

HUDSON, NH, BOARD OF SELECTMEN
Workshop Meeting of April 5, 2011

1. CALL TO ORDER by Chairman Jasper at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE led by Selectman Luszey.
3. ATTENDANCE - Roger Coutu, Ben Nadeau, Rick Maddox, Shawn Jasper, and Ted Luszey
Staff/Others: Steve Malizia, Town Administrator, Leo Bernard
4. DISCUSSION ITEMS
 - A. Planning session on future items and goals for the upcoming year

Chairman Jasper said the primary reason that they're there was to talk about long-term goals. As they all know, he knows Selectman Luszey as a member of the Budget Committee last year that they all struggled with where they were going with the budget. Certainly budgets have been on his mind lately up in Concord. They had some disagreement about how to get to the same point last year and part of that was because they were doing it at the last minute. When he thought it might be appropriate for them to do is to discuss very early what their thoughts were about the budgets and perhaps give some direction to the department heads not for the purpose of actual budgeting but for contingency so that they'll have some time to think through some things and when the budget season does come upon them, they'll have those contingencies in their back pocket if you will and they'll be able to look at those items and discuss them. That would be the first thing to see if that was something the Board was interested in doing.

Selectman Coutu agreed. He thought that they needed to address it because it is going to be a serious problem if they wait until the last minute again this year, you saw what happened last year. He thought it was incumbent upon Chairman Jasper to give the Board his feel for what the fiscal impact is going to be as a result of the budget that has been passed by the House and now headed for the Senate and appears will pass. What is the fiscal impact on a community like Hudson?

Chairman Jasper was very hopeful at this point that there will be no pass down as was proposed by the Governor. Our revenues from the State will be stable. The real unknown right now is going to be the retirement piece of the puzzle and how that is impacted. He hasn't figured out exactly where those numbers are but those aren't really part of the budget. That's part of the retirement system. What is being proposed right now is that both Group 1 and Group II would have their retirement rates raised by 2 percent. Right now Group II has 9.3 percent deducted and that would go to 11.3. Group I, which is employees and teachers, would go from 5 to 7 percent. Chairman Jasper said only to a large degree make up the problem that exists. While the Governor had proposed withdrawing the whole \$46 million that the State contributes to towns' retirements, that number of course would have grown if it had kept it the rate it was. The House had put the \$43 or \$46 million back in the budget but that will be a number that will be static. So how all those numbers play out, he wasn't sure if that meant our rates would go up. He thought our rates are scheduled to go down. However that being said, Chairman Jasper said the problem with the system is that it is \$3.5 billion in the hole. He's seen numbers higher than that. The last actual number he was told when he was at a meeting of the people from the retirement system was \$3.5 billion. The solution to that problem is to have the towns and cities pay that back over a 30 year period of time. Obviously that would have an impact on the system if we were to have to start paying on that \$3.5 billion. That's the piece of the puzzle that he didn't really have a firm handle on. The rest of the stuff we should be fine with revenues coming in from the State and not seeing any reductions.

In terms of the budget process at the State House, Selectman Coutu said the House passes a bill that goes on to Senate. It either goes to conference or they vote it up or down. The bill goes to the Governor. Are there a sufficient number of votes to override any veto?

Chairman Jasper said there should be. Frankly he Governor is going to be in a very difficult situation to veto the budget because of the fact that it is difficult to shut down state government. Assuming that they go right to June 30th before they reach an agreement, which he assumed they were, then the Governor would have to sign that bill immediately. If he didn't sign it then come July 1st, we don't have any budget and that's over the July 4th weekend, which is a very profitable weekend for the State of New Hampshire. If he vetoes it, the House isn't going to be able to come back into session over the July 4th weekend to consider a veto. He'd have to be right out front with that. It would be something that he would be surprised if he actually vetoed the budget this year.

Bringing it back to our home turf, Selectman Coutu said what he heard Chairman Jasper say was that we need to look at the budgetary process early on and give some thought to where we're going to go and what direction we want to give our department heads. Chairman Jasper used the term "contingency". Can you elaborate on specifically what he means by "contingency"?

Chairman Jasper would like to tell the Board what he was thinking over the last few weeks about what he thought they ought to be preparing for. He assumed that this Board was not going to want to see an increase in the tax rate for the next budget. He thought they also probably squeezed everything that they can out of the 20 percent that is non personnel. Certainly there's not a lot of substantial money there. This won't work for every department but he thought they'd need to talk about what departments. Chairman Jasper's thought was that they should be saying to the larger departments that the Board would like them over the next few months to develop a plan for a 10 percent reduction in the cost of personnel and tell them what the consequences of those decisions are. What services wouldn't be provided and how that would be affected.

Chairman Jasper wasn't assuming that they're going to need to in any particular case go to a 10 percent reduction to achieve zero growth but because some of the departments may come back and give the Board scenarios which would be unacceptable, they might decide they need to go lighter in one department and heavier in another. He couldn't see in any case wanting to go more than a 10 percent reduction. If those contingency plans for a 10 percent reduction in personnel costs were to develop, he thought that would give them about a worst case scenario and then they could build up from there and decide what the consequences are.

Selectman Luszey said the whole concept of reorganization or taking a look at the organization was a good one. He wasn't of a mind right now to put a 10 or 20 percent. He thought the first step was to outline what services they're willing to give up and give the department heads some guidance around that and then ask them based on that what can they give back. It could be more than 10 percent or it could be less than 10 percent. Coming from where he came from, anytime you say give me a 10 percent cut, you'll get the 10 percent but doesn't necessarily end up as being the most efficient way of organizing an organization.

Chairman Jasper thought he did understand and thought Selectman Luszey would need to elaborate a little bit about how they get any place if they don't give some sort of a parameter. He has some ideas that fall in more the idea of restructuring. For instance, he thought the Board should ask the Fire Department to look at it assuming the Inspection Division within Community Development. There are fire departments that do that. He thought a lot of times they have people coming in one door and another people going out another door when in fact if they looked at the possibility of cross training inspectors, they could be having the same people do multiple inspections and potentially save money. He's had some preliminary discussions with the Fire Chief about that and the Fire Chief indicated that they do that in Bedford. Chairman Jasper thought that was an area that they ought to ask be explored. What would it take to cross train the people, retrain people and do that? That is something that could be done. That's one idea that Chairman Jasper had. He wasn't sure that he had a lot more in terms of that other than the issue they've been working on which is combining the dispatch into one unit even if at the present time they don't physically move to have the same people doing dispatching for police and fire. So they'd rotate. You might be working in the fire station this week and next week you might be working at the Police Department. Combining dispatch was something that they've been talking about since before he had more than half a dozen gray hairs.

Selectman Coutu said that the Chairman Jasper passed that idea off on him about a week ago. He didn't want to show too many hands here but he thought it was an excellent idea. A lot of municipalities today have an inspectional services division within a municipal structure and they handle all inspections. He thought that was an area they could look at. Selectman Coutu would suggest that if Chairman Jasper would entertain a motion, he was prepared to make a motion where if you were to appoint he and Selectman Maddox to work within each of their divisions that will come up at the next discussion, which would be the committee assignments, and talk with Fire and Community Development team and see if they can look at ways to come up with an Inspectional Services Division. Selectman Coutu would also like the Board to look at Fire and Police dispatch. He thought that the Police Department is set up to be able to do it and they ought to consider that.

Chairman Jasper thought that they should and that would be a good fit as well. He's recommended that Selectman Maddox be the Police liaison so the two of them could handle all of those. With that just to keep things in order, perhaps it might be a good idea to suspend this discussion temporarily and change the order of the day and go to Item B – Liaison Assignments and then come back.

Motion by Selectman Coutu, seconded by Selectman Luszey, to suspend the discussion on Item A and to change the order of the day and take up Item B at the present time, carried 5-0.

B. Board of Selectmen Liaison Assignments

Chairman Jasper said he wasn't sure where some of the Selectmen wanted to go. He didn't want them to take this is set in stone. If there is someone who has been assigned something that they do not want, then he thought they should discuss it. Conservation Commission – apparently his eyes blurred over by the end of the evening and he didn't see that he had left former Selectman Massey on the Conservation Commission. Being that that's his mistake if there is no one that is chomping at the bit to take it, he will take that as his penance.

Selectman Luszey said maybe he could help. Give the nature of the Conservation Commission, the Energy "Green" Team Committee, and the Recycling Committee, they're all about conservation of resources in one fashion or another.

Motion by Selectman Luszey that the Conservation Commission, Energy "Green" Team Committee, and the Recycling Committee be consolidated into one.

Chairman Jasper said they can't do that with Conservation. Conservation is a statutory commission. The other committees that are creations of this Board they could do that. He would recommend, however, that if they do that they should invite the members of the committees and have a discussion with them about doing that. He did think that there's probably a great deal of merit to doing that. Conservation they can't do that with. Selectman Luszey would you like to be the liaison to the Conservation Commission? Selectman Luszey said yes. Chairman Jasper indicated that Selectman Luszey will be added to Conservation. Selectman Luszey said only if they get to talk about consolidating the other two later. Chairman Jasper said they could certainly do that.

Selectman Nadeau said that by doing those two last year, it was something that they were going to do but then they decided not to do it because the people that were on the Green Team were more towards the energy aspect of it and the ones on Recycling were on the other end of it. They've tried having joint meetings at the same time. People were going this way and that way. It wasn't something that worked but they have been talking about it. When he sees both of them, he will see where they want to go.

The only comment Selectman Luszey would make on that is if you get into ISO 14,000 1 and 2, it addresses both of those. It is about conserving resources, energy, recycling, and all of that. It really depends on how one thinks about what the mission statement of those groups are. Green – recycling – is all about being green and going green.

Chairman Jasper said that Selectman Nadeau is the liaison to both of those. They should leave that to him to work on seeing if that is feasible.

Motion by Selectman Coutu, seconded by Selectman Maddox, to approve the liaison assignments with the exception of Budget and Planning Board which need to be separate votes, carried 5-0.

Motion by Selectman Coutu, seconded by Selectman Nadeau, to appoint Selectman Luszey as the representative to the Budget committee and Selectman Jasper as the alternate, carried 5-0.

Motion by Selectman Luszey, seconded by Selectman Maddox, to appoint Selectman Coutu as the Planning Board alternate as Selectman Maddox is already in that for his term as the regular member, carried 5-0.

Selectman Coutu said as you know Chairman Jasper, it is the prerogative of the Chairman to make committee assignments. As all Chairmen customarily do, send out a copy of the committee assignments from the previous year and they indicated those areas which they have an interest. For the record, Selectman Coutu wanted it to be known that though he's been appointed to the Fire Department he had requested and he didn't know that Selectman Maddox also requested but he probably did because he got it, the Police Department. Selectman Maddox said no Sir. Selectman Coutu said he had requested the Police Department with the Fire Department and he concurred with Selectman Maddox. He didn't object to being appointed to the Police Department. He just didn't want the guys at the Police Department to think that he didn't request it. He did request it. Chairman Jasper made the assignments according to what he saw on paper. His were somewhat confusing so he had no indication that Selectman Coutu was interested in both. Be it as it may, he thought that this would work out well.

For the record, Chairman Jasper said that he had 3 members who wished to be appointed to the Fire Department. Obviously the math didn't quite work out there. Selectman Coutu said he didn't know that. Chairman Jasper said they did. The tradition of this Board has also been that no one selectman gets more than one major department. They consider Highway, Police, and Fire really to be the major departments. No one in his tenure has ever been the liaison to two of those at the same time. Had he clearly understood what Selectman Coutu was requesting, he would have called him and asked him what his priority was but he would not have considered two there. He did call Selectman Maddox and talked to him because he had not indicated another department.

Chairman Jasper indicated that they were back on Item A.

A. Planning session on future items and goals for the upcoming year

Chairman Jasper indicated that a motion would be in order since they have settled their assignments.

Motion by Selectman Coutu, seconded by Selectman Maddox, to have Selectman Coutu and Selectman Maddox meet with Fire and Community Development in order to explore the possibility of creating an inspectional services unit and also to explore the possibility of combining Dispatch.

Selectman Coutu thought that in the long term, your idea of having people cross trained was something that he's advocated both in the private and the public sector because he's obviously worked on both. He thought it made sense. He thought it would be more cost effective, and he thought it was very consumer friendly. We need to think of our taxpayers as consumer of our services.

In terms of the Fire and Police Dispatch being united as one unit with a backup, Selectman Coutu thought they would still want to maintain a backup here in the Fire Department in the event that something should break down at the Police Department. The Police Department is well set to be receptive. It's set up so that it's receptive to have a combination of Police and Fire. He thought it would create a more worker friendly environment, especially for the Fire Dispatchers. It would also provide an opportunity for the first time – Chairman Jasper has more history with the Fire Department than any of them had ever had – both good and bad he might add, they won't have a Fire Dispatcher sitting alone in the building and having to go into the bathroom to try and answer a phone in the bathroom. That's the type of set up they have right now.

Selectman Coutu thought it needed exploration. Now is the time to do it. It's not going to be as costly as the original projections had been now that the facility is available and ready to do it. He thought that he and Selectman Maddox can tap their brains a little bit and get some feedback from them and they can work together with them as a team and come back hopefully with a recommendation for both.

Selectman Maddox indicated that those are the kinds of discussions that they should be having. That's the whole intent in his mind of the Workshops is to be able to kick around some of the ideas that at least they've explored them. He and Selectman Coutu will hopefully find some synergies between both enterprises to be able to better serve the public, save some dollars, and increase productivity. He thought those were the kinds of things that the Workshops are good at sitting down with the Departments and saying how can they make this work is a great idea and they're not under the gun. This is something that takes them 3 months if it takes them 6 months. At least they have a mission to go off on rather than just at a meeting quickly go let's do this. They're going to think about it. That's something that Selectmen as a rule don't do a lot of.

For clarification, Selectman Luszey reiterated what the motion was all about was to explore combining dispatch and setting goals for the 2013 budget. Is that right?

Chairman Jasper said combining dispatch even if the initial stage of that was to not physically combine them but to combine the function – the dispatch personnel into one unit. He knows that there are grants out there that have been explored and there may be money to accomplish this sooner rather than later. The two Chiefs have been working on it but to try to move this process along. The other part of it would be to look at what can be done to physically move inspection services into the Fire Department.

Vote: Motion carried 5-0.

Chairman Jasper went back to talking about the other departments and some of the things that they can perhaps have them look at over the course of the next few months so that they're prepared for budgets. Selectman Luszey talked about the fact that he didn't particularly like the idea of setting a goal of a 10 percent reduction. He wasn't sure where that took them if they don't go in that direction in terms of what their directive would be to the department heads. For the purpose of what Selectman Jasper was thinking, he's really look at himself thinking about Fire, Police, and Public Works. Other than that, they're looking at very small departments. He thought that perhaps they ought to take smaller steps in some of those areas that don't really have that much personnel and then they might be talking about looking at a reduction of 1 person or something like that. The larger departments perhaps this parameter that Chairman Jasper was thinking of was more appropriate or some idea that Selectman Luszey might have.

Selectman Luszey said it was setting the 10 percent without giving the department heads guidance as to how they want them to approach that. If he has 10 people and you tell him to give him 10 percent, he's going to give him a person. It's real easy versus outlining to the department heads what they believe they need for services out of that organization in the future and saying okay if this is what we're asking you to do, come back and tell us what you think you're going to need for labor to execute to that, which could be more than 10 percent.

That's where Chairman Jasper gets into the difficulty because he thought they have the appropriate level of service now that the Town has said this is what they'd like to have. The question becomes can they continue to afford this. He'll be the bad guy and just throw out ideas. What he's thinking is – and this will get them to the same place because the department heads would come back and if they said 10 percent, what does that mean? In the Fire Department do they take 1 person off each shift or do they say Robinson Road won't be open, or Burns Hill won't be a 24/7. Does that mean to the Police that they don't have any School Resource Officer nor do they take patrol cars off the road?

Coming at it a different way, Selectman Luszey asked if Chairman Jasper had a number in mind that they were looking to reduce the labor line by? Chairman Jasper said he was looking for a worst case scenario. He didn't want anybody to think that he was looking to have an across the board in the Town 10 percent reduction in labor. If they are looking at a 16 percent increase in health benefits again next year, which if

they're at \$20,000 for a health insurance plan and they have a 16 percent increase, they're looking at another \$3,200 per person on a family plan. They're going to have a zero percent and you multiply that \$3,200 by X amount of employees, there's no place else in his mind. He didn't want to go and say they're not going to replace equipment. They're not going to do things. Those are the types of things.

Selectman Luszey said maybe what the goal might be or the guidance to the department head is what you're looking for is a zero percent increase in the Town departmental spending including any increases in benefits, raises, and things like that. That's kind of what he was hearing.

Chairman Jasper said he wasn't going at it that way because he wasn't asking them to project their budget. Actually what he was suggesting was they take their approved budget today and come back. He really thought, and this was a decision for the Board to make, he was just giving them his opinion, that they've squeezed all that they can out of all the other areas. Eighty percent of their costs are labor and how much more do you squeeze that other thing before you start having equipment break down and just a deterioration of their hard assets in this Town. If you say here's your budget now, look at your labor costs, today if you had to make a decision today how would you reduce today's labor costs by 10 percent? What would you do and what would the consequences be? Give the Selectmen the direction, and he believed the department heads would do this anyhow, do it in such a way that impacts the services to the community in the least possible way and does not cause a breakdown in the system. If the Selectmen told the department heads tomorrow they had to reduce by 10 percent in their staff, what would they do and the best way that they could do it to meet their mission of their department?

Chairman Jasper thought it would be difficult to do in the Highway Department because if you take two plow trucks off the road, how many hours more would it take to plow now? Now the emergency vehicles can't get around. It's going to be very difficult to do, but he thought they had to ask those hard questions and find out what's the answer. Maybe you do it one person at a time down to 10. If you know 10 percent to reduce your labor cost is going to be say 5 people, he reduces it by 1, here's the result. He reduces it by 2 and not by 5 so that they have the ability when the time comes to say all right this is what they have to do to reach the goal. They know the consequences of every position that they reduce in Town to get them to that goal. Then the Board makes a decision and they'll know that is not acceptable. They're going to have to propose a budget that increases the taxes. The way they've been doing it has just been too reactionary. Chairman Jasper thought if they had those numbers before they know what anything else is without the emotion attached to a proposed budget, then the time they get there they've already has some information that let's the Board make a more rational decision.

If Selectman Maddox understood it correctly, Chairman Jasper was saying that zero percent increase from today's budget and a 10 percent decrease. Chairman Jasper said no. He's assuming that they're not going to want any increase in the tax rate next time around. Forget about next year's budget. Look at this year's budget and what's approved today and if the Board asked the department heads to give the Board a 10 percent reduction in personnel costs based on today's budget, what would that be person by person and what would the consequence person by person be. Selectman Maddox said Chairman Jasper was stressing personnel. What he didn't want to see was stop doing maintenance and hurting us down stream there or those type of issues. Chairman Jasper honestly believed they were at the point where that's really the only responsible thing they could look at is personnel costs because they've just squeezed everything else and they are going to get in a situation Selectman Maddox was talking about.

Selectman Coutu wanted to comment on the approach and then he wanted to ask a question relative to legislation. This would be the first time since he's served on this Board that from what he can see a whole different direction in the budgeting process that's going to be very educational to the Mr. and Mrs. Thumb's Up Thumb's Down out there who like to submit comments without attaching their name to it with regard to the budget process. What the Board has seen a lot of and Hudson is certainly not immune, it's across the country, people criticize government for the way we spend money. Other than seeing department heads come in here and propose a budget and numbers are thrown around, they don't understand the process and the services that are being provided and how they are going to be affected. He thought that this process is going to be open and very transparent and its going to give the consumer, the taxpayer, an opportunity to see what the process entails and why you have X number of police, X number

of fire, X number of Department of Public Works. The scenario that came to his mind very, very quickly as a result of an incident that happened here in town, Selectman Coutu knows that it is historical in nature for the Town of Hudson but they had the alarm going off at 8 p.m. It stopped and everybody asked what happened. They couldn't believe the Town did this to them. Let's assume for example in the Highway Department which the Board thinks has been stretched as it is if anybody can pinch a penny and stretch a dollar is certain is Kevin Burns. He's thinking a different scenario and saying that we're not going to send a street sweeper out any more to pick up the sand. What do you think the human cry would be in this Town if they stopped doing that? People are complaining now. How come they're at the north end and they're not doing the south end? Or they're at the south end. He tries to rotate and gives everybody a fair shot at it. That would be one example. He could get rid of the street sweeper, keep it parked, and get rid of that one person and we won't pick up the sand. If people see how each and every single item affects them, he thought they'd have a better understanding of the process and the decisions that they have to make, and why they have to make those decisions.

The question Selectman Coutu had for Selectman Jasper was it is very, very difficult to follow this whole process in Concord and it's difficult for them because they're sitting there trying to make decisions, read through the legislation, and see how it's going to affect people. In the labor portion of the legislation, and he didn't know that all of that passed, are we not in a position if the legislation should pass both the House and the Senate that the policies are going to change in terms of benefits for each municipality?

Chairman Jasper said that Kurk Amendment is an interesting amendment. Essentially what it would do is if you had an expired contract, you could pretty much do whatever you want with your personnel. That's an HB2. Obviously no responsible town governing body would just say okay you're all getting a 10 percent cut in pay and we're taking your benefits away. You'd have a mass exodus from your town and you'd have a very unhappy and unproductive work force. That's not likely to happen. First of all Chairman Jasper's prediction of what is going to happen with that is there's going to be an extreme amount of pressure on the Senate. The Senate is going to strip that right out of HB2. However, that's the House position. When they get to the Committee at Conference in June, the House's position will be that it will go back in. If anything survives, it will be a modified version.

Chairman Jasper didn't realize until he started digging into it that the whole idea of what's called "status quo" is a judicial decision. A school board was taken to court because their position, which he thought was the correct position, was that when you don't have an appropriation, you can't spend money. Their position was our benefits just went up X amount of percentage. We do not have an appropriation therefore we cannot spend the money. The PELRB and the Courts ultimately said that's really not a cost item because it wasn't part of what was approved by the voters. They put the 2 percent on. They cost out the step increases but because the other benefits aren't costed out on the ballot, they don't qualify as a cost item. So the Court said you have to continue them. They call that "status quo". They're saying that you continue the contract status quo even though by nobody's stretch of the imagination when you're seeing a 16 percent increase in your health cost can that be called a status quo. That's what the Courts have said.

Chairman Jasper suspected that a reasonable compromise – there's no Committee of Conferences appointed, Chairman Jasper is not on it. He's not looking into anything other than Shawn Jasper's crystal ball. So don't anybody take anything away from this more than what he's saying. It would be to say that the Town only has to spend on its benefit package what it's spending when the contract expires and that they are then authorized to make modifications to the plan or to have an agreement with the employees that the difference would be deducted from their pay check to make up the difference that something would allow the taxpayers not to pay any more money if you don't have a contract. That's what Chairman Jasper thought may more reasonably be expected to come out of it. He has spoken with Representative Kurk and said he'd like to sit down and work with him on some language that may do that. Representative Kurk doesn't expect this idea that everybody is going to be "at will employees" is truly going to survive the Senate. He's more hopeful that he gets to that point.

The reason why Selectman Coutu raised was because if House Bill 2, the Kurk amendment in HB2 were to survive, it gives us a lot of flexibility in terms of adjustments so that we wouldn't have to cut manpower. That's a significant impact on the budget – the benefit package. The example is last year on the ballot the

voters approved \$300,000 some odd dollars for raises for the teachers and it ended up being \$1.2 million because the benefit side of it was \$900,000 and people don't realize that when those appropriations are made how much benefits are costing them. We fortunately or unfortunately – fortunate for our employees obviously is we have a multitude of insurance plans and we've been through ringer a couple of times. It's a little confusing. It would be nice if they could streamline that and come up with a more cost effective way of providing good health care services or plans for our employees. We'll wait and see what happens with Kurk's legislation and they they'll react to it at that time. He's trying to avoid us having to go into a position where we're telling department heads that they need to come in with an alternate budget showing a 10 percent reduction in personnel in the event that we have some serious fiscal constraints that they have to deal with. He didn't think it was a bad idea to set that as a parameter the 10 percent. He thought in each case they're going to have to come in with a scenario. We know what they're going to tell us – I have to have all these people and plus some. He wanted to hear that argument and he thought that the public needs to hear that argument. We may not agree and they may enlighten us.

Chairman Jasper wanted to expound a little bit. He can see where there may be some confusion on what he's proposing. If we do this and they do this off budget in this season and they come in say in August with their proposals to us, then when they come back with their budget these things are not included and not considered. We asked them to come in with a budget say of zero percent. Now they're going to come in with a budget hopefully at zero percent. They may make some changes and things that result in delayed maintenance or things that we don't think are particularly good. We now have off to the side an alternative to what is proposed in their budget. That's more what he was thinking of using and not we've given you this now come in with that. It wouldn't have anything to do with their future budget presentation except it would be something for us to consider. We may say they've come in with this budget in one department and we have to balance off the Town, so now we reach in and take some of the money out of another department to maintain the services in a different department. Chairman Jasper said we can't continue, he didn't believe, to continue to look at each department as an entity unto its own. We have to globalize the Town and say its all part of one package. In order to maintain a service that we think is important in Department A, we might have to take some away from Department B, and that doesn't have anything to do with their independent budget. It has to do with the bigger picture. He didn't think they've really ever done that when they've budgeted. They keep looking at each department pretty much their own. The last time it was the police gave up \$100,000 through personnel so now we have to go here. That's one way of doing it. He thought they knew it was a pretty messy way of getting to where they needed to go. If there's interest in doing this, Chairman Jasper will entertain the motion that's in his head and see if anybody wants to bite at it.

Selectman Maddox said he was interested in hearing it. He thought that this was the kind of thing that we get into budgets and we have 3 days to decide the fate of the taxpayer and our employees in 3 meetings. Doing this at the workshop if that's how they're going to do it by department gives us a lot more time to think about it. We don't have to be scrambling to how we can do this at the very end. Again, that's how we did it. We got to where we wanted to be. He thought at least it gives us the exercise of saying what will it take. He thought it wasn't a bad thing to at least show everybody that if eliminated 10 percent from a department what that impact would be.

Selectman Luszey said he hears that but there's also another issue here too. The number of people performing the services is probably right. The issue is over the years the cost of that work force has gone up. So of course one way of handling that is reduce the work force. What he didn't think anyone has really done yet and that is to come up with what is the value of a service that the taxpayers are willing to pay for. How do you manage that? It's like in industry. Everybody got raises and it put us out of business. It put this country out of manufacturing. We're kind of going down that same route with public service type of jobs. He thought that they need to get that type of discussion also in saying that the Town of Hudson is willing up to X amount of dollars for a firefighter. X number of dollars for a patrolman. He's not a union guy.

Chairman Jasper said how they get there is through the contract negotiations. That's the problem that the Kurk amendment is trying to address because once you get locked into a contract even if the contract expires, you're locked into the terms of the contract. He's listening to the other side saying the Kurk

amendment is so awful to the unions and he understood that because then there's no reason for the Town to negotiate. You just sit and wait until it expires and then do what you want. It's not that simple because you still have the issue of you still have a union in place; you still have arbitration; that arbiter's decision still has to go on the ballot and the voters have the final decision. The type of thing that Selectman Luszey was talking about is what needs to be determined when they're negotiating a contract. Here's what we're willing to pay. It's always been just an escalator. How much more are you willing to pay?

Selectman Maddox thought they did that last year. They specifically took the defibrillators out of the Fire Department's budget so it wasn't part of their budget. We put it on the ballot and said, "Is this something that you're willing to pay more for to get upgraded, newer defibrillators?" He thought a lot of Town services were like that. He's live here 23 years and hasn't had the Fire Department come to his house but once in 23 years. When they're coming, he wants them there and he didn't want to wait for call backs. He didn't want to wait for all the other things. Potholes don't bother you until it's where you're driving. He thought a lot of the costs are just what we have to do as the representatives of the citizens to provide. Selectman Maddox thought some of this is going to be difficult because it's not going to be simple as nobody is buying green widgets. There has to be a look at the total what we provide. One of the items that they really need to look at is the second barrel for town trash pickup. He thought they set a very low price on that. There's something we're going to have to take a look at. Selectman Maddox thought the citizens want reasonable services. It's just how do you define that infamous reasonable.

Selectman Luszey thought it also gave them guidance in what they're willing to pay for those services in the last couple of years in the way they voted for the different raise packages.

Chairman Jasper said this year they weren't willing to pay for any anyways. That's part of what actually lead him to this thought process is looking at those votes. It wasn't like those were close votes. Those were overwhelming votes and people just don't have the money. He knows that's true in his own situation. He doesn't have any more money. He doesn't know too many people who do. So we have to look at those things. We can certainly continue the discussion. He'll just throw out his ideas and the Board can consider them and do what they want. He had said Fire, Police and Public Works. He would say let's look at a 10 percent. The other departments we get to the point where 10 percent doesn't even equal one person, so there's no way to do that. If we go back to the top of the list, which we all have in front of us, and you look at Assessing. We've been asking for more personnel there so the question is do we want to even say if we eliminate one person or a half a person what are the consequences? My personal feeling is I don't want to go there in Assessing because they're already under staffed. That's a decision for the Board to make. That's just his personal feeling based on what's been going on there over the years.

Selectman Maddox said for the rest of the departments you save 5 percent and you take some of that information. Assessing – what if we went to 6 years? He knows the Constitution says every 5 years re-evaluation but it may make sense to do it every 6 years. There's one avenue to save X amount of dollars. Chairman Jasper thought they got their answer to that last time because he was with Selectman Maddox on that and they made it pretty clear that DRA would just come in and hire somebody on our behalf. Selectman Maddox said Litchfield took them 18 years to get to that point. Chairman Jasper said yes that was part of why he was basing his 6 years on. It appears that they're taking a much more hard core look at things now that things have changed.

Selectman Coutu said with the layoffs at the State, they're not going to have the personnel to monitor it anyway.

All Selectman Maddox was getting to was maybe the other departments they look at 5 percent only to be able to say are there synergies that...what Chairman Jasper was getting at was that you really can't do less than – he didn't know how you do 5 percent. Information Technology you have 3 percent. One person is 25 percent. Recreation doesn't have 3 full time people over there.

Selectman Luszey said in the smaller departments, you still want a 10 percent reduction in their operating budget not necessarily in personnel.

Chairman Jasper said we could certainly say the 3 big ones we want to look just at personnel. The other departments we want to look at reduction – on Recreation, what he was actually thinking is to direct the Recreation to come back with a proposal that would show us no money coming from the taxpayer. You can run more dances and increase the fees. What does it take for the Recreation Department to be a break even operation and have them come back and show us what that takes. If the Board can get them to a break even point, then anything else is really irrelevant if they're self-supporting.

Selectman Coutu said we talked about that briefly too. He started looking around various Recreation Departments both in the State of Massachusetts and in the State of New Hampshire. It is not unusual to find that Recreation Departments now have become self-sufficient and in some municipalities, not too far away from here, they make money on it and turn money back into the general fund. He would like to see us have some sort of a consensus relative to recreation because it is a unique area where Selectman Nadeau is now the Liaison for the Recreation Department that he take that message to them and work with them in developing a fee structure and look at services that we provide in recreation and really evaluate whether or not they're really necessary and they're being utilized to the maximum extent. If they're not, then cut those areas of recreation out that don't have a lot of kids interested in it and streamline the operation and look at the costs per child that goes into the Recreation Department and see what the impact would be if we were to assess in order to achieve break even. Then they can entertain, as you said Chairman, perhaps having more comedy nights – things that are fundraisers, in order to offset if they want to be able to give them a reduced rate then they're going to have to find a way to raise some funds to be able to do that.

Chairman Jasper asked what if we do this with Recreation. If we have a motion now and look at them a little bit different that early on directs them to come back with a 2013 budget that has them at no cost to the taxpayers if they propose a budget through income generation that their budget has no tax funds to support it.

Selectman Maddox said that would be a 50 percent cut. Chairman Jasper didn't think so. Mr. Malizia said it was a \$100,000 difference between what they spend and what they take in. Chairman Jasper said it wouldn't necessarily be a cut because they could come in and say well this is what it's going to...Selectman Coutu said it includes Dave's salary and the part timer. Mr. Malizia said it's about a \$300,000 budget and about \$200,000 worth of revenue. So either you go up on your revenue, which might drive people away from the programs, or you cut \$100,000.

Again, Chairman Jasper said if they come forward with a budget that shows that and says well this is what it would take to do that, we can then back away from that. Selectman Luszey said it was a plan and we should take a look at it. Chairman Jasper said they have the ability if they come in and say well its going to cost this much to play basketball, baseball and this is how much we're going to have to go up to do that, at least, again, everybody in town can see what the consequences are so that they would be coming back with a fee scheduled as well and then we could back down from that. Or say you want to see no more than \$50,000. If its \$100,000 now, you don't want to see more than \$50,000 or \$75,000. He didn't know. This is the idea. This is just a planning session a thinking session. What would be appropriate for the recreation commission?

Selectman Coutu thought that we don't need a motion. We can do it by consensus. He thought they could ask Selectman Nadeau who is the liaison to the Recreation Department to take that message to the Recreation Director and to sit with the Committee and see if they're going to set up an ad hoc committee to revisit their fee structures to try to achieve and almost pay as you go for the programs and what we're funding for each of these programs. Some of them are profitable and some of them are not. They may have to look at when they're developing the formula for trying to achieve that. They may have to exclude the Recreation Director and the part timer's salaries out of that. He thought the fee structure as it exists doesn't really cover all of the programs. He thought at the very least they should be able to cover the programs. We may have to exclude the two salaries. Selectman Coutu thought Mr. Yates knows and has heard the Board and knows what they're looking for and he can strategize with them and try to achieve that and see. Worst case scenario, we're going to have to charge each kid \$500 to participate in the Recreation Department and we break even. Well no one is going to want to pay \$500. There'd be a mass exodus. Whatever that worse case scenario, we want to see it and then as you said we can work backwards. He

thought they could do that by consensus. That gives the Recreation Department through our liaison the direction that we want to see him go in. Fair enough by consensus.

Selectman Maddox said they also have a committee. Most of these departments don't have a committee tied to it. So there's a lot of very good people on that Rec. Committee that may have some ideas that we're just not thinking about.

Selectman Nadeau said he will take that to them. He knows the last time he had the Rec. Committee they talked about increasing the fees and they did come before the Board at one point. They did raise the summer program fees. He will bring those things up to him and see what they come up with.

Chairman Jasper told Selectman Nadeau that he can certainly take to them the message that we will expect at a minimum to see a reduction of tax payer support to the programs. You know what we're looking at overall. They really need to look hard at what other communities are doing and what's happen and really work as hard as they can to get us to a program that is self-sufficient.

Selectman Luszey said he's hearing two messages. One is at a program level zero tax appropriation versus the Rec. Department zero tax appropriation. He would like to see both of those alternatives. Selectman Coutu said so would he? Worse case scenario so we can back down from there and look at it and let them articulate why they can't do it or it can't be done. To Selectmen Luszey, its how do you get to those? Timeline for these reports to come back are we looking at June/July so that we have an opportunity to get it out to the community so that we can get feedback.

Chairman Jasper was thinking give them as much time as possible. He was thinking August. We're not going to start our budgets until October. If we had this information at the end of August...Mr. Malizia said that they don't start until October but folks definitely start thinking about it in August and September. If you're looking in August with them, that's about when they start. Chairman Jasper said they could get this to us next week if they want.

Selectman Luszey said where he's coming from is he thinks part of educating the community is to get this out onto the website the different proposals and our thinking when we take this information back hopefully we get feedback from the community on what is acceptable to us. Chairman Jasper asked if he wanted to say July 1st.

Selectman Coutu thought that we start setting up each department. We have these workshops and the departments come in and various committees come in through the workshops. He thought hat each of us represent a committee or a department and we can tell them what the message is and tell them that be prepared when your workshop comes up that we want to discuss these things. What we decide is going to impact on how they're going to structure their budget. It's better for us to do it prior to them formalizing a budget than it is having them come in with a budget and say "oh by the way we need to cut 10 percent so figure it out right now". We're right back where we were last year. He would rather do it at the workshops, give them ample opportunity between now and their scheduled workshop and say come in with a plan at your workshop and tell us why you can do this, why you can't do this, what's the best case scenario, worst case scenario and then when they leave this workshop we should be in a position to be able to give them direction. Trust me Ted trying to wait for everybody in the community to respond, people that are interested in the Fire Department are going to respond to the Fire Department. The people who have kids in recreation – some might respond. It really isn't a pulse. It's like saying that we have a good pulse on Election Day. We don't. We have less than 20 percent of the people show up to vote so it's really not a good pulse. It's just the 80 percent shouldn't complain because they didn't make a decision.

Selectman Coutu thought that we need to give the direction and we need to set the tone because as things progress through this legislation, a lot of things can change. We really don't know the impact that each community is going to have until the bill is signed. It could be adverse. It could be favorable. It could be status quo to use that phrase. We may just be able to get the same amount of money. Another thing is he plans when he's sitting down with Selectmen Maddox, as he was sure Selectman Maddox will as well, we're going to look at other alternatives. What kind of resources are out there in terms of finding

government grants to try to supplant some money into the modification. Chairman Jasper said good luck with that one. Selectman Coutu said there are monies out there and there are grants that are going to continue. You said yourself. There might be some money in terms of fire and police for the unification of the...Chairman Jasper thought that was something that he thought was in the works now. He's pretty much assuming that the budget that gets voted on for the fiscal year beginning October 1, 2011 is not going to be a lot in there. We don't know.

Selectman Coutu said he didn't want to see us waiting until the last minute. He thought they needed to give them a heads up and say start working on this now. Chairman Jasper said that's why he was bringing it up now. We're already in April. We can certainly put Police, Fire and Highway off later. They're going to have the bigger tasks. We can start meeting with groups of smaller departments in the next few months. He'll sit down and work with Steve on a schedule for workshops to cover the departments and figure out how many they can bring in at a time early on on the smaller departments. He didn't think when it comes to Police, Fire and Highway those want to be a night that they want to be just for them. We're looking at June, July and August or at the latest, September would probably be the latest they could go with the big departments.

Selectman Nadeau said Library. Chairman Jasper said unfortunately there was nothing we can do with the Library. They are not accountable to us. That's Budget Committee's task. We have a liaison to but they are stand alone.

Selectman Maddox asked to go back to Recreation. They are in a unique position as they have the ability to increase revenues. He thought with this kind of talk that we're having this evening, maybe it is to their benefit to do a better job of marketing than you would do in the business sector to sell some of their programs to increase usage, which would increase revenue which would bring that delta from how much the taxpayers are paying to how much the users are paying. He thought they were in a unique position. Again, he thought they needed to look at that as one of the avenues. Do they really sell if you would the summer program? That's a great bargain even at the price we're charging today to take the kids for the whole summer. They do go on some trips but they're supervised for the day. It sounds like an excellent program. You just don't see it being sold. So maybe some marketing on their end whereas Police and Fire there's not a lot of hay. The Rec. does have the ability to increase their revenues and that's the only one he thought they needed to look at there.

Selectman Coutu also suggested that each department that has a fee structure of some sort – the biggest one is obviously is Community Development – that they ask each department to review those fee structures. Community Development would be one. He believed there's some in the Police Department and there's also minimal in Fire. The ambulance is self-sufficient. Chairman Jasper said they review those regularly. Mr. Malizia said most of the other ones are modest. There may be report fees, inspection fees which when you're looking at your inspection you may have some.

Chairman Jasper said the issue of Community Development he views that somewhat of a double edged sword. If they're trying to be business friendly and consumer friendly. Mr. Malizia said the more we inspect you, the more we charge you, and the less you're going to come here. They're just going to do it without permission. Chairman Jasper said they need to perhaps just ask them to review their fee schedule with the surrounding communities. For the most part, people other than probably new construction of commercial buildings, the fees are somewhat irrelevant. We don't want to gauge the homeowner that comes in for an inspection to put a light fixture in or a plug in and say it's going to cost you \$100 to do that. They went through that not too long ago. He's not enthused about revisiting that one so much because he thought it was two-fold to that. It really ticks people off and it encourages people to do it themselves and they won't get an inspection. It prices people out of the market sort to speak. It wasn't that long ago we did it. Selectman Maddox said two years. Chairman Jasper didn't think it was unreasonable to go 5 years or so without increases in those types of things. It's not like there's a huge increase in our costs particularly where we've been doing zero budgets.

Chairman Jasper said he was trying to have closure on this. Selectman Coutu said Chairman Jasper was going to formulate a motion.

Motion by Selectman Luszey, seconded by Selectman Maddox, to direct the Fire Department, Police Department and Public Works to bring back to the Selectmen for their workshops a plan that would show a staged decrease in personnel to a maximum of a 10 percent reduction in personnel costs and with the consequences to the service for each percentage reduction in those personnel costs.

Selectman Coutu would ask the Town Administrator if he understood the motion. Mr. Malizia said he thought he did. Basically what he's looking for is you're going to go up to 10 percent and you may have a degree that that maybe 5 percent, maybe 2 ½. If you peel layers back, you'll say you're going to lose this. Next thing you're going to lose this. Selectman Coutu said he knows there's a couple o department heads watching tonight. They told him they were going to be watching. He didn't want people to take him literally because he said for each percent. However they want to group it. If they want to do it in fourths – if its 2 ½ percent at 5 percent...Mr. Malizia said if you start at 10 and go the other way, it's a little easier to go. Chairman Jasper said essentially loss of position. Selectman Coutu said that Mr. Malizia has to articulate it to the department heads at the meetings.

What Chairman Jasper was saying is let's say a 10 percent for one department is going to be 5 people. What happens when you lose the first person? What happens when you lose a second, third, fourth, fifth person? So for each loss of position, you'd articulate the consequences to services to the Town.

Vote: Motion carried 5-0.

Chairman Jasper stated that they've already dealt with Recreation. That leaves us with Water Utility, Town Clerk/Tax Collector, Information technology, Community Development, and Assessing. For those departments just say we want to see the consequences of a 10 percent reduction in the overall budget with the understanding that we certainly feel that it is necessary to include personnel in there whether it's half time or none.

Motion by Selectman Luszey, seconded by Selectman Coutu, to have the remaining departments come in for their workshops with a 10 percent reduction.

Mr. Malizia asked if that was bottom line or just 10 percent off the bottom. Chairman Jasper said 10 percent bottom line reduction from today and the consequences for that reduction. If they had to reduce the budget by 10 percent, what would they do and what would it mean?

Vote: Motion carried 5-0.

Chairman Jasper indicated that unless there's anything else in terms of Planning.

Selectman Maddox said it says planning session on future items and goals for the upcoming year. A couple of things. Number one. Always good to educate and he thought Selectman Coutu did a great job of that and he thought they all kicked it around. The School Board is a separate entity. We as the Selectmen need to knock on their door and say how do we do a better job for the people that pay both of us – the taxpayer. He thought they buy paper by the truckload. Maybe they're buying paper for a lot less than we are. Is there some savings there? They have a full-time HVAC guy. Is that something that we could share because we take care of their parking lot? Is there some savings in the trash pickup that there could be some money? Selectman Luszey said rental of copiers. Selectman Maddox said yes those types of services.

Selectman Maddox said we both represent the same group, the taxpayers. How do we get a communication? He thought that the Chairman would go over and visit the School Board. Maybe he'd come back. He did talk briefly with Lee Lavoie on Election Day to say, "I think there are some synergies somewhere that could help. Maybe not a lot of money but its part of that whole package of taking a look at all of the things that we do is there something that could be beneficial to the taxpayers." The first thing he thought of was if they really sat down with them and said they're the 800 pound gorilla as far as personnel, insurance would there be a savings if we tacked onto their insurance. Just as an item to look at. Is there

something there that we could do better by our employees and better by the taxpayers? If we could have a dialog is what he was asking.

Chairman Jasper thought the insurance has been looked at and Steve has the answer on that one. Mr. Malizia said when they last looked at it, we would have gone up because somehow the demographics of their pool our premium number went up some god awful number and it wasn't worth it to us. Chairman Jasper said that he knows that Selectman Luszey who is now the liaison to the Joint Town School Planning Committee is going to be knocking on doors trying to get that going again. He's felt very strongly about that for a number of years and is enthused to try to get that going and look into those things. We've talked for years about the issue of IT. There were some things that were preventing that from happening a couple of years ago. It's possible that we've gotten beyond those issues and may have some synergy there now to be able to move forward and looking at that issue. There are certainly issues.

Selectman Luszey said he had written down joint projects – IT, waste management, purchasing, copier rentals, paper purchasing. They buy tons of paper. Selectman Maddox heard they spend \$40,000 a year on toilet paper. The buying power that they have on those items could probably be...Chairman Jasper said there was a disconnect between the contracts on trash collection and now is the time to try to line those up or if the one that they have may extend into the second year of our next contract when we negotiate our contract, we can say beginning in the third year of our contract you shall and look at those things which they didn't do before. Certainly that's something we should look at.

The only other thing that Selectman Luszey had listed was a line item he called "facilities utilization". He's not sure what the Town owns for buildings, what they're used for, and how or are they being used. Is there a possibility to improve the cost of owning those things? That's something the Board might want to look at. Chairman Jasper said when you say buildings that we own...Selectman Luszey knows about the major ones but he knows that there are properties we own. Do we own houses? Mr. Malizia said there's one house. The rest of it is land. In the Town Report if you want to look at the front, there's a whole inventory of everything we own. It's broken down by land and building. You'll probably recognize most of the building addresses – Lions Hall, here, Police station, and what not. It is in the front section of the book for anybody to look at.

Chairman Jasper said one of the things they did discuss last year was looking to divest ourselves of some of our land. Some people are going to look at some things. His personal feeling is this is not the time to look at divesting ourselves of any land. Until the market comes back up again, we shouldn't do that. It would not be a bad idea to start identifying those that have the potential so that when things come up we don't start saying now what do we do. We may want to look at what lands are suitable to sell for building lots. Again, Chairman Jasper felt that was a double edged sword.

Selectman Luszey asked if some of them were suitable to be leased out to farmers for agricultural uses. Chairman Jasper said we don't really have any tracts like that. We have some forest land. We have a lot of conservation land. Primarily what we have is a lot of little tiny lots. If you have the time and the desire some day, take a Town Report and look at the maps in our office and sit there and identify them. You'll see there's not a lot that's very attractive. Some of them sit under power lines.

That's how Selectman Coutu learned. He went to the Assessor's office and started going through all the maps to look for the parcels. A piece of pie here, a wedge over there. We do have some good pieces though.

Chairman Jasper said the best thing probably in the long run for most of those are to be sold to abutters for very little. There are some of them that have reasons that we own them, some of them that we can't get rid of.

Selectman Maddox knows the five of them do the best they can with what they know. He would suggest that we have all these employees that work for us full time doing the jobs. It was one of the things that Selectman Coutu kicked around and Marilyn McGrath did is a suggestion box. He thought our employees probably have some ideas that just haven't been brought to the forefront. Maybe something they'd like to

take a look at to say maybe they can see stuff that we don't see in the suggestion box and how do we want to go about it. We talked about the water meter readings for the second water meter. There are only about 40 of them. So they stuck a pink notice in their bill. Maybe as a practice we just send out the first of May a reminder letter to 40 places. Donna talked today to him about it. Those kinds of ideas that they don't see but maybe there's a mechanism by which they can be brought to the Town Administrator and how we can maybe move that forward.

Finally Mr. Chairman, Selectman Maddox said they all got the PowerPoint presentation from Assessing. He thought that was a great start. It belongs on our web site. He still thought they should have an Assessing 101 and not just for us but for the citizens. They're about to get re-assessed and what that process is. Take a couple of their houses and show how the process goes through so that they understand. He thought the biggest problem was that everybody says their house is value is way more than they can sell it for. Show them how the process works. Mr. Michaud can do a great job of bringing that to us. Its part of that whole thing you have in there planning for the upcoming year. Because we're going to be doing a reassessment, it would be nice to people to understand how the process works.

Chairman Jasper said they could certainly ask him to do that at the workshop that Assessing comes in and do an Assessing 101. It's particularly timely since they'll be going through the reassessment. They're already out there collecting data as pretty much they always are. When the values go down, people will be thrilled and think their tax bills are going down. We need to walk them through the fact that all things being equal, they're going to see the rate go up and the bills will stay the same.

Selectman Coutu said he wouldn't want this to just be set on the wayside. He mentioned it at the last meeting. Selectman Maddox just brought it up again. This is a workshop and we're trying to plan and strategize. He thought that having a rewards program for an idea from an employee is something that we ought to not just entertain we ought to put in motion. We ought to come up with some sort of a financial reward. We have the ability to do that, and we ought to have a suggestion box. This committee as a whole should review those and if they reject all of them, they reject all of them. If they come up with one that they think is cost effective and can save us a considerable amount of money, its not to say that the others they become our ideas once they put them in the box, it doesn't mean we can't implement others that are less effective but still could save us some money, he thought that was a great idea. Mrs. McGrath brought it up in the campaign. She brought it up two years ago in the campaign when she ran against him and Selectman Maddox. She brought it up again this year. He thought it was a great idea and it's an incentive for employees to want to share some of the knowledge that they have. The Selectmen take a lot of the stuff that goes on at Town for granted but they're hands on and they know. He would like them to implement this.

Chairman Jasper asked Selectman Coutu how he would like that to happen. Would you like to work with the Assistant Town Administrator or the Town Administrator? Selectman Coutu thought it was the Town Administrator is the person that we need to work with. He has a better handle on all the department heads. He knows we have an Assistant for a reason but he's running Community Development. Would you mind sitting down with me and we'll work something out some sort of a reward program? Mr. Malizia said they would discuss the pros and cons. Selectman Coutu said he'd formalize it and bring it back. Selectman Maddox said maybe some of them aren't always cost savings. Some of them are customer service driven. Sending out 40 letters to the people that have second meters to remind them that you need to send in those cards. Now we don't have abatements. So how much does the abatement process cost us? Do you quantify that for savings? It helps those people to not get a bill for sewer 3 times what they paid during the rest of the year. There may be some ideas that we might just recognize for some sort of cash award just because they're a great idea and not just cost savings.

Chairman Jasper thought they've already got that idea and Selectman Coutu is the Liaison to that department. He thought it would just be appropriate for you to ask how difficult that would be. It would seem like that would be a pretty simple thing to do. They must know who has the cards and send out a standard reminder and put it in the bill. See if you can make that happen and Selectman Maddox will have one less thing to remind us about at another time.

Selectman Luszey said he would be more than happy to help you because he actually helped in his former life put together a number of these programs. The last one being called "RAP" which was Recognition Award Program. The result was you come up with a good idea, you got a gas card. It was an inexpensive program that provided literally hundreds of thousands of dollars worth of productivity improvements to the business.

5. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Maddox – He was wondering if the Chairman would be willing to appoint someone to a committee that they have, i.e. the Senior Building Committee. They just lost a member – Selectman Massey. It's not a standing committee on our list but it is something that was working on the senior building. Chairman Jasper was thinking that the member who was on the Senior Council on Aging would be the Rep. to that because of the relationship between the two. If Selectman Luszey doesn't object to that, then he would consider that to be part... Selectman Luszey would assume that it was part of that. Chairman Jasper would state that that was part of his responsibilities. Selectman Maddox was looking for a citizen member. He was looking to add Selectman Massey who has put a lot into this. He's done a lot of the leg work. The Committee is made up of the two people from the seniors – Pat and Lucille, Gary Webster, myself (Selectman Maddox) and Selectman Massey. He was looking to say with the institutional knowledge with the work he's done in the past would it be a problem because it's kind of an ad hoc committee at best.

Chairman Jasper said certainly not. They had two Selectman Representatives.

Motion by Selectman Maddox, seconded by Selectman Coutu, to appoint former Selectman Massey to the Senior Building Committee, carried 5-0.

Selectman Maddox said the paper last week that reported that the vote for Chairman was 3 in favor and 2 opposed. He wanted to say that he did not vote in opposition to Chairman Jasper. He voted for why he thought would be a good Chairman. Obviously the rest of them didn't agree. It was not a vote against Selectman Jasper. Chairman Jasper said he didn't take it that way either Sir.

Selectman Luszey – Just a couple of things. He does want to reiterate what Selectman Maddox just said because a friend of his brought to his attention the Thumbs Down column. He voted who he felt was most appropriate for the Board. He didn't know where the coof for the chairmanship came from. He was not part of that coof. If it doesn't rain, tomorrow Selectman Luszey will be taking a walk with the folks that are part of the dog park setting down at Benson's. He wanted to take a look at what they're doing down there. He's been invited down there. Given his history for volunteering with them, so he's actually looking forward to going down and seeing what they're all up to down there.

The other comment Selectman Luszey had, and he was telling Selectman Coutu, was he can't go into Market Basket recently without being stopped and encouraged to continue – and it really has to deal with a lot of the work that he has been emphasizing on the Budget Committee. That is consolidating duplication of efforts between the Town and the School District and to some extent the Library. He will be kicking that off in full force.

Selectman Nadeau – One of the things that we were talking about earlier and he wrote down a note but one of the biggest things that we have for a budget item is health care. We kicked it around last year trying to figure out we have all these different plans and if we could consolidate our plans down. Steve had said that we had checked with the School District. We did that two years ago. Mr. Malizia said it was a few years ago. Selectman Nadeau asked if it was something that they could look into it again to see if it's changed any. Mr. Malizia said it takes time; it takes some effort by the parties involved. What insurance company do you want me to go to? Do you want me to go to the school's insurance company? Do you want me to go to the one we have?

Selectman Nadeau asked if they both had the same one or are they two different. Mr. Malizia said no. Selectman Nadeau said that was the only question he had that was still out there. That was it.

Chairman Jasper said given the delta that there was, he didn't think there's been any real changes in the personnel that they have at the school district. So he wasn't sure that it was worth anyone's efforts at this point to really put the time and effort into that. Maybe a few years down the road.

Selectman Maddox said the Joint Committee could at least kick that tire.

Selectman Coutu – My curiosity has been peaked and he couldn't help but ask this question. Leo are you here for a reason? Mr. Bernard said he came to see who the Liaison would be on certain Committees like Water and Sewer. Selectman Coutu was just wondering. He'll drop it.

Last Sunday, March 27th edition of The Telegraph – Selectman Coutu was sure they all heard it – Enrique Mesa the Chairman of Governor Lynch's Commission on Latino affairs is quoted as saying, "Mesa said some communities haven't been so welcoming to the Latino community." "Right now there are some cities in New Hampshire like Hudson that pretty much have made it clear that they want to give Hispanics a hard time. It doesn't matter if you're here legally or illegally, I've seen it and I've heard stories and it's just not right." He labeled our town as a bigoted community. He's been around this country from one coast to another, from north to south. He's been to Canada. He's been in and out of a lot of communities. Very few has he seen that are more welcoming, more wholesome than the Town of Hudson, New Hampshire. The gall of this man to label us as a bigoted community because our police force enforces the laws that are on the books with regard to illegal immigration in this country.

Selectman Coutu sent a letter to the Governor and pretty much spelled out his displeasure with Mr. Mesa's comments about our community. We are very proud of this community. You know how much pride we have with our community. He's a blow in. That's what they call us when you blow in, you blow in. He's been here going on 12 years. He loves this community. He loves the people in this community and he thought they all feel the same way. We all have a commitment to our community but when you hear this kind of disparaging remark about a community that we're so proud of and we know is not true, he couldn't lay it to rest. He said to the Governor that he owes us an apology and at the very least he should be removed. The Governor should disassociate himself from this person from making that kind of remark. He's had no response and didn't expect any because he's tied up with the budget. Selectman Coutu thought it was a slap in the face to the Town of Hudson and he thought that if anyone out there is hearing him and you feel like he does, write a letter to the Governor and lets remove this man before he causes the Governor more embarrassment and more embarrassment to the State and to the Latino community who he has the utmost respect for. Some of his closest friends are Latino. Reverend Frank Malendez and his wife. He has been friends for over 40 years. They are very, very close friends of theirs and they are Hispanic. They have family that lives here in Hudson. Their daughter lives here in this town and he didn't feel that they felt that they've been mistreated by our law enforcement agency. Selectman Coutu wanted to bring that to the forefront.

Chairman Jasper thanked Selectman Coutu for bringing that up. Representative Renzullo brought that to his attention but he had something on his I Phone. He didn't really know where the quote came from and he did intent to follow up on that. He had not seen the comment anyplace. He thought it would be appropriate if Selectman Coutu could leave us the information. He seemed to have the quote where that was. It would be appropriate for the Chair on behalf of the Board to send a letter to the Governor demanding that he either provide the factual basis for his comments - they weren't just about the police, it was about the whole community - Selectman Coutu said it was a slap in our face. Chairman Jasper said or a formal apology to the citizens of the Town of Hudson be issued. Selectman Coutu asked for it by consensus. Chairman Jasper saw no objection from the Board and we will follow up on the letter from the Board. He will hand deliver that letter to the Governor's office.

[Selectman Coutu] Here's a message to the new Chair for the School Committee Lee Lavoie. I hope he's watching. We have talked about student government day. The school year is going to be over very shortly. He'd like to get together with Mr. Lavoie and have a government day. What we had planned Selectman Luszey was to jointly with the School Committee Chairman Lavoie they were going to go to the middle school and they were going to sit in a class for 2 or 3 hours, different students come in, and we were going to explain the processes within the School Department and how that is operated and the same thing here.

At the same time, we were going to have the teacher select students to sit and spend one evening with us at a School Committee meeting and at a Selectmen's meeting. That's in the makings and still would need the approval of this Board. Lee Lavoie keeps telling Selectman Coutu that he's going to contact him. He hasn't heard anything yet and he knows that there's a lot of interest at the middle school to want to do this in the social studies area.

Recreation Department. Selectman Coutu will be doing this for the last time Ben. He's looking forward to listening to him talk about it. The adult softball sign ups will be held this Thursday, April 7th, from 7 to 8:30 p.m. and Saturday, April 9th, from 10 to 11 a.m. He wanted to express his appreciation if you'll pass this on the Planning Board for the release of the recreation monies so that they can put that beautiful playground at Benson's. He, too, will be at Benson's tomorrow evening with the 9/11 Committee. They're going to be looking at some sites for the proposed 9/11 memorial and then they're meeting with some people from Benson's, and then they'll hopefully come back with a plan. They've been approved for the steel as you know. They had sent a letter. They're just waiting for them to release it. It's well guarded.

Selectman Luszey asked if they had any type of rendition of what that memorial might look like. Selectman Coutu said yes and they're formalizing it now. We've had a couple of people that have come forward. It's going to be 100 percent funded through donation. We have several committees were appointed the other evening. We're meeting on a very regular basis, almost weekly because we'd like to get this thing erected hopefully by 9/11 of this year the anniversary.

With that Mr. Chairman, Selectman Coutu would like to offer one more thing. He is going to volunteer, if he agreed and there's a consensus on the Board, to continue the tradition that was introduced by former Selectman Massey to have a volunteer ice cream social. He thought they usually hold it in May. He would like to volunteer to pick up where he left off and continue that tradition. He thought it was a great tradition for all of them to go there. Selectman Coutu didn't know if they've every been to one but they scoop out ice cream to all the people that volunteer, and we try to get a number, and we had a very generous donation of all the ice cream by a business here in Town last year. He'd like to pick that up if there's no objection.

Chairman Jasper was sure there's no objection. Seeing no objection. Selectman Nadeau was more than happy to work with Selectman Coutu. Chairman Jasper thanked him for bringing that up because that was something that had been rattling around in the back of his mind thinking they probably ought to get that moving along. He was sure that they will invite former Selectman Massey to be there. Selectman Coutu said they will invite him. He's going to be a volunteer on the Building Committee.

Selectman Jasper – It's been brought up that there will be a lot of activity at Benson Park tomorrow night. The Benson Committee will, in fact, be doing a walk around and planning session for the upcoming season. The first cleanup is going to be held this Saturday. Anybody, and certainly anybody from the Board, who wants to come down to join and walk, it will be beginning at 5:30 and they will in fact be meeting with the 9/11 Committee.

Beyond that the only thing that Chairman Jasper had was to wish Selectman Nadeau a happy birthday. Hopefully he'll be looking happier tomorrow than he's looked at times tonight.

6. NONPUBLIC SESSION

Motion by Selectman Maddox, seconded by Selectman Luszey, to enter nonpublic session under RSA 91-A:3 II (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 and (e) Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed against the public body or any subdivision thereof, or against any member thereof because of his or her membership in such public body, until the claim or litigation has been fully adjudicated or otherwise settled. Any application filed for tax abatement, pursuant to law, with any body or board shall not constitute a threatened or filed litigation against any public body for the purposes of this subparagraph, carried 5-0 by roll call.

Nonpublic Session is being entered at 8:50 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 9:20 p.m.

7. ADJOURNMENT

Motion to adjourn at 9:21 p.m. by Selectman Coutu, seconded by Selectman Maddox, carried 5-0.

Recorded by HGTV and transcribed by Donna Graham, Recorder.

HUDSON BOARD OF SELECTMEN

Richard J. Maddox, Vice-Chairman

Shawn Jasper, Selectman

Benjamin J. Nadeau, Selectman

Roger E. Coutu, Selectman

Ted Luszey, Selectman