not yet ready for prime time, I think it's going to take us some time to do some discussion. Maybe we could put this on a future agenda. I was hoping that their Liaison was going to be here tonight to get some more input. I think we should start laying the groundwork because as we know, it takes forever to get from here to there. There are a number of issues in that letter that she brought forward that I think we're going to have some discussions about.

Chairman Jasper said the reason I did that was because until we at least get the appraisal done, this is a long haul. We know that the State moves at a glacial pace in trying to move this along. At this point by far a done deal. We don't know for sure if we're going to be able to make this happen. We believe we are. We hope we're going to have the Governor's help. Until such time as we actually have some understanding of coming up with an agreement seemed to me to be appropriate. The letter was to the Chairman. I responded as such. Perhaps I should have put it on the agenda for discussion. I just don't feel that we can have a productive discussion at this time until we have a better handle of where we're going. I expect that to take place this summer. That agreement is going to be the easiest agreement of all the agreements we have to deal with. If the Board would like to..Selectman Maddox thought they should get a copy of it. Selectman Coutu said he and Selectman Nadeau have no idea of what either of you are talking about.

Chairman Jasper asked where the letter went in general read. Selectman Coutu said no. I did all my general read. There was nothing in there. Selectman Maddox said he got a copy. Again I think that transmittal of information - I think at the very least the Board should see this. Again, it should be a discussion and maybe when Selectman Luszey is here as their Liaison would be more appropriate. I still think we should have a discussion. With that, that's all I have.

Selectman Jasper - Two other things. Obviously I followed up on the bridge. The other was Sherburne Road and Dracut Road, which I have spoken with the Commissioner about. The Commissioner obviously the priority for Hudson last week was dealing with the bridge. He needs to talk to his person who deals with that issue and find out what the State can do at this point. I will be hearing back from him relative to it's just as simple as go ahead and put the signage up or if it will be more extensive than that. Selectman Maddox believed he had the copy o the e-mail from Chief Gendron. Chairman Jasper said he knew there was correspondence and they wanted to review the file relative to that and see where that stood and what could be done. I talked with him some more about the assessment of the land at Benson Park and was a little concerned after a memo from Jim, the Assistant Assessor, relative to that and wanted to make sure that the Commissioner understood that there is cartilage that goes along with the building and the red barn. If they look at the Master Plan, they'll see that there was parking areas that were delineated that were closed to the red barn that we would still have the right to make. So that needed to be taken into consideration, and things of that nature. He was appreciative of my call in bringing those things to his attention. They're still working on that and I will continue to keep in touch with that.

Raccoons were mentioned earlier on Chairman Jasper's roof. It sort of brings up another thing that's been a bit of thorn in my side. Although I appreciate the act very much that the Editor of the Hudson Litchfield News did not put this in as a Thumbs Down, it really goes again to how petty people can be. They really need to call us and talk to us if they have issues instead of just throwing daggers through the Thumbs Down. Two weeks running now I guess, or 2 times at least in the last few weeks, someone has sent into a Thumbs Down that I am putting my leaves and my grass clippings on the school house property knowing that the Jasper family owns the school house, he didn't put that in there. One of those thing that's very frustrating. The School District owned that property for 52 years. The Jasper family has now owned it for 73 years. We've owned it longer than the School District ever did. We've taken care of it for 73 years and paid taxes on it for 73 years to really no benefit to us. I did tours last week. I have 2 tours this week and 2 tours next week from all the 3<sup>rd</sup> graders in the Town of Hudson coming in and sitting in the school house. That's what we do with it. That's my mulch pile over there where I make some lovely compost that I put on my gardens. The pettiness of some people in this Town really drives me to frustration, which leads me to my raccoon story.

Chairman Jasper was over at his compost pile on Sunday and checking out the school house and noticed a bunch of shingles on the ground. I looked up and there was 10 feet of the roof ripped off almost all the way up to the peak. I realized what it was a raccoon was trying to break in to the school house. The squirrels sometimes make holes in the soffits and there was a hole there and the raccoon, because there were some low hanging branches, took advantage of that and stripped off a good section of my roof. So on the school house that's where I was today repairing the school house roof. Yesterday and Sunday I was also cutting trees down around the school house to make sure they couldn't use the trees to gain access to the building any more.

10. NONPUBLIC SESSION

Motion by Selectman Maddox, seconded by Selectman Nadeau, to enter nonpublic session under 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; and (c) Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting. This exemption shall extend to any application for assistance or tax abatement or waiver of a fee, fine, or other levy, if based on inability to pay or poverty of the applicant, carried 4-0 by roll call.

Chairman Jasper stated that Nonpublic Session will be entered at 9:05 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 9:24 p.m.

Motion by Selectman Maddox, seconded by Selectman Coutu, to authorize the Fire Chief to hire Craig O. Benner to the position of Firefighter Paramedic within the Fire Department beginning July 11, 2011. This assignment will be a non-exempt position and in accordance with the IAFF Local #3154 contract with an hourly rate of \$14.78 per hour and then to Step 1 at the completion of probation as recommended by the Fire Chief, carried 4-0

11. ADJOURNMENT

Motion to adjourn at 9:28 p.m. by Selectman Coutu, seconded by Selectman Nadeau, carried 4-0.

Recorded by HGTV and transcribed by Donna Graham, Recorder.

HUDSON BOARD OF SELECTMEN

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Shawn Jasper, Chairman

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Richard J. Maddox, Selectman

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Benjamin J. Nadeau, Selectman

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Roger E. Coutu, Selectman