

HUDSON, NH BOARD OF SELECTMEN
Minutes of the November 9, 2010 Budget Wrap Up Meeting

1. CALL TO ORDER - by Chairman Massey the meeting of November 9, 2010 at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.

2. PLEDGE OF ALLEGIANCE - led by Town Administrator Steve Malizia.

3. ATTENDANCE

Board of Selectmen: Ken Massey, Roger Coutu, Shawn Jasper, Rick Maddox and Ben Nadeau

Staff/Others: Steve Malizia, Town Administrator; Donna Graham, Executive Assistant; Finance Director Katherine Carpentier; Chief Murray; IT Director Lisa Nute; Howard Dilworth; Tim Quinn; Jane Bowles; Ed Mercer; Karen Mercer; and Michelle Champion

4. PUBLIC INPUT

Chairman Massey asked if there was anyone in the audience who wished to address the Board on any subject.

5. NOMINATIONS & APPOINTMENTS - None

Chairman Massey wanted to remind people that nomination season is coming up. There will be openings on various boards and commissions. It's your opportunity to get involved with the Town. He would encourage them to go to the Town website or come to the Town office, get the application, and apply for it. For those who are currently if you chose to come back, you need to fill out an application as well.

Selectman Nadeau stated that at their October 12th meeting the Board appointed Cheryl Freed to the Recycling Committee and they appointed her as an alternate. We do currently have a position open on the Board. They didn't notice that it was a full seat versus an alternate seat. He didn't know if the Board wanted Selectman Nadeau to make a motion so that they could do it or if they wanted to wait until Selectmen's comments. Chairman Massey indicated that they would do it here under nominations and appointments. Selectman Nadeau asked Ms. Graham for the expiration, which she did not have at that moment. Chairman Massey said if they didn't have it, then they should wait until the next meeting unless he knew what the date was. Selectman Nadeau indicated that he would do it under "Selectmen's comments". After they have a break, he'll go up and check.

6. CONSENT ITEMS

Chairman Massey asked if any Board member wished 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 5-0.

A. Assessing Items - None

B. Water/Sewer Items - None

C. Licenses & Permits

1) Request to Solicit Funds by Salvation Army of Nashua

D. Acceptance of Minutes

1) Minutes of meeting on October 19, 2010

2) Minutes of meeting on October 21, 2010

E. Calendar

11/10 7:00 Benson Park Landscape Subcommittee - BOS Meeting Room

11/10 7:00 Planning Board - Community Development Meeting Room

11/11 VETERANS DAY - TOWN HALL CLOSED

11/15 7:00 Energy Committee - Community Development Meeting Room

11/16 7:00 Cable Utility Committee - BOS Meeting Room

11/17 5:00 Water Utility Committee - BOS Meeting Room

11/17 7:00 Council on Aging - Community Development Meeting Room

11/17 7:00 Library Trustees - BOS Meeting Room

11/18 7:00 Budget Committee - BOS Meeting Room
11/18 7:30 Zoning Board of Adjustment - Community Development Meeting Room
11/18 7:00 Benson's Committee - Ann Seabury Conference Room (Police Dept.)
11/22 7:00 Recycling Committee - BOS Meeting Room
11/22 7:00 Budget Committee - Community Development Meeting Room
11/23 7:00 Board of Selectmen - BOS Meeting Room
11/25 THANKSGIVING - TOWN HALL CLOSED
11/26 Floating Holiday - TOWN HALL CLOSED
11/29 7:00 Budget Committee - Community Development Meeting Room
11/30 7:00 Budget Committee - Community Development Meeting Room

7. OLD BUSINESS

A. Vote taken after Nonpublic Session on November 1, 2010

- 1) *Motion to adjourn at 9:02 p.m. by Selectman Maddox, seconded by Selectman Coutu, carried 5-0.*

8. NEW BUSINESS

A. Electric and Carpet Estimates for the Community Development Conference Room

Chairman Massey recognized Selectman Maddox.

Selectman Maddox thanked the Chairman. As you all know, they're looking to put a new desk system with lectern and all that into the Community Development room. He thought before they did all of that, they would get rid of the electrical cord coming down from the ceiling, which is bringing all the feeds for the computer. They looked to have the notched into the concrete. That means they have to pull up the carpeting. So they're going to notch all that and run wires so that once the desk is down, it's down and hopefully good for a number of years. They just received prices to do the electric work, which copies were enclosed as well as putting down new carpeting which would match what's in the Selectmen's room. This money would come out of the fund for the Planning Board. It is not tax dollars. It is that money that they've collected over the years. Again, that room would now be done. They'd have a new desk sitting on new carpet with the electric wires instead of having them coming down from the ceiling or going behind the desks. They put the information in there as the desk is being built by the State prison. They are falling a little behind because people take vacations. Selectman Maddox indicated that they were trying to get that in there so that they could get all of that work done before the desk gets put in place Mr. Chairman.

Motion by Selectman Maddox, seconded by Selectman Coutu, to expend up to \$10,000 from the Planning Board's Expenditure Account to be used for the exclusive purpose of installing new carpeting in the Community Development Conference Room in the amount of \$8,125 and electrical upgrades in the amount of \$1,875 which is essential for the proper installation and function of the new conference room desk system.

Chairman Massey indicated that the Planning Board actually changed the recommendation from the \$9,975 and made it up to \$10,000. That was their final vote that they made last Wednesday night.

Selectman Maddox indicated the one thing Chairman Massey said was it was essential. It is not. It is something that he thought they should do to get rid of some of the wiring. It is not essential. If they don't do that, they'll put the desk on top. It's not essential but again, it is something that they'll finish off that room and they won't have to hopefully deal with that room for a number of years.

Selectman Maddox in light of the fact that they received an evaluation on the safety and hazard conditions that exist within the building, Selectman Coutu asked if wouldn't you say on the basis of the report that was given to them relative to that particular room that it was essential and that they remove the wires as trip hazards. If he's asking Selectman Maddox, he said no. They were pretty specific. When the Inspectors from the State came in, they were pretty clear about talking about this room. If you look down in front of the Chairman, there are wires running all over place. There's also wires running between the table and the wall which now has the trip guard. The one in the Community Development isn't as bad. This would allow wires to be run inside the desk. The same thing basically occurs in the Community Development room. All the microphones go into massive wires underneath the Chairman's feet and then go over to a mixer. Hopefully this will eliminate all of those kinds of issues.

Relative to the source of funding, Selectman Coutu asked for a little bit of history of the funds and how long they've been sitting there and what their original intent was. Selectman Maddox said a long, long time ago before even George Hall was on the Planning Board, he thought the Lenny Smith error; they collected a number of fees for various developments. When they looked at the list, people didn't even recognize the subdivisions. So they go back to the 70s and 80s that there was \$300 left in this account. There was \$760 left in this account. The entities that deposited the money 20 years before have long since gone. So they were still sitting in the line of agency accounts. The Planning Board 8 or 10 years ago hired someone to come in and they consolidated them, went through the ones that they could return the money, and did all the due diligence and came up with this fund of money that has been sitting in this account for somewhere right around 8 years.

Mr. Malizia said it was closer to 10 because time has slipped by. He believed it was in the late 90s. The Town hired the attorney at the time. Selectman Maddox said it was Attorney Rattigan that did that to review all those materials and to recommend to the Board what was to go into that account.

Selectman Maddox said that money has been sitting there. They have used it for the overhead projector, some computers, some training, and whatever else was in there. It was sitting there and it is being used by the Planning Board very judiciously to do various functions for the Planning Board. He thought when they do the next master plan, they'll be utilizing some of those monies or funding up front type of things. It doesn't get used regularly but it's sitting there and it's been there for a number of years.

Selectman Coutu didn't want to belabor the point beyond this. He wanted to set the groundwork for the taxpayers to know that this had no affect on the tax rate. These are monies that have been sitting in an escrow account for a considerable amount of years. He thought it was a necessary expenditure, not necessarily on the basis of need, but more on the basis that they will render the room a little more useful and safer for the application for which it is intended. He will support the motion. Thank you Mr. Chairman.

Vote: Motion carried 5-0.

B. 2011 Meeting Schedule for the Board of Selectmen

Motion by Selectman Coutu, seconded by Selectman Maddox, to approve the 2011 Meeting Schedule for the Board of Selectmen.

Selectman Jasper wanted to offer an amendment to take out the July 5th Workshop. Selectman Coutu and Selectman Maddox agreed to the amendment.

Motion by Selectman Coutu, seconded by Selectman Maddox, to approve the 2011 Meeting Schedule for the Board of Selectmen with the removal of the July 5, 2011 Workshop, carried 5-0.

C. Fiscal Year 2012 Board of Selectmen Budget Wrap-up

Chairman Massey said one of the action items they had to deal with was the Conservation Commission. At this point in time, Chairman Massey recognized Chairman Tim Quinn and other Conservation Commission members that were there. What you have in front of you is a revised request from the Conservation Commission that the original request that they came in with last budget cycle he believed was approximately \$44,000. They've revised it down to \$30,038. He'll let Mr. Quinn talk to the change.

Mr. Quinn said the changes were made largely in the election of the funding for the DASH Unit. The reason for it was they originally went with worse case scenario which was a 30 percent re-growth rate. There is no real data available to support either 30 percent or 20 percent. So they decided to back down and they began using the 20 percent re-growth rate. That is the major source of the change.

The other thing Chairman Massey believed was part of that Mr. Quinn was the fact that the two Lake Association groups believed that if they were going to do the harvesting with the DASH Unit, that they didn't need to do the chemical treatment, which was one of the issues that came before the Board the other night. If the Board were to approve this change in the budget, the intention of the two Lake Associations and the Conservation Commission is not to do chemical treatments for the foreseeable future. The only thing that he learned last night on that was because the DASH is still new, they're going to have to two or maybe three years worth of experience before they would know that's a long-term commitment to not do chemical treatments.

Mr. Quinn said that the DASH Unit was superior in terms of controlling the invasive species. Chemical species kills it, falls down to the bottom, the seeds stay there, and they can regrow for 9 years after they hit the bottom. They will regrow. There's no doubt at all if you use chemical treatment that it will come back. The DASH Unit gets down there and hauls the stuff out of the lake entirely by the roots and you get rid of it. Do they ever get all of it? You might miss some. You have a diver down there. It could be a little bit cloudy and you could miss one. There isn't anybody that has a lot of experience with this. This whole DASH Unit is pretty new. They did talk again with the people at DES - Amy Smagula, and she thought that 20 percent might be a reasonable number based on the fact that on what they've seen so far. Nobody has any more than a years experience on this. They're not seeing anything that right now would lean towards a 30 percent re-growth rate. So they cut it back to 20. The danger if it turns out the 30 percent re-growth, they don't have any money to do anything about it. As you know when they discussed it last time, they cannot go to the conservation fund.

Selectman Maddox asked if they did a chemical treatment at Robinson last year. Mr. Quinn said yes they did. Selectman Maddox asked if that would give them the moderate was probably the best guess at this point based on the fact that they just did an entire chemical treatment of Robinson. Mr. Quinn said as Selectman Maddox has said, it is the best guess. Selectman Maddox said the new one reflects \$40,000. Chairman Massey said the original request that they came in last week with was for a total of \$44,000. This was the new one at \$30,000. As Tim says a change from an estimated 30 percent re-growth to a 20 percent re-growth which reduces the cost down from \$24,000 to \$17,000. This budget has

\$24,000 in it but that includes more than just the DASH Unit. The other costs change was in the Capital Reserve Fund. They're not proposing to put money into the Capital Reserve.

Selectman Maddox asked if they heard the last time was that there was \$16,000 plus still held over from last year. Chairman Massey said that was correct. As of yesterday, that has \$13,898.50 he believed of which \$13,500 is going to be committed to Robinson Pond for this spring. If this budget is passed, these expenditures would be in April of 2012 and not 2011. They're going to do Robinson Pond this year with the money that was encumbered in June of 2010. It will be done in April of 2011. Yes you were right that there was \$16,000 but there is now only \$13,898 which is what it is going to cost to do Robinson Pond this year.

Selectman Maddox was just looking for some hard and fast numbers here. They chemically treated it. They are now going to do a full whatever in April of 2011. Chairman Massey said they chemically treated Robinson Pond last year with 2 treatments. Now they're going to do the DASH Unit this year. Selectman Maddox asked how much weed was growing in there. Selectman Nadeau said a lot. It grows fast. Selectman Maddox said it seemed like they were just throwing money into this water body without knowing what the results of either were doing. Through chemicals that was the way to go. Now the DASH Unit is the way to go. This budget seems to be...Mr. Quinn indicated that they do have experience on chemical units. The chemical units tell them if you put it in every 3 or 4 years, the re-growth comes back. Right now they're using a 5-year projection; it would cost \$86,000 in 5 years to rid the evasive species in both ponds if they maintain it with the DASH using a 20 percent re-growth rate every year. It will only be \$74,000. That's a savings over time.

Selectman Jasper was looking at the minutes from February 23rd. He's feeling he got sold a bill of goods. If you look on page 5, four paragraphs down, it says "The rate for labor alone using our equipment for a 10 day period, two 5 day weeks would be \$3,000." You go to the page they were handed out tonight in blue, 10 days is \$6,500 over twice the cost in February. If you go a little further in the same paragraph it said, "Using a diver and the DASH Unit was going to cost them \$7,600." They're only saving \$1,100 having their own unit. It's twice what they were told. Going further onto page 6, second paragraph down, Selectman Jasper said, "A vote to apply for the grant and he wasn't sure until they had more detail planned then he would be willing to accept the grant." Those minutes are missing. He knows there was some more discussion and that's why he thought they had the discussion about the volunteer and everything. He didn't know when that came in but unfortunately that's not part of the information that they have. There's nothing more he hated than...Selectman Maddox asked if it was in the May 25th packet. Public hearing - NH Lakes DASH Unit. Selectman Jasper apologized. He didn't see it was separate. He wasn't sure because he hasn't had the chance to look at it.

Mr. Quinn said the \$3,000 assumes the 50 percent grant match. Selectman Jasper apologized as he did not have the time to study the minutes.

Chairman Massey asked if there were any other questions or comments from the Board. To see where we can go with this, he'll put a motion on the table if anybody wants to do it, they can go forward. The Chair would entertain:

Motion to change the Conservation Fund from \$17,602 to \$30,339, an increase of \$12,737.

Chairman Massey said the changes were noted as per the documentation provided tonight. The difference between the 38 and the 39 that the Board was seeing was the two Lake Associations request that they put \$1 in the Capital Reserve Fund so that it remained clear that it was an act of Capital Reserve Fund.

Selectman Maddox what the difference was. Chairman Massey said it was \$12,437. One thing that the Conservation Commission learned - and the reason why the \$300 difference, up until this year, both Robinson Pond Association and Ottarnic Pond Association was paying the \$300 fee to the Lake Host Program. You need to pay the fee in order to be eligible for grant money from Lake Host. They did some research this year and they determined that in talking with the Lake Host Program that they only have to buy one membership from the Town. That is the \$300 reduction in the request.

Seeing no maker of the motion, Chairman Massey asked the Board's pleasure.

In response to what was just said, Selectman Jasper turned to page 4 of the minutes on the 23rd. He was trying to ferret it out and he spoke specifically that the grant was for the unit and he said that there was also going to be \$3,000 that will be coming from the Conservation Fund to actually pay for the diver to do Ottarnic Pond this year. He went on to say that the amount would go up because they're talking about 2 ponds in the long run. There's nothing in there that would indicate to him or to the Board that they were talking about \$6,000 to hire the diver. There's absolutely no way that he could read anything in there that would indicate the actual cost with \$6,000. That's his real problem. Again if you read it, "The rate for labor alone using our equipment would be \$3,000." It doesn't say \$6,000 with 50 percent matching funds. Again, he was feeling like he was hoodwinked here.

One of the things Chairman Massey thought Selectman Jasper was dealing with was that a lot of those assumptions back in the early part of this year, the February time frame, were predicated on the volunteers from the two lakes being able to do the diving work. As it turns out, there are two things that turn up. You need to be a certified diver for this work, and the cost of doing that was very expensive. There was also a liability if those people did this on behalf of the Town. At that point, he thought the Lake Host people felt that it was not cost effective for them to do this as volunteers.

Mr. Quinn indicated that the other thing was not only does the diver have to be certified, but the operator of the equipment has to be certified also.

Ergo the problem. Selectman Coutu thought back on what Chairman Massey said and as Selectman Jasper was reviewing the minutes, he recollected the Board having that conversation relative to training people. The action then ensued as a result of that conversation. If you read the minutes, Selectman Jasper was very reluctant to support it. He hinted that he couldn't support it until he heard more evidentiary matter that would justify the expense. They were sold on the idea that they were going to train their own people; it was going to be cost effective. In other words, it was presented to them with insufficient facts for them to arrive at an intelligent decision. As Selectman Coutu said, ergo the problem. He thought that's why they were all very reluctant to make a motion or to support that because do they have all the information now? Is this going to lead to greater expenses in the future. On the basis of how the data was presented to the Board initially and what they're hearing again tonight, he wasn't sure...

The only other fact that Chairman Massey could bring to bear for them is that the two Lake Associations have done some investigations and they've looked at other companies that specialize in this type of work and all of them, their rates, were comparable to this rate that you're seeing quoted here. The cheapest was \$94 an hour which times 8 is \$720. He thought the most expensive one was \$120 an hour, which is \$1,200 a day. The price of the divers themselves appears to be competitive with all the ones that are doing this work. The issue that he thought they had to ask themselves was yes they actually were dealing with unknowns back in February. He didn't think they deliberately set out to mislead them. He thought they were dealing with the facts they knew at the time. What they found was that the volunteers would be willing to do the work until they found out what it would cost and the fact that they would have to be a certified diver to do this work. He thought that coupled with the exposure on liability caused them to say they needed to rethink that.

Selectman Coutu told Mr. Quinn that under no circumstance did he insinuate that he or any member of his Commission deliberately mislead the Board. He knows they weren't saying that. There was no deliberate attempt. He just felt that the research should have been done due diligence in order to present them with something that was concrete. This was being presented to them tonight as a result of what he would assume at this point has been a conclusive study as to what the needs are and what the expectations are. It's going to cost them \$30,000 to \$38,000 to accomplish it.

Selectman Coutu understood the invasive species growth and its rate because it's not unique to Hudson. This is a problem throughout most of New England. What he was concerned about, and Selectman Maddox was going down that road, was they have two - he wanted to understand this completely before he would support continuing to fund this - they have two corrective actions that can be taken or a combination of both. You're proposing a combination of both. One is the dive and removal of the weeds and the other is the chemical treatment. Are they for two different things? Selectman Coutu understood that both were for the same thing. Mr. Quinn said they were both for the same thing. They are proposing to eliminate chemical treatments in the future by using the DASH Unit because they believed it would be more effective in controlling the weeds. Selectman Coutu said the DASH Unit was available for use now because we have it and we're going to do no chemical treatments in this fiscal year budget 2011. Mr. Quinn believed there was no plan to do a chemical treatment. Chairman Massey said there was no money to do it if they do the DASH Unit.

Selectman Coutu asked if they were going to do the DASH Unit from here on out. You said you had conclusive data on the chemical treatment. Are you saying it was totally ineffective and that's why they needed to do the DASH Unit or they're doing the DASH Unit because - not necessarily because it's more challenging it is because you're not just throwing chemicals. You're putting divers in the body of water which requires a special skill and certification. Are you doing it because it's more cost effective not having chemicals in the water? What's the purpose of going to the DASH Unit if chemicals are what was originally proposed by the EPA and that was their standard mode of operation?

Chairman Massey thought Ed Mercer from the Ottarnic Pond Association probably has more information since they are the ones that did a lot of this research.

Ed Mercer, 93 Highland Street, Hudson. He's Co-Chair Ottarnic Pond advocate and alternate on the Conservation Commission. Selectman Coutu the chemical treatment is, was, and still is a very adequate treatment for the evasive weeds - Milfoil and Fanwort. The difference is that it is a slower acting more expensive process. Basically you spread the water body with the chemical sets and it starts to destroy the plants. It brings it down and you're left with vegetative mass from the destruction of the plants. It doesn't kill the roots. It doesn't kill the seeds that can fall off depending on the time of the treatment. The DASH Unit is new technology that has been developed along with the chemical treatment. It's a leading maintenance program so that if you stay on top of it and properly use the DASH Unit, you can reduce the requirement for a chemical treatment. Right now do they know that the chemical treatment would go away completely? No they don't. However with the control of the DASH Unit and dedicated areas and monitoring of both water bodies, you would reduce the requirements of how much chemical treatment you would have to use. Stronger objection to chemical treatment is being raised more and more across the Board even though that this program has been proven totally safe for the water bodies involved.

Selectman Maddox thought they could spin this and paddle around the water bodies for a long time.

Motion by Selectman Maddox, seconded by Selectman Jasper, to increase line 5586 Conservation Commission to \$23,539, an increase of \$5,937.

Selectman Maddox said he eliminated \$6,500 out of the Robinson Pond 10 days at \$650. He thought that this was so new and they already have a chemical treatment in there. You're going to go there this April. He was hoping that this was a compromise between the two. There are so many question marks here. He was trying to do the right thing by the water bodies but this seemed to be confusing at best. Use the chemicals; don't use the chemicals. This is a better system. They just did the chemicals. He's taking 10 days out of Robinson Pond trying to make this half way in between and see if they can get closure.

For clarification Selectman Maddox, Chairman Massey said they have 15 days in there right now. So you're recommending it be 5 days. Selectman Maddox said yes.

Selectman Jasper said in going through the minutes again, it seemed pretty clear to him that the long term intent - they talk about the liability and the training - those are issues they can all get around ways to solve those problems. It seems pretty clear that the intent was to have volunteers understanding they couldn't get 420 hours a year necessarily particularly in the first year but it's pretty clear in here. Everybody who spoke talked about volunteers, training, and Selectman Maddox to his credit thought it was important to note that there was \$107,650 as the five-year total for this and now when we look here, that five year total is closer to \$120,000 than \$107,000.

Just so the Board could be clear, if they stick with their arithmetic, it's \$17,000 times 5. Of the monies that they have in that budget, there are other things other than the DASH Unit that that professional services cover. It covers the water quality monitoring, the ability to apply for grants from the Lake Host to cover some of their operating costs. So it's actually 5 times 17, which is about \$85,000. Selectman Jasper stood corrected on that. Chairman Massey said it was okay. It gets squirrely with all this mess. What bothered Selectman Jasper in the discussion last time was that they were telling people they had to pay for their own training. That wasn't reasonable. He didn't know why they didn't hear about that. Certainly when you're asking people to volunteer for the Town exclusively and they need training, it's reasonable for the Town to pay for the certification and the training particularly when you're looking at the difference here. He's still pondering why \$100 a day difference between 10 days and 5 days does not seem to be a reasonable per diem difference.

Chairman Massey said it was because when the company sets up the first day of the week, they have to do coordinates using the GPS system to map the terrain that they're going to go for. Selectman Jasper said he was very disappointed in how this was sold and how it has turned out. There certainly were promises that were made here and that's the only reason he voted for it. He'll give kudos to Selectman Maddox because nothing that was promised has come forward in terms of the volunteers. It was noted in here that there were issues but it was still promised that that would be worth doing. It now seems like they've just abandoned that whole thing in going with the taxpayers. He has real heartburn with that.

To that point, Selectman Maddox hoped the Conservation and Lake Host have heard this that they have April of 2011 and a week in 2012 at least at Robinson to see if they can find some people to at least assist with this even if they're not the divers and the operators up on the DASH Unit itself. He's going to have a tough time funding this forever. That's not what was sold to them. But to try to make this move forward and get this thing out from out of the weeds if you would, he's just trying to offer this compromise.

Chairman Massey wanted to get the right number. Selectman Maddox was proposing to go from \$17,602 to \$23,539. So the \$1 was for the Capital Reserve Fund.

Selectman Coutu asked if somebody had answered the question of what the cost of certification would be. Do we know what it is? Didn't you say it was going to be cost prohibitive? Chairman Massey said that's what they indicated to him. Mr. Mercer said the first section you'd have to be PADI Certified. Selectman Coutu was only interested in the cost. Mr. Mercer understood but he didn't know what the actual cost would be. He knew that it was hundreds of dollars. Selectman Coutu asked if it was under \$1,000 per person plus the cost of the suit and the tank. For the sake of having a straightforward discussion on this, Selectman Jasper just pointed out we're paying \$750 a day. Wouldn't it behoove us to train people and pay for their certification? Selectman Jasper even said that they'd be willing to pay for the certification if it was going to save us a considerable amount of money if they get the volunteers. They were told that they could get volunteers.

Mr. Mercer said they are still hoping to still get volunteers. This is the first year of the program. They stated that right up front. It was also brought to their attention the liability issue of having volunteers go out that they slip on the boat or any given combination for getting hurt. The advantage to hiring an outside firm, obviously they come with their own liability insurance and coverage. They are professionally certified. You're getting a better job for the monies that you're paying. Working with them, they can continue to train once they have volunteers that are available to train. They did not commit to this Board when they came before them for the final decision on May 25th that they would have divers available for the season of 2010/2011 even going further. Ultimately they hoped to. He will say this with this program, they've probably quadrupled the volunteer activity from towns folks that don't even live on the pond were part of this program coming in. The only thing the divers had to do this year when they worked on Ottarnic Pond was to run the unit. There were enough volunteers to shuttle the mass that was extracted, the markings were done and the follow up to the diving were completed. They were out there with their butterfly nets, and their fish nets, and any combination to get the pieces left over from the dive was done consistently. Close monitoring was done on Ottarnic Pond. There were several issues of visibility that they ran into. The weather certainly didn't cooperate. A combination of things that they were trying to prevent. There's a tremendous amount of degraded mass that's in Ottarnic Pond right now. As a result of that, the warm weather, and the drought and so

forth, they ran into several blooms of cyan bacteria in various areas of the pond. This is what they're trying to eliminate by using the DASH.

Selectman Coutu understood the amount of damage that is caused to their lake waters around their State and certainly around their region in New England as a result of Milfoil and other such growths. He's going to reluctantly, the key phrase here is "reluctantly" support Selectman Maddox's compromise, the motion that he brought before them as a compromise. He felt that it behooves the Conservation Commission to take a serious look, especially this year where they're going to be doing some treatment, and then the Board is giving them a budget for 2012 that will allow them to use the divers and try to pull up as much as you possibly can to come up with a cost that is more reasonable by whatever means - the research, what it would cost for a temporary two week workman's comp. type insurance plan, or whatever and try to secure. This is Selectman Coutu's overview. He's not speaking for the Board. He would think that it would be more cost effective if they looked at a cost of a temporary workman's comp for two weeks or whatever this project takes to get done and to adequately train volunteers who are willing to do this. As Selectman Jasper pointed out at a cost of \$750 a day for 5 days or \$650 for 10 days, we're looking at \$10,250. If we could certify two people for a third or less of that, it behooves them to do that. With that Mr. Chairman, Selectman Coutu reluctantly supported the motion.

Just one clarification Selectman Coutu, Chairman Massey said there was no chemical treatment planned for this year. What they're planning to do in April of 2011 is the DASH Unit. Selectman Coutu said they're going to have 2 years under their belt that they can look of the harvesting results. The harvesting still doesn't prohibit the seed from falling back in. You can't harvest at all. It's an ongoing problem. They need to stay on top of it. Chairman Massey said that's why they have the propagation of 20 percent regrowth.

Selectman Jasper said what disturbed him was again he was hearing resistance to training people relative to liability. That's always a red herring. We have very good liability. We have waiver forms. We have hundreds of volunteers out at Benson's. Some of whom are using chain saws. That's not a real issue. When they were in here a couple weeks ago, the Board was told when people found out they had to pay their own way, they wouldn't volunteer. That made sense. Why were they told that? Why didn't somebody come to the Board if they really thought that the Town wouldn't pay for that? He wanted to go back to the minutes, again, of the 25th, page 22, fifth paragraph down - "Selectman Jasper said he didn't see anything in the document that commits them (the Board of Selectmen) to anything beyond this year." If he does, he couldn't find it. It also says, "There will be DASH divers and tenders who could be volunteers in the future but that won't be until 2011." So that \$107,000 may be reduced based on people becoming certified from this document. If he's incorrect, somebody can correct him. Nobody did. So they went into that believing that that's exactly what was going to happen. Now he's hearing resistance to having that happen. That's what is causing Selectman Jasper a lot of heartburn. They obviously need to take care of the ponds. He will support the motion. What he's seeing here in this budget is not consistent with what happened at the meeting back in February and May.

Vote: Motion carried 5-0.

Selectman Maddox indicated that Selectman Coutu had a thought and he'd like to put it into a motion. They will be doing this harvesting in April of 2011. In the second meeting in May, he would move that the Conservation Committee comes to the Board with a report on the performance, issues, and volunteer program at that meeting.

Motion by Selectman Maddox, seconded by Selectman Jasper, that the Conservation Committee attend the Board of Selectmen's second meeting in May, 2011 with a report on the performance, issues, and volunteer program at that meeting.

Selectman Maddox said that this was all good and he knows that they took their beating. They're volunteers. The Board wants them on their team but they need to understand that they believe something that obviously didn't come true. Come back with a report telling them how their harvesting went in April, what problems with the DASH Unit, and what their plan is going forth. He's not sure he wants to fund DASH divers for the rest of eternity. Thank you.

Vote: Motion carried 5-0.

Chairman Massey recognized Michelle Champion.

Michelle Champion, 7 Chiswick Road. A member of the Conservation Commission. There are a couple of things. One on the last motion and that's why she was trying to get it in. Karen Mercer was pointing out to her that they're not scheduled to do it until late May early June. You won't have anything by a May meeting as far as performance. Again, Selectman Maddox said they were told it was being done in April. Ms. Champion said she didn't know any differently until Ms. Mercer told her.

The other thing Ms. Champion wanted to comment on was the training. She probably should have thought about it a little more but she wasn't involved that much in the DASH process. She's been a certified diver for 30 some years. Her kids both got certified in September. The cost is under \$1,000. If you're going to dive here, you have to bring into the fact that - she's a certified diver. She debated whether she would go and get this additional training because she thought you may be able to get it free from the State to do the actual weed watcher program. It's not something that a beginner diver would or should take on. Although you're doing it in very shallow water, it's also very murky conditions. You're under there and stirring up the water; you're diving in cold water conditions, and you're trying to do a physical job. That's something that's not easy for

one of those people who are regular volunteers to just go get their scuba diving certification and right away be able to go out and do this weed watcher program. She thought they had to take that into account.

Ms. Champion said the other thing was that in order to dive here in addition to the certification you need a full wetsuit, hood, gloves and everything. You need tanks and regulators. So a fair amount of expensive equipment. You'll either need to purchase yourself or rent each time that you do it.

Chairman Massey said from what they've heard here tonight though was two things. One, if the cost of training volunteers is cost effective, then the Town with what we'd be paying for professional divers, they can offset it by that same training cost. The second thing is, and he's going to take leeway with Selectman Maddox, that his motion wasn't actually was for the first meeting in May it's for the second meeting in June. He thought at that time Michelle, the Conservation Commission can bring all those issues to the Board with a full vetting of it so that they can understand the trade offs between hiring professional divers or funding through the Town's budgeting process the volunteers to have both the training and the equipment to do it.

Ms. Champion didn't want to leave here and have them come to the Board in June and have the Board say that they didn't say any of that back then. It's not as easy as it seems to just get somebody certified and they can go out and do this job. She wanted the Board to be aware of that rather than waiting until June and hearing that. Thank you.

Selectman Maddox said it already sounded like they're backing up the DASH Unit at full speed. They should have known this when they came in with the DASH Unit. He thought the volunteers are rapidly dropping off. If that's the cost and that's the ongoing expense, it may not be feasible. Chairman Massey said they'd see about it in June.

Selectman Coutu said he and Mr. Quinn being Lowell boys, they're used to getting beaten up. Mr. Quinn said not like this. In fact what he's seeing here was very little support for the environmental issues in the Town. Chairman Massey, you'll have Mr. Quinn's resignation in the morning. Chairman Massey thought he should reconsider that. Mr. Quinn got more than he thought he was going to get tonight. He thought they at least preserved being able to do this. Please rethink.

Selectman Jasper was sorry to hear that Mr. Quinn. The issue wasn't the environment and the Board's support for the environment. The issue was what they were told at a public hearing and what was going to take place. This was about the process. It was about assurances or commitments that they took. That's exactly what it was. They didn't come up with the idea of volunteers. That was presented to the Board. It wasn't something that they said on the spur of the moment. It was something that they were lead to believe would take place. Now they may be hearing a more reasonable or practical side of it. When they go into something, they like to go into it with their eyes wide open and knowing all the facts. Certainly if you read the minutes and what he said, Selectman Jasper was more inclined to go with Selectman Maddox at the time on the DASH Unit because of that cost and trying to balance it out if the chemical was more economical and looking at the long term budget ramifications. That's where he was upset with. He didn't have all the facts and he was not happy about that part of it. It had nothing to do with the invasive weeds. They have to take care of that one way or another. They need to have all the facts and they need to be able to evaluate the facts fairly and honestly when they look at that. He was sure no one's intentions were bad. It just seemed like it was we hope, we hope and this is going to get more support from the Board. That's just not a good way to go into it.

Chairman Massey said where they are that at the end of June after they've had their activity take place at Robinson Pond, they'll come back with an assessment and the Board can decide at that point what the future of course is. Thanks Tim and Ed and the rest of them. Chairman Massey knows that the bottom line is they've worked very hard and this was just birthing problems in his mind. Selectman Maddox said in a tough fiscal year. Chairman Massey said it was also "a tough fiscal year". Again, thanks.

Mr. Mercer said it was a combination. They were very excited to propose this program when they found out about it from the Lakes Association. They were extremely encouraged by the Lakes Association with full support as well as DES. They pulled as much information together in a short period of time to apply for this grant and came forward for permission to fully apply for it. Their first meeting there was a whole list of questions presented by the Board for them to go back with a resolution to. One of which was liability. How are they going to support it? Are they going to continue on? They said it was going to take time to bring in the volunteers and they know that. The first year of the program in general if you read the report that was submitted by Karen Mercer to the Lakes Association was required for the program. They did extremely well.

Chairman Massey thought it was just a question that there were expectations set that maybe time has proven that those expectations were the wrong expectations. That's what we have to manage going forward. He didn't think though they were hearing from this Board that the program per say is not something that ought to go forward. He thought what the Board really is trying to understand is what's the long term commitment that the Town has to make from a budgeting perspective. That's what Chairman Massey thought ought to be the topic of the conversation in June.

To that end, Selectman Maddox thought they still needed to look at what the balance was does that cost if its going to have to be all paid to do that, maybe the chemical is the way to go in the long term. Again, that's some of the information they'll probably have to go over in June. That would be a question that he's going to have in June.

Before Chairman Massey asks the Board any things that they would like to do relative to the budget wrap up, he has two leftovers from what they did before. They've done some additional work on the water quality contract with the outside contractor from the original \$40,000. Actually it was originally \$50,000 and a motion was made to reduce it to \$40,000. We've reviewed the contracts and the potential exposure to the Town and a conservative estimate would be that they could reduce that \$40,000 to \$32,000.

Motion by Selectman Maddox, seconded by Selectman Nadeau, to reduce Account 5555-264 Water Quality Monitoring from \$40,000 to \$32,000, a decrease of \$8,000, carried 5-0.

Thanks to the wonderful generosity of a former Selectman Kathleen McLain and her husband Joseph, Chairman Massey said she left the Town \$8,000 to be used for the worthy poor. As a result since they can use that money, the Town Administrator has recommended that they reduce the Town Poor Account by \$8,000 and if at the end of the year they find that they need additional monies, they can take it from that \$8,000 because it's a donation account and would not require any further action.

Motion by Selectman Nadeau, seconded by Selectman Coutu, to reduce Account 5151-258 Town Poor from \$128,900 to \$120,900, a decrease of \$8,000, carried 5-0.

Chairman Massey asked if there were any areas that the Board wished to consider on the budget wrap up.

What would interest Selectman Coutu before they go into this is a comparison of the proposed budget minus the \$16,000 to the default budget from 2011. Chairman Massey said if the Board looked at their packet on the second to the last page, page 14, it's the same default budget. Selectman Coutu said it was \$81,155 before the deductions. You're talking the difference between \$28,300,000 and \$27,500,000. Chairman Massey said the default budget was \$28,383,000 and the current operating budget is \$28,628,000. Ms. Carpentier said it was 28,000 because you just increased 54 conservation and you took down 8 and 8. A net change of \$10,000.

Chairman Massey asked for the number. Ms. Carpentier said it was \$28,628,426.

Selectman Coutu said if this budget went to the ballot and the Board didn't do anything else; the number that's going to show for a default is \$28,383,705. Chairman Massey said that was correct. Selectman Coutu said the budget for 2011 was \$27,502,550. Chairman Massey said if he looked at page 13, you'll see that in order to get to the default the calculations that occurred. Selectman Coutu said he needed to be educated in these matters. He didn't pretend to know everything. Chairman Massey said the default budget isn't last year's approved budget. Its last year's approved budget less or plus. For instance on the default budget, you take out last year's interest payment on the water bond and add in this year's interest payment as one example.

Selectman Coutu said that was fine. Was the tax rate based on \$27,502 or \$28,383? Selectman Jasper said neither. You have the water and sewer in there. You have to back out those 2 accounts - the revenue and the expenditures. If you go back to the default budget on page 13 and you look at approximately \$600,000 of the add ons are related to sewer and water which do not affect the tax rate. The water debt service went down \$50,000 roughly. That doesn't affect the tax rate either. The net is right around \$600,000. If you go back and look at the increase between 27,502 and 28,630, you're really looking at a much smaller actual increase because there's \$524,000. Chairman Massey said the question that Selectman Coutu was really asking for, and that's what he thought he needed to get a clarification. The tax rate that they set on this year's budget is the \$27,502,550 plus any warrant articles that they passed last year.

Mr. Malizia said that any general fund warrant article is correct. Chairman Massey said if there were warrant articles that they approved it would be added to that 502. Selectman Jasper said what they really needed to know was based on the tax rate that was just set and what they're looking at, what are they looking at for an increase in the tax rate based on this \$28,620,000 or whatever it was. Ms. Carpentier said pretty much just on the operating it would be the top line where the general fund is increasing \$175,000 which \$165,000 after the changes of tonight. So the general fund which impacts the tax rate net if they took out water and sewer both appropriations and revenues. That is the increase.

If you look at page 1 of that package, Chairman Massey said the \$10,000 they just added isn't going to materially change that number. You're looking at a tax rate of \$5.35, an increase of 3.2 percent over this year's tax rate. Selectman Coutu asked an increase of how much money. People aren't interested in percentages. They're interested in we're going from five what to 5 what. Ms. Carpentier said they're going from \$5.19 to \$5.35. An increase of \$.16 on the Town side. Selectman Coutu said on the \$5.19, that is the new rate we just set for the December billing correct? Ms. Carpentier said that was correct. Selectman Coutu asked how much money they had to cut out of the budget to get to \$5.19 or less. Ms. Carpentier said \$464,000 or increase revenues by \$464,000.

Selectman Coutu was going to preface anything that he's certainly going to vote on, support, or propose this evening on the basis of what he's hearing and he's always said that he tries to go into the meetings with an open mind. Sometimes you're forced to make a decision with whatever evidence is presented to you as was the case. They have to make decisions on the basis of that. The overwhelming cry from our citizens is that they don't want or can afford an additional increase in their taxes. He certainly can't. He's gone 5 weeks without a pay. He certainly can't afford a tax increase. He's sure there are a lot of other people much worse off than he and his wife are. He's going to stay here - he didn't care if it takes him to 4 a.m. to

try to fund this budget down to cut \$464,000 out of this budget. We just cannot afford an increase. The first thing he'll propose is that they take the \$88,000 that they approved for the defibrillator and they put it to a warrant article.

Motion by Selectman Coutu to remove the \$88,000 for the defibrillator and take it out of the operating budget and put it onto Warrant Article C.

Chairman Massey wanted the Board to understand that if you put it onto the Warrant Article, it will impact the tax rate if it's passed by \$.03. So you won't achieve your \$5.19 by moving it to a Warrant Article. Selectman Coutu said that was the taxpayer's choice. Chairman Massey said the \$5.19 and the \$5.35 is the taxpayer's choice. Selectman Coutu asked if he wanted to take the chance to put this budget before the voters from \$5.19 to \$5.35. The default budget will win. Chairman Massey said that was fine. We're going to go where they all want to go.

Motion by Selectman Coutu, seconded by Selectman Maddox, to remove the \$88,000 for the defibrillator and take it out of the operating budget and put it onto Warrant Article C.

Selectman Coutu said originally when this was proposed he made the statement that sometimes we have to make decisions for the voters. After everything he's heard in the past two weeks, the voters want to make the decisions. If people feel that the defibrillators they have are adequate and they don't want to support it or they can't afford it and they think of it as a luxury, he wanted them to make that decision. He didn't think it was something they should commit \$88,000. They need to look very carefully at a lot of items in the budget and make some hard and fast decisions this evening.

To Selectman Maddox's second, he didn't disagree with Selectman Jasper when he made the motion. This is something that is ongoing. He thought this was a case where the ones they have work. They will not get as much of a trade in if they don't do it this year. He thought asking the voters to make that decision, they clearly say they want to expend \$88,000 more rather than leaving it in the budget and them wanting to vote for it or not. They're going to have to take it all or nothing. This clearly sends a message to the Board if they don't vote for it. He thought it should be their decision.

Selectman Jasper said he was going to support the motion. Although he does feel it should be in the budget, he certainly thought that looking at the \$.16 increase and looking at the overall budget Selectman Jasper didn't want to make it a precedent because it's something they shouldn't be always putting things at a replacement on there but he would suggest to them that they should probably do that with the dump trucks in the Highway Department as well.

Chairman Massey would support this motion if it were to take it out of the operating budget and not put it to a warrant article. He sees in the long run if you're trying to get the people to say they don't want their tax to increase, it's a specious argument to say well take it out of the operating budget and let them decide. They're deciding if it's in the operating budget. They can come to the Deliberative Session and take it out if that's their issue. He's not going to be supporting this. Not because he didn't support taking it out...Selectman Coutu was willing to accept a friendly amendment. He'll take it out of the operating budget. Selectman Maddox said he wouldn't support this friendly amendment. If the citizens clearly say they want to add that \$88,000, they will make that as a majority vote. To take it out of the budget says we're not going to buy them. He thought this year they're saying to the citizens this is how tight they're going to make this budget. You make the decision on this item. He couldn't accept the friendly amendment.

Vote: Motion carried 3-2. Selectman Nadeau and Selectman Massey in opposition.

Ms. Carpentier asked if they took the \$88,000 out of the operating budget and forwarded it to the Warrant Article. Chairman Massey said they forwarded it to the Warrant Article as Warrant Article C.

Selectman Coutu said if they could go to 5730-404, page 54 under Fire.

Motion by Selectman Coutu, seconded by Selectman Maddox, to reduce line 5730-404 from \$26,100 to \$17,200.

Selectman Maddox asked if that was the vehicle they just approved last week to purchase. Chairman Massey said yes. Selectman Maddox asked how can you take the payment out if you just approved to buy it. Mr. Malizia said they didn't approve it last week. Chairman Massey said they asked the Chief to come back with whether or not it was going to be a Tahoe or a...Selectman Jasper said that was in this year's budget. You're thinking of the one that's in this fiscal year budget. This is the next one. Selectman Maddox apologized.

Chief Murray wanted to make sure Selectman Coutu wasn't going to cut out - they have the budget for the Tahoe in this fiscal year. So that would show up next year as one of those...Mr. Malizia said it only takes out the new one. There's still two in there. Chairman Massey said this was the new one for next fiscal year and not the one that you're purchasing this year. It shows up in this budget as a second year lease.

Selectman Jasper will not support this motion. When it comes to small items, and he knows it all adds up. The problem when you do things like this you generally make the problem worse in the long run. We have to replace vehicles and we lose value. We lose our place in the plan. This is just not a significant amount of money to do this. If we're looking at a \$400,000 or a \$380,000 problem right now, this is not going to get us any place and it's just deferring this particular item. He hoped that they didn't do it.

Selectman Coutu agreed with Selectman Jasper and his observations. We are going to delay it. We're going to delay it one year. He didn't think that providing a brand new vehicle for the Fire Chief was warranted in light of the economic conditions and he stood by his motion. Thank you.

Selectman Nadeau asked which vehicle the Chief was replacing. Chief Murray said this vehicle was going to replace the Deputy Fire Chief of Operations, Deputy Carter's 2004 Tahoe which currently has over 60,000 miles on it. That's part of that continuing apparatus replacement program at the 6 year mark for it. It's not for the Chief. Selectman Coutu said, "Are you saying Chief that that vehicle has been in service for 6 years and we have how many miles on it?" Chief Murray said yes it's been in service for 6 years and it has about 60,000 miles. Selectman Coutu said that 70,000 wasn't going to hurt us for another year - 10,000 more miles. That's an average of 10,000 a year. It's a matter of economics. Chief Murray wanted to remind the Board, the program they got into was that vehicle now trickles down and will replace a 2000 Crown Vic. to get rid of that. So we're on that continual rotation.

Chairman Massey wanted to understand. If this vehicle is not purchased, we're going to retain a 2000 Crown Vic. for one more year. Selectman Jasper asked how many miles on it. Chief Murray couldn't say but more than 60,000. Selectman Coutu asked if it was working. Chief Murray said yes.

Vote: Motion failed 2-3. Selectmen Nadeau, Jasper and Massey in opposition.

Selectman Coutu asked the Board to turn to page 48, 5730 line 102.

Motion by Selectman Coutu, seconded by Selectman Maddox, that account 5730-102 be reduced from \$61,200 to \$30,600.

To Selectman Coutu's motion, this particular line item is for the Call Firefighter force. He believed they have approximately 20 Call Firefighters. We have one out injured. As he understood, the mechanics of the Call Firefighter we have some that are very effective and we have probably 50 percent that are very effective and 50 percent that don't really make a lot of calls. In terms of what it costs us overall in training, the turnover rate has been excessively high. That administration was asked to make this cut, look at the work force that they have, and lay off those people that they find are not as effective as those who are more dedicated in doing the job.

Selectman Jasper thought it was a horrible decision to make. The call force is the most economical force that they have. They come when we need them. We've been spending between \$44,000 and \$50,000 - \$75,000 is what's been budgeted for years. The Chief cut that down to \$61,200 in this budget. He certainly couldn't see going below \$50,000 in this. You should not be laying off Call Firefighters. This is something that this Board has tried to nurture and has been very effective for the Town. It's a supplement. In the major storms and what not, you needed it. If somebody's not coming in, they're not getting paid. So you're actually not saving anything. They're only getting paid when you're here. He hoped that the Board defeats this motion.

Selectman Maddox didn't realize what that line item was. Again, we're screaming through. Again, he could go to \$50,000 and that's what it has been the highest in the last 3 years. To cut it in half, again, they are the fill in. The support if you have a big issue. He thought that was excessive. Selectman Jasper said Selectman Maddox could withdraw his second. Selectman Maddox was hoping that the maker would reduce that number down to \$50,000.

Selectman Coutu said to Chief Murray that they have approximately 20 Call Firefighters. The turnover rate has been substantive in that area in the past few years. Chief Murray wouldn't classify it as that. Selectman Coutu said of the 20 people who are on the roster, on average if you were to look at each one of them individually would it be a fair statement for him to make that 50 percent of that force is very effective and 50 percent of that force is not effective. Chief Murray said, "How about if we say that...Selectman Coutu said you love a challenge, here we are. Chief Murray said a respectful challenge. He can sit there and tell the Board that there is always a group of Call Firefighters that are very active. There are those groups of Call Firefighters that are not. They have minimum requirements that they have to meet. For instance, they have to participate in a minimum number of hours of ride along and training. Obviously we would want them there when we need the station coverage. When Call Firefighters become inactive, we do monitor that and if they're not showing up, then we don't retain them. He can tell the Board that any Call Fire Department has that same issue. There's a certain percentage that are very active and there's others that are not. Those that are not, they become a risk because they don't keep up on their skills and training and we can't retain them anyway.

Selectman Coutu deferred back to his question and that was would it be a fair statement to say that you have 50 percent of the force which is active and 50 percent of the force which is relatively inactive. Chief Murray said 60/40. If you want 50/50...Selectman Coutu said that Chief Murray was the administrator. Chairman Massey asked Selectman Coutu where this was going. Selectman Coutu said they were asking him to amend his motion. He's trying to justify his motion. It's not where he's going. He's trying to prove his point. Chairman Massey said that he's really put the Chief in a...Selectman Coutu said he's the administrator. Chairman Massey said that Selectman Coutu asked the Chief does he want to have this or that. Selectman Coutu asked if he was going to be silenced again. Chairman Massey said no he wasn't. He just wanted him to understand the position you're putting the Chief in when you're asking that kind of a question. Selectman Coutu said he's the administrator of that department. He may have to do the same thing with the Police Chief when we go into his budget.

Selectman Jasper thought Selectman Coutu was probably missing the point. You can't look at this and say well we have 20 Call Firefighters and 10 are active and 10 aren't. Therefore we can cut the budget in half. The Chief does not budget based on that. He bases on how much the usage is year to year. He thought they could go to \$50,000. When he was an active Call Firefighter, he could earn as much as \$6,000 in a year and that was some years ago. You could take 10 people as active as he is and you're at \$60,000. It has nothing to do with the numbers. It has to do with the responses. That's the issue. We've seen the Chief come in here and terminate people this year who were not keeping up the skill level. Those who aren't active aren't costing you a lot of money. So 10 people could easily be earning \$5,000 if they were active. That's the point. This is not just a lineal argument. So he thought they were missing that.

Selectman Coutu has always said Selectman Jasper that he respected his knowledge and he certainly respected his talents that he possessed relative to the Fire Department. He's a reasonable man. He will amend his motion to cut that line item by \$11,200 leaving \$50,000.

Motion by Selectman Coutu, seconded by Selectman Maddox, to amend the motion in that account 5730-102 be reduced from \$61,200 to \$50,000, a reduction of \$11,200.

Selectman Jasper said he would support the motion. The only thing he would hope that if this budget comes in at \$55,000 you don't hold that against the Chief. This is one of those things you can't in June say all right Call Firefighters don't come in any more. He has a total budget to manage. Selectman Coutu understood that.

Vote: Motion carried 5-0.

Before we go any further, Chairman Massey wanted to set some ground rules. The first ground rule was we're going into uncharted territory that we've not ever done before. As he's said many, many times we act in haste, we're going to repent in leisure. We need to be clear that it's what we want to do.

The second thing was Chairman Massey wanted to get a clarification from our Finance Director. The \$5.19 was based on \$27,502,550 is that correct? Ms. Carpentier said that was correct. Chairman Massey said if they did nothing we would have a default budget this year of \$28,383,705. To get to \$27,502,550, we have to back out - and he wanted to make sure he understood - all the lesses and adds. Is that correct? Ms. Carpentier didn't believe they could start with last year's operating budget. You start with last year's operating budget, you add in all those listed and all those deletes to come up with the default budget. Then you have no control over that. Chairman Massey wanted to make sure everybody understood. If we were to go down to the \$27,502,550, there are some changes in that that are reflected in the lesses and adds. Selectman Jasper didn't believe that that was ever a stated goal. He thought Selectman Coutu was looking at the \$464,000. Chairman Massey said which was to get from 5.35 to 5.19. Selectman Jasper said no to get from \$28,638 to \$28,383. That's what Selectman Coutu was trying to establish a default budget. Chairman Massey said that's where they have to be careful then because of that difference there is some portion of it that's in the water. Selectman Coutu said he understood that and he's going to get to that. Chairman Massey said the tax rate isn't impacted by those. Selectman Coutu said he and Selectman Jasper have had conversations.

Chairman Massey said he wanted to be clear in his mind when he starts voting on this. As he said, we're in uncharted territory. What is the budget number that you're trying to hit? Selectman Coutu asked what the \$28,383,705 represent on the tax rate \$5.19. Ms. Carpenter didn't have that because they haven't done the revenues yet. Chairman Massey wanted to assume it's the same revenues that you're using to get on page 1. On page 1 you have a budget right now of \$28,638,426. You're having a tax impact to get to 535. If you change that number from 28,638,000 to the 28,383,705 and use the same revenue projection, what would that result in a tax rate? Ms. Carpentier said a \$.09 decrease. That's not originally what Selectman Coutu asked her. Chairman Massey said he wanted to know how to get to \$5.19. Mr. Malizia said right cut \$420,000.

Selectman Coutu said what Chairman Massey was saying is based on what Mr. Malizia just said, we can cut the taxes. Chairman Massey said it was cutting it from 5.35 to..Ms. Carpentier said Selectman Coutu originally asked to go from a tax rate of \$5.35 to \$5.19 how much would he have to cut the budget. What you're asking her to do is come up with a tax rate based on the default which is different than posting it to this year's tax rate. Chairman Massey wanted to make sure they were all operating off the same base. Selectman Coutu wanted to know the answer to what Chairman Massey asked. Chairman Massey said if you get to the default budget, what would be the tax rate? Ms. Carpentier did not have that right now. Selectman Jasper didn't believe Selectman Coutu's goal was to get to the default budget. There'd be no sense in this exercise because people have a clear choice. The goal was to get to zero, which is \$28,628,000 less \$464,000. That's the zero which is less than the default. So why are we talking about the default. The default is irrelevant. If he understood what Selectman Coutu is trying to get to zero, which is a reduction from the operating budget of \$464,000. That's the only number they need to talk about. Selectman Coutu said he wanted to get to a budget that's going to bring them a tax rate equal to what we have right now. We don't go up a penny. Selectman Jasper said it was \$28,628,000 if that was your base number - \$426 less \$464,000 do the math on that. Chairman Massey asked where they got the \$464,000 come from. Selectman Jasper said from KC. Ms. Carpentier said \$.16. Every \$29,000 that you add or decrease is a penny. Chairman Massey asked what the number was that would get them to it. Ms. Carpentier said \$28,164,000. Chairman Massey said in order to get that, they have to take \$464,000 out and we've already taken \$109,000 out.

Chairman Massey declared a 10 minute recess at 8:40 p.m. The meeting resumed at 8:50 p.m.

Chairman Massey said before the board goes forward, he felt compelled to make the following observation. He believed that when they finished their budget deliberations a week and a half ago that they were all of the mind some more on some items some less but the budget that they had that night was based on what they collectively felt was needed to run this Town. He wanted to make sure that as they go forward and as they get this down anywhere near or as Selectman Coutu is aiming for and the rest of them, that the message that gets delivered to the constituency was not that they reduced luxuries. They're reducing necessities. If they don't get that message out, then everybody is going to say, "I knew it all along. You had waste and inefficiencies in the government." He didn't think what they were doing right now is taking out waste and efficiencies. They're talking about taking out things that they collectively felt was important. In order to achieve a goal that the citizens appear to want, they're going to have to understand what that cost is.

Selectman Coutu had two comments. The first one is with regards to some of the things that Chairman Massey said. Both will be related to the same. He and Chairman Massey share the responsibility in the Budget as he assigned it originally. He had said to him or it was either him or someone else got to him and said Selectman Coutu is not going to support this budget. Selectman Coutu said he could not support the budget even though we deliberated and when he saw what the end result was you really don't know what the tax rate is going to be until you finish it. Until they looked at it, Selectman Coutu said it was very difficult for him to go to the Budget Committee and support this budget and they swapped places. Where he stands there is going to be dependent on what this Board wants him to do when he goes on the school side. With regards to whether or not they're eliminating monies that were fat in the budget. He wanted to assure the voters that what he stated as a matter of fact, this budget in no way was padded. We asked the department heads to come in here with a flat line budget and articulate those areas where they felt that they needed an increase and they had said as they did last year. If they can justify it, the Board will certainly look at it and will support it. What he became unhappy with was the bottom line and the affect on the tax rate. In light of the fact that these are serious economic times, we need to do due diligence to the budget to try to achieve a zero increase in the tax rate. That's what he's trying to achieve. He thought that for the most part if not all of them at least of them see the light and they're trying to achieve that. You might agree with some of the proposals that are made here this evening. Other Selectmen might make proposals that he might not support. In no way was this budget padded in any way. They did have a flat line as close as they possibly could. It was the bottom line at the end that he didn't like. The net result on tax rates going to \$5.35 tonight. To Selectman Coutu, that's a considerable increase.

First of all Mr. Chairman, Selectman Jasper said he made a statement that the voters appeared to want reductions. He always thinks it's a fallacy to say what the voters appear to want. First of all, there are 16,000 registered voters in the Town of Hudson. Most of them don't bother to show up. We had less than 50 percent show up on a general election and we'll have less than 3,000 show up to vote on the Town budget. Most voters don't seem to care to vote on the budget or anything. He's had three people talk to him. Two of them members of the Budget Committee talk to him about the budgets. He can't base anything on that. Roger he thought if the majority of the people are coming into his store to talk to him..Selectman Coutu said a significant number. Whether they vote or not, he didn't know. He didn't ask them if they agree. He agreed with his numbers. Selectman Jasper said even if it's a couple hundred, people voted for the budget last year which resulted in a 5 percent increase. So they voted for it. They didn't vote for the default. So we don't much of a reading out of that. He wanted to see this decreased, but he thought they've done a reasonable budget. What he didn't want to do is sit here until 4 a.m. going over \$8,000, \$9,000, \$10,000 items. There aren't that many that he thought they could do anything with. Personnel are 80 percent or better of their costs here. Chairman Massey said he did a calculation a couple nights ago. It's 70/30 which included benefits. Selectman Jasper said unless they were willing to tackle the real issue and say we're going to cut personnel, we're going to have a bunch of people working for us twiddling their thumbs because we're not going to give them anything to work with. If we're trying to take the whole \$464,000 out of 30 percent of the budget, we're going to cripple the operation.

Selectman Coutu wanted to turn it to the floor if any other Selectmen have something. Some of the cuts he's going to ask to be made are going to be quite extensive and large chunks unless somebody proposes something else. Selectman Maddox said to let's go with those then. Let's stop doing the 2,000.

Selectman Maddox wanted to go to the Police Department budget. Page 27. There is \$4,987 in overtime for the Police Records. We just put into the budget the full timer picking up 40 hours. If the Chief wants to explain what that would be for, he's looking to cut that overtime. He understood that the Chief was covering vacations and whatever with one less person. Now that they've put a person in that department.

Chief Lavoie said the overtime to that is we just don't know when we're going to have some type of a case that really taxes that end of things. When you're trying to do transcription, that can take hours and hours to do. We had one case where it took almost 40 hours of trying to get that done. There's a lot of work in the records division. When an officer makes an arrest, or whenever a report comes in, the officer deals with it one time. The Records personnel deal with that case for months. That case continues out. Cutting that, Chief Lavoie believed there was only \$4,200 in that line item. For the short amount of money that's in there, what that does to the tax rate does impact or could impede them completing paperwork that's necessary for the court process. Again by cutting that small amount of money what they're doing is victimizing their residents again should there be a crime and they're not able to get all the work done because of the back log that they're facing now.

Selectman Coutu said they're adding a full-time person to that department Chief correct. Chief Lavoie said yes. Selectman Coutu told Chief Lavoie that he thought with an additional body we're still going to need \$4,200 in overtime in that department. By having one full time body plus whatever you had for a staff. He knows in his explanation for a full-time person we were talking about and he said they need to stay on top of it because they don't want to back log and have to drop cases because they just can't get the paperwork in court on time. He would think that a full time person would not - we're talking \$4,200 at 105. Selectman Jasper said with roll ups. Selectman Coutu said he'd have to look at a couple of line items. Ms. Carpentier said two pages down over to the right. He is correct \$4,200 is for the overtime and taxes. Selectman Coutu didn't see where the amount of money to decrease that amount of money was. It's not going to make your work load greater for the people there. You're going to have more people tackling the work. Chief Lavoie said if it was a difference of him losing that, he needs that records position. If it comes down to something has to go, he'll let that go and basically keep his fingers crossed.

Selectman Jasper said if they're going to start re-discussing every line item they've gone over, the Board can do that but he's not going to sit here and talk about \$4,200 line items and why they need it. That's why they had the whole budget process for. You either want to cut it or you don't. He thought if they started opening up every line item and what's it for, why do you need it, that just says we didn't do our job to begin with. That line item has been \$4,000, \$8,000 and its \$3,000 less than half way through the year. Yes there's another person coming on there but overtime is something that's there. Make motions and get on.

This goes back Selectman Jasper as Chairman Massey said. He didn't think they were dealing with something that said now we're going to go "take all the fat and inefficiencies out". He truly believed that what they're doing now and it may be the right thing to do, but the citizens have to understand there's no free lunch. When we're talking about the things we're talking about now, some of them are going to affect services. If they get a different impression, then they have the right to say there is fat in this budget. If you're going to cut this overtime, what you're basically going to be doing and that may be the thing they want to do but make no mistake about it, it will impact services in one form or another. The other question that Selectman Jasper is right, we could sit here and cut socks all night long and we won't achieve more than \$20,000. Truly we'll be here until 4 p.m. tomorrow afternoon if we're talking about \$5,000 entries. This may be something you want to do Selectman Maddox. Selectman Maddox said he's moved on. The Chief answered the question. He didn't disagree. He will put the next one on the table.

Motion by Selectman Maddox, seconded by Selectman Jasper, to reduce line item 5630-101 from \$2,901,000 by \$80,640, one of the vacant positions.

Selectman Maddox told Chairman Massey that he was right. We are making difficult decisions. To get to this position, we're going to have to do something besides cutting out paperclips and file folders. This is a difficult decision for this Board to make. There will be a vacant position in the Police Department at some point. We need not to fill it if we're going to push this forward. He figured let's stop cutting \$5,000 and see where we're going to go.

Chairman Massey is only a little bit in trepidation of this one. We authorized the Chief to hire 2 people and he's currently hiring them. If for whatever reason a vacancy does not occur next year, he's going to be laying somebody off. So that's the only trepidation about this. Again Selectman Maddox, Chairman Massey thought the question was as much as he realized why they supported this position and put it in the budget, there are no free lunches this year. He didn't intend to make it easy for anybody to say there was fat in this budget. We're going to be affecting services.

Selectman Jasper wanted to be clear first of all. That's the total cost of the position. That's not just the 101 line. That's the 100 lines. To Selectman Massey, Selectman Jasper said they've authorized the Chief to fill that vacant position and to go out and advertise for two of them. There's nothing that says we have to fill the second one. Selectman Maddox said there's going to be a retirement before of June of next year. Selectman Jasper's intention would not be to fill a position and then let somebody go in 6 months unless they knew somebody was going to retire. He hated to do this but people are hurting out there and this is a position they do not currently have filled. He thought it was best not to fill it. Given the Records Clerk, his estimation is that's where things are really needed right now.

Before they voted, Selectman Maddox wanted to ask if they wanted to amend his motion by \$1 and leave \$1 into that. Selectman Jasper said yes.

Motion by Selectman Maddox, seconded by Selectman Jasper, to reduce line item 5630-101 from \$2,901,000 by \$80,639, one of the vacant positions.

Vote: Motion carried 5-0.

Selectman Coutu thought he was going to hear more than that. Apparently nobody else has any ideas.

Chairman Massey said in the interest of equity and fairness, he would recommend to the Board that they apply the health benefit plans to the management team. If they were to do that, it would result in a reduction of \$11,000 to the line items involved. He'll put the motion on the table for people to discuss.

Motion to reduce cost center 5110 by \$4,068; cost center 5610 by \$2,015; cost center 5330 by \$2,015; cost center 5810 by \$2,774; cost center 5030 by \$2,015; and to increase cost center 5310 by \$217; cost center 5551 by \$217; and cost center 5701 by \$1,359 for a total reduction of \$11,094.

Chairman Massey said what that would basically do if he gets a motion and a second, it will do the health plan that they've been discussing.

Motion by Selectman Coutu, seconded by Selectman Jasper, to reduce cost center 5110 by \$4,068; cost center 5610 by \$2,015; cost center 5330 by \$2,015; cost center 5810 by \$2,774; cost center 5030 by \$2,015; and to increase cost center 5310 by \$217; cost center 5551 by \$217; and cost center 5701 by \$1,359 for a total reduction of \$11,094.

Again, Chairman Massey said if the motion passes, they would be having their management team do the same health plan that we're asking the employees to do. That's the reason he brings it forward to the Board.

Vote: Motion carried 5-0.

Chairman Massey said they put into the budget a total of \$61,000 for our management salary increases. If they were to cut that in half, they won't materially affect the compression issue because the supervisors would be looking at a zero percent increase. Mr. Malizia thought he should state that a little differently. You put in \$61,000 into the budget for this year for the non-union personnel. If you were to cut that number in approximately half, and it's a little bit different because there's one or two people that didn't get a big increase, but if you basically cut some of that and did it over two years. In other words if you thought you'd do some this year and some in the next fiscal year budget, which you're not contemplating right now that will be next year at this time, you'll be able to effectively reduce this budget by \$29,000. You won't add to the compression problem at this point in time because we're looking at a zero for next year for the next layer. The problem won't be exacerbated next year provided you do the second piece next year. If you don't do it, the problem will not go away.

Selectman Jasper said that wouldn't exactly be true. It would be the second half plus. For most everybody, there will be 2 or 3 percent so there will be some additional money but it won't bring it back up to the \$60,000 level or would it? What he wanted to do was make sure. He thought he was in favor of the concept but because we felt that it took \$60,000 to take care of the problem next year if they do \$30,000 this year would it be \$40,000 next year to keep ahead of it or \$50,000 to keep ahead of it. Chairman Massey said it would be the \$30,000.

Motion by Selectman Jasper, seconded by Selectman Coutu, to reduce cost center 5110 by \$3,759; cost center 5610 by \$3,238; cost center 5710 by \$3,238; cost center 5551 by \$3,185; cost center 5330 by \$4,596; cost center 5310 by \$6,988; and cost center 5810 by \$4,035 for a total reduction of \$29,039, carried 5-0.

Selectman Coutu asked Ms. Carpentier if they had a total in reductions right now. Ms. Carpentier said \$230,035 to the operating budget. Chairman Massey said they were half way there.

As Selectman Jasper said earlier, he thought since they've done it with the defibrillators they ought to do it with the Highway Department trucks. People can recognize if the trucks break down, they may get plowed less frequently. He thought it was only reasonable. He's proposing that the lease purchase of the 3 dump trucks go to the Warrant and be removed from the operating budget. Ms. Carpentier said 5552-404 trucks, page 8. Selectman Coutu asked if they had other leases or was this just for those trucks. Mr. Malizia said this was the first year of a 5-year lease purchase.

Kevin Burns said this was one man's opinion that's been doing this a long time. He thought if you moved them to the Warrant, the chance of success is zero. He's heard a lot lately about unsafe trucks. Twenty-five years old front line plow trucks. There are no spares. They're a mess. You can see right through them. They're rotted. Selectman Jasper didn't disagree. He thought what they would have to do is take the 3 old trucks off the road and just say it's going to be a lot longer to plow the Town. People have to make the choice. We're in a situation where they're talking personnel and putting things on the Warrant. We've already done some personnel. We've done this with defibrillators. He agreed with Mr. Burns. It's probably a zero chance of success. If we make it very clear to people you don't vote for it, we're going to have a reduction in plow routes and you're not going to get your streets plowed. Mr. Burns said they had 7 trucks back when he started 29 years ago. Mr. Burns said he'd rather lose the funding out of the paving. Why pave the streets if he can't plow them. People can bounce down the road but if they can't drive down the road and get through them safely.

Selectman Coutu said he was all for cutting. If there's one statement that he made that he stands by is that in his - and this was not to disparage any presentations that have been made by other department heads - this guy has been working on a bare bones budget year after year and he's been thinking outside the box. He has a very difficult time cutting the trucks. He knows it's a large item but hearing what Mr. Burns just said he would rather take a flat \$50,000 - he'd hate to take \$86,250 out of the paving account but if they're going to cut anywhere in his budget, that's the only line item that is just a couple of streets and fewer are going to get paved.

Selectman Jasper said he didn't want to take any money out of there. He didn't disagree that the trucks won't get replaced and he thought they needed to be so he'll drop that matter. He really didn't think they should reduce the paving any further. He'll let it go.

Selectman Maddox said he was going to have to take Mr. Burns up on it. He thought that we need to show people that there is going to be pain to this. We're cutting out things.

Motion by Selectman Maddox, seconded by Selectman Coutu, to reduce line item 5552-248 Street Overlay from \$315,000 to \$290,000, a reduction of \$25,000.

Selectman Maddox said he was going to have to take Mr. Burns at his word. We were going to take out the trucks. He thought Mr. Burns made a good point. Once they take those trucks out, people are going to say well you don't need that many people because you're not going to operate that many. We get into this whole cycle. He didn't want to tell people they're not plowing their street for that much longer. There has to be cuts and this is a place where it is painful but that's where it has to come out of from his estimation. Last year they put \$180,000 more into it. Call it a wash, but this is the best he thought that could come out of this department.

First of all if there has to be cuts, Selectman Jasper said the voters do have some responsibility and the here we do have a Deliberative Town session where they're able to come in and do this type of thing. He thought town wide paving we're falling further and further behind. This is an area where you pay for it now or you pay for it later and \$25,000 is pretty insignificant here but it's just a move in the wrong direction.

Chairman Massey totally agreed with Selectman Maddox. He hears constantly cut, cut, cut but I want the same services. It just doesn't work that way any more especially in this department. Selectman Coutu is absolutely right. Kevin Burns has come every year with lean budgets. We have one of the best operated Public Works Department in this part of the State in his opinion and it's borne out by all the people especially in the winter time who constantly tell them that their streets are paved long before a lot of the surrounding towns. There's a price for not wanting to have your taxes increased. He wanted to keep making sure that it's being heard. We are not taking things out that we've put in originally because they thought they were nice to have. Things are in this budget right now because they felt they were needed. Selectman Jasper was right. We're going to be making a cut in a line item that will have not just short term results but long term. It's painful. He understood it was painful.

Selectman Coutu asked Mr. Burns that considering the scope of things and you offered this alternative and instead of losing \$86,000, Selectman Maddox is only proposing \$25,000. How much roadway honestly will \$25,000 pave? Mr. Burns thought right about \$160,000 a mile now. Selectman Coutu said they're talking a few yards. Chairman Massey said about 15 percent of a mile. Selectman Jasper, again, Selectman Coutu respected his observation. We have all come - and he's been here 3 years now - so they've all come to the consensus that on the cycle that they should be on they require a \$1 million a year. He agreed. We need to make cuts. We either want to make some minor cuts here and there and then when we get to the personnel if motions are made to cut personnel, it won't be as significant if we start making some minor cuts here and there. He's going to support the motion for \$25,000 so that Kevin can continue to maintain our record of having the best plowed streets in all of Southern New Hampshire and Northern Massachusetts.

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

Selectman Maddox turned to the end of the book 5060 library. Selectman Jasper said they can't do anything to it. Selectman Maddox wanted to say this. Chairman Massey said they are not able to change their budget. You could make a direction to the Budget Committee representative to support a cut. Selectman Jasper said that was not going to do anything towards this tonight. He didn't think it was appropriate because they have no oversight. He didn't think it was appropriate for them to even go there. Selectman Maddox was going to ask the liaison to the Budget Committee to strive towards cuts in that 12 percent increase over the last two years. It's \$1 million. We're cutting out police officers and they've increased their budget. He thought they should at least send their liaison to the Budget Committee with a firm direction from this Board to try to cut out monies out of that. He didn't think that was inappropriate. He's not giving a dollar figure.

Selectman Jasper thought it was just as inappropriate as if they sent him there to try and cut out \$12 million from the School Board. When he's there, he's there as a member of the...Chairman Massey said they have done that. Selectman Jasper said only when the Representative has come back for advice on contracts and personnel. They have never gone in and said go in there and try to cut X amount of dollars out of the school budget to start. If there's a question that comes up that he needs our advice on, that's entirely different. It's a very dangerous area to trend on. It's not doing anything towards our goal tonight.

Selectman Nadeau said it certainly wasn't leaning towards their goal tonight but if their Budget Committee Rep. was at the meeting and they wanted to increase it by 7 percent and we've told him that we did not want to increase it tonight, then that would be where he would go. He thought given him some guidance in saying that they didn't want any increases but if there are motions to cut the budget for the library, he thought they should tell them that we would support that. He thought that we should at least give them some guidance in that area. Selectman Jasper said they were working on our budget right now. Selectman Maddox said that was in our budget. Selectman Jasper wanted to stay on the point that they're on tonight, which is trying to reduce the budget that we're bringing forward. Chairman Massey wanted to deal with that one at the end of the meeting. He thought there was some merit on both sides at this point.

Ms. Carpentier asked to give an update. Right now our total operating budget is \$314 less than default. The operating tax rate would be \$5.26 plus the \$.03 for the defibrillators gets us to \$5.30. Selectman Jasper said the operating budget was

\$5.26. Ms. Carpentier said it was \$.07 more. Ms. Carpentier said they really hadn't discussed revenues. She didn't know if they wanted to talk about use of surplus. Selectman Coutu didn't think they were going to come up with \$209,000 worth of surplus adjustments yet. Chairman Massey said one thing that they did learn was that the State has been using the wrong calculation for percent of surplus.

Ms. Carpentier said the Department of Revenue has always included the water and sewer as part of their operating expenses. However, they didn't use their surplus. So we've been running around a 7 percent surplus retainage based on DRA. It was evident to her but they've now changed their way of thinking and they're saying now we're at 8.3 percent. We still have the same \$4.4 million in there however our retainage according to DRA is 8.3 percent. The reason she's bringing it up is because she put \$600,000 in the revenue to keep it flat. Last year we also used \$100,000 for the tanker which we're not using this year. We're down in the use of surplus year over year. She's just trying to go some place different here.

Selectman Jasper hated to use surplus. From everything he's listened to, he's not convinced things are going to get any better. He's even more hesitant because we're pulling \$600,000 out, which he still thought is a good amount. He doubted they're going to have a lot left over. He really didn't want to go there. Ms. Carpentier said she respected that. She felt she needed to bring that up in conversation. Selectman Coutu asked how much could we pull out of there based on the 8.3 percentage they said was the current surplus. Ms. Carpentier said it depended upon what this Board was comfortable with. Anywhere from 5 to 10 percent. You've been running at 7 percent, which now they're calling 8 percent. There's \$4.4 million in there. Selectman Coutu said 5 percent is \$200,000 if we took 5 percent. Ms. Carpentier said no. It's 5 percent of appropriations. It would move at about a point or two for \$100,000. Always bear in mind something that Selectman Jasper has continually reminded the Board and rightly so, Chairman Massey said when you take money out of the surplus unless you have a new offsetting revenue the following year in order to maintain the exact same tax rate the next year, all things being considered, you have to take that equal amount of money out of the surplus. That's how we got into it in the mid 2000 having to take \$1.2 million for at least 2 maybe 3 years.

Selectman Jasper asked the Fire Chief come up for discussion. He's going to ask the Chief a question about personnel and it's not about cutting personnel. It's about the concept of not necessarily staffing at 100 percent on the late night second shift. If you were to drop back a man some portion of the time. He thought we're just at the point where they've taken a funded position away from Chief Lavoie and he was looking at what if they didn't fill every single position on late nights. As Chief Murray's statistics are proven year after year, they are seeing a shift in fire to EMS. His EMS calls are increasing. He ran some preliminary statistics for night time calls and they are pretty balanced out. It does drop off however there is still the same volume of calls spread out. That he would be very reluctant to do. It was a question Selectman Jasper wanted to explore. Chief Murray has done a great job with the overtime. There's no question about that. It was approaching \$1 million when he took over and you have \$373,000 budgeted. So no complaints there. Chief Murray said it was a reduction this year. Selectman Jasper wanted to talk about that option. Chairman Massey stated that Selectman Jasper didn't want to explore not filling the vacant position. As the Chief's liaison, Selectman Jasper asked him the question and he'll just leave it there. If somebody else wants to go some place with it, he thought it was something that at least they should discuss.

Selectman Coutu asked the Fire Chief to come forward. He was going to ask him a question and make a decision on the basis of the answer. Chief you are the administrator of the department. We are in severe economic times and we're looking to make cuts. The Police Chief just suffered a cut. We made several other cuts in other departments. He respected his ability to run the Department and if he were to say to him right now that he was willing to make a motion to propose cutting your administrative salaries full time by \$100,000 allowing him to pick, select, and reorganize your administrative staff what would be your reaction?

Chief Murray said sure it is. He thought his response would be understood that this question without taking a real close look at it - there's a number of elements that can come into play here. Whether its administrative staff or whether it's overall numbers. He has to take a look at what provides the greater benefit to the entire organization if you will. Those administrative positions are command staff positions which are responsible for the entire organization of 64. So you have to weigh the benefits of or the shortfalls of losing that position where one of the command positions has an impact over 64 versus looking at the suppression side of it for 1 position. He knows Selectman Coutu wants a definitive answer on the administrative side but if you can understand what he's saying, it is a very difficult decision. What's the better decision for the greater of the organization which transmits to what best serves the citizens and has the greatest impact on the organization.

Selectman Coutu rephrased his question. If he were to make a motion to cut the administrative salary full time line 101 by \$100,000 and with your managerial experience and abilities, could you reorganize the administrative staff in order to achieve and maintain the kinds of supervision and training that are necessary to effectively run the Fire Department?

Chief Murray said he would have no choice. He would have to yes.

Motion by Selectman Coutu, seconded by Selectman Maddox, to cut line item 5710-101 from \$441,257 to \$341,257, a reduction of \$100,000.

Selectman Coutu believed and has believed for some time that we're administratively top heavy in the Fire Department. He felt that the Fire Department with some restructuring and he's not picking any one position at this time. They had discussed the position in the past and the Chief came in and presented his arguments for saving the position and we didn't go there.

He thought that having been an administrator and he's sure he's done some managing as has Selectman Maddox and perhaps Selectman Nadeau, sometimes you have to make some of the most difficult things to do is rather than find an employee and cut them sometimes requires reorganization. If you sit down with your administrative staff and come up with a reorganization plan, he thought he could make it work and make it effective and you can achieve it without having to cut any of the supervision, or training, or services that are being provided by the administrative staff. He felt very strongly that that reorganization could take place if it's given proper thought, consideration, and its looked at and done as a team unit. He thought it can be achieved.

Selectman Jasper didn't disagree with the thought behind what Selectman Coutu was saying. He's been involved in a lot of reorganizations over the years. Never this way. The plan has always come before the budget reduction. He thought it was a bad precedent to say that they can reorganize because I think. When you do something of this nature, it ought to be because I know and I have a plan. If the goal of the Board was a \$100,000 reduction in his overhead cost in administration and we said to come back with a plan, we could then look at it and evaluate it and decide if that's what we wanted to do to achieve that cut. To say here's a cut of \$100,000 now come back with a plan, we now really have no control over the outcome as to whether we like it or not because we forced it to happen. This is really the wrong way to do this type of reorganization. He would urge the Board not to do this. If they wanted to take \$100,000 out of his budget, then he would hope that they would leave him some flexibility. He's going to vote against the motion, but he thought it was an exercise that probably should be looked at. Selectman Jasper has some thoughts and he had some discussions relative to this with the Chief in the past. He thought this was the wrong way to go about a reorganization.

Selectman Nadeau said if they took it out of suppression is there any open positions in suppression. Chief Murray said that Selectman Jasper alludes to it in that he has to look at the entire organization to see where if that cut is going to be made how it's going to provide the smallest impact to not only the organization but as far as providing fire and EMS protection to the public. As many of the Board may recall, we have done a reorganization. They did it back in 2004 when they moved the Deputy Chiefs around and reclassified positions there. Chief Murray wanted to say that they made it through a default budget two years ago and collectively as department heads they got together and they didn't lose any positions then. He would have to agree with Selectman Jasper. Its pretty tough sitting here in front of the Board tonight and trying to commit to being able to accomplish something without really taking a look at the total impact.

To Selectman Maddox's second. You know that he's been less than enthused with the overhead in that line item. He's going to compromise somewhat to Selectman Jasper. If the Chief came back and had a better proposal throughout his entire budget, he would be willing to look at that later on. He's saying take it out of here because he does believe that there is too much overhead in the Fire Department. If it can't be done and he can show us a compelling reason but to take a firefighter, then you're going to fill that position with overtime for everybody else. It doesn't really work other than closing Robinson Road. So the choices are management or Robinson Road in his opinion. Again, Selectman Maddox thought by taking out of this line item it gives impetus to come up with a plan. He didn't want to be stuck in dash two with yeah yeah we will. This has an impetus to it. On June 30th, things will change. Hopefully with the input from his liaison, from the Chief, they will come back with maybe a different plan than this. We're taking out of this line item. We can always move money around if they so decide further on. He guessed this needed to get done and has the least impact to the citizens in his opinion.

Selectman Coutu hoped Chief Murray answered his question. That was going to be his question. In light of the presentation made by Selectman Jasper that apparently Selectman Jasper is in a position where he said he wouldn't vote for this motion but he gets it that he sees some reasoning as to what he's trying to accomplish. As Selectman Maddox just pointed out, he has no qualms whatsoever. He said he would expect that he and his administrative staff as a team would come up with a plan. He was talking specifically about that line, which there are 4 people in that line correct. Chief Murray said yes. If as Selectman Jasper proposed, Selectman Coutu offered to make the \$100,000 cut on that line with the understanding that he would go back and sit down with his liaison and his administrative staff and they were to come up with an alternate plan whether its suppression or somewhere else or a combination thereof, can we beyond the budget cycle because we don't know how long its going to take them to do this transfer to accommodate that, can they do that in house?

Chairman Massey said that the Chief has discretionary power to move monies from one line item to another within an account. He can go line item and line item on his own correct? Mr. Malizia said yes he can but he can also do it amongst 5730 to 5710. You've granted him that too. It's only when you go from police to fire or from contingency to police or fire. Amongst the Fire Department purpose, you've granted latitude to move things around. The Board could do the same by extension.

Selectman Coutu asked to amend his motion. Chairman Massey said it depended on if the seconder would put the motion on the table and see if the seconder accepted it.

Motion by Selectman Coutu to cut line item 5710-101 from \$441,257 to \$341,257, a reduction of \$100,000 with the proviso that the Fire Chief develop a plan within the entire Fire Department budget to achieve a \$100,000 savings.

Selectman Maddox was reluctant to second. He wanted to see this line item reduced. He wanted to see a good reason. He would leave it as it is because you're just saying cut in the whole budget. He thought Chief Murray needed to come up with a plan to show the Board that what they just did doesn't work and then they would make a decision from there.

First of all assuming that the motion as it was passed, Selectman Jasper said it hasn't worked. They haven't done anything. They've just taken and there's no plan there. He thought that was an unfair statement to say what they've done doesn't work because they haven't done anything except take dollars out. That's no plan. He thought the compromise at least was reasonable. He'd still vote against the motion only because he thought the plan needed to come before the change to the budget. He thought this was the wrong way to do budgeting. That's a philosophical thing. He understood what he was getting at. This needs to be a broader discussion.

Selectman Coutu said he proposed an amendment. He didn't have a second. The seconder hasn't supported his position. Chairman Massey didn't know if he said reluctantly or not. Selectman Maddox said no. Again, he wanted to see it come out of this line item. He can certainly come back and tell them that this won't work and show them the plan he does have. Chairman Massey said the motion was as originally stated.

Motion by Selectman Coutu, seconded by Selectman Maddox, to cut line item 5710-101 from \$441,257 to \$341,257, a reduction of \$100,000.

Chairman Massey said this was one of those areas where he feels he needs to let the Board know his own opinion. He agreed with Selectman Jasper. This was one of those areas where he could support a cut of \$100,000 in the Fire budget with the Chief to come back and tell the Board how he's going to achieve those things. He thought that without understanding what this would do to that line item, he found it very difficult to support it. On this particular one because of the uncertainty of what would come, he's not going to vote for it.

Vote: Motion carried 3-2. Selectman Jasper and Selectman Massey in opposition.

Chairman Massey asked Ms. Carpentier where we were right now. Selectman Coutu said they needed \$108,965.

Selectman Jasper said he was not going to try to pit one department against the other and he hasn't looked at the administration of the Police Department. What's the line item? Who has the greater administration? Is this singling out the Fire Department? In police admin., Chairman Massey said there's only 2 positions because the others are in the operations. Selectman Jasper said he was not advocating for a cut in the Police Department but why is it that it's always the Fire Department. You probably have more administration over all at the Police Department than you do at the Fire Department.

Selectman Coutu said the Fire Chief has two Deputies, himself, a training officer, how many Lieutenants, how many Captains. Selectman Jasper said Police have Sergeants, Lieutenants, and Captains. Selectman Coutu said when you get below Lieutenant in a Fire Department, there's no grade of supervision below that. All the rest are just firemen. Mr. Malizia said yes. Chairman Massey said they were roughly equal if you were to look at the total. Selectman Coutu said they already cut a position out of the Police Department. Selectman Jasper said that wasn't out of his administration. That was a vacant position was what he was saying. He's just saying are they being fair. Have they looked at the structure of the police, and he probably should have brought this up under the earlier discussion because he's not trying to pit the police against the fire. Its always fire has the administration and have you taken a look at the total cost of command structures in both organizations. He thought too often they just do this based on feelings.

Selectman Jasper in all fairness to what he's trying to do, Selectman Coutu said that Selectman Jasper wasn't going to support the original motion as proposed. He made an alternate motion and you said you weren't going to support that. Selectman Jasper you're the one who gave him the idea to do it and you said that he should come in with a plan. Selectman Jasper said the plan should come first. Selectman Coutu said they didn't have that kind of time. Selectman Jasper said this was the problem and this what Selectman Massey has always correctly said, "act in haste, repent in leisure". To do a reorganization on the fly, we've had these discussions and this comes up. It's over and done with. He's just asking him to evaluate.

Chairman Massey asked if any other member had anything else or are they done.

Selectman Maddox said the assessment. How much did we put into that? Selectman Jasper said not to mess with that. He was just asking how much it was. Chairman Massey told Selectman Jasper that everything was on the table. Ms. Carpentier said to do the re-evaluation, you added \$15,000 to the Capital Reserve Fund. Selectman Maddox said it was not worth the fight. Again, a number of people during the elections said to him why are you re-evaluating. He could see for \$15,000 it's just not worth it.

Selectman Coutu said this would almost get him there. We're going to look at our budget, the Board of Selectmen.

Motion by Selectman Coutu, seconded by Selectman Maddox, to cut 5110-101 by \$98,622 eliminating the Assistant Town Administrator's position.

Selectman Coutu said the reason why he was proposing this particular line item was primarily because having looked at that department very carefully and the people that they have in that department, we have Gary Webster who's isolated from the main force downstairs and he supervises a secretary and whatever part time administrative people that work in engineering for him. Mr. Cashell has a defined job as the Town Planner and has one or two girls that work for him. Mr. Oleksak has a girl that works for him and he supervisors two or three other part timers. The only problem and it is so insignificant that he

had in deciding to make this is how this - on the basis of a conversation that he had with him quite some time ago the Town Administrator, they have not discussed this at all in the budget cycle. This was looking at the budget and where can they realistically make cuts that make sense. He had said to him once that if he didn't have an Assistant Town Administrator and he had to deal with 3 separate people as opposed to having one representing the department. Selectman Coutu didn't think that was such an onus for him to undertake. He's a very capable administrator and he's sure he can handle it. He felt that individually the 3 people that he named which would be by position - the Town Engineer, Town Planner and Zoning Administrator can handle their 3 units. They work cohesively as it is and he thought that it's not going to be a great loss to the Town to get rid of this position at this time. Thank you.

Selectman Maddox said he seconded it for discussion because he wanted to hear and he knows that we're trying to get to this number. He's going to have a tough time voting for this based on what he's heard so far. If you start having all 3 of those people run their own little departments, you have nobody overseeing that and they're going to go to the Town Administrator. He thought you're just going to boggle him down with all kinds of stuff. The counter is still responsible to the Assistant Town Administrator/Land Use guy as well as, and we've said all along, we want to have a backup to the Town Administrator. If Steve wins the lottery, he isn't staying. To be able to put him on projects and all of the things that we have done with this man, he didn't disagree that they could do more but they've had him hunting grants down, sending him off on projects whether it be Benson's or Zach field. We have had this person that has the ability to move within the Town Hall and get things accomplished. He didn't disagree that it would be a nice easy fix for our \$100,000 spot; he's just not sure he's ready to vote that yet.

Ever since Selectman Jasper has been involved in this town government which goes back to 1980 and coming on the Board of Selectmen in 1984, that department has constantly been problematic on many levels. For the first time in his career, that department is hitting on all 8 cylinders and doing everything that the Board of Selectmen wants it to. So yes he thought it was a great idea and they should blow it up. We know we have two of the people you talked about who are going to be retiring within a relatively short period of time so we'll bring in new people who now have no supervision. Great motion, let's do it and go home.

Chairman Massey said to keep it on not a personal level Selectman Jasper. Selectman Jasper said he wasn't being personal. He's just saying that realistically this is the first time in 30 years that he's been involved that that department is really functioning very well and he thought it had a lot to do with who they brought in and how they restructured it for a purpose. We're going to have people retiring in relatively short order and then it's going to fall onto Steve. There's no good reason. Just hunting for dollars is not the reason to do this.

Vote: Motion failed 2-3. Selectmen Maddox, Jasper and Massey in opposition.

Chairman Massey asked if we were there yet. Selectman Coutu said they're \$108,965 away. This would have done it within \$10,000 and he'd have found the other \$10,000. Apparently they're going to fail to achieve what he had hoped they could achieve and they're going to allow the taxpayers to have a raise in their taxes.

Selectman Jasper said first of all, that was Selectman Coutu's goal. He didn't think it was ever stated the goal of the Board. He thought he said "our" goal. Selectman Coutu thought they decided to work to try to achieve that. Selectman Jasper thought they only clarified what Selectman Coutu was working at. He didn't think that the Board ever said that's what they were trying to do. He thought their job is to present a reasonable budget to the Budget Committee based on the needs of the Town. The Budget Committee has a role in this as well. Their role is also to review the budget. They may find this to be a prudent budget or not. He thought at this point the reality is we had \$249,000 in increase in insurance benefits. It's constantly cut, cut, cut. Your insurance goes up and your retirement. Look at those numbers. You look at what our major increase is. There's \$348,000 just in health benefits and retirement benefits going up. We have absolutely no control over that in the budget. We have control over to some degree by not the retirement benefits at all and health insurance is a matter of negotiation. So he thought they've done a really reasonable job. For all practical purposes when you take those 2 things out, we've cut even more services and things out of this budget. Two thirds of the tax rate is on the other side of the street, which they don't have any control over.

Selectman Maddox said he could get down into the \$3,600 to Roller Kingdom in Recreation. They can get into that craziness. He thought that they have done what they should have done at the beginning is set some number that they're trying to hit rather than trying to do it all tonight. He thought that \$100,000 difference and if they take another \$100,000 out of surplus that now has changed in its percentage based on the DRA, he thought was prudent at this point. They've squeezed as much as they can without getting into the absolute minutia Mr. Chairman. As much as he'd love to stay here until 4 a.m., he didn't think it was going to be productive.

Chairman Massey asked Ms. Carpentier where they were relative to the default budget. Ms. Carpentier said the total operating budget was \$100,314 less than the default with the general fund alone being \$179,804 less than default. Selectman Maddox asked about the tax rate. Chairman Massey said the bottom line was if the voters vote yes, they're going to spend less money. If they vote no, they're going to spend more money. Ms. Carpentier said the current tax rate is \$5.23 for the operating budget and an additional \$.03 for the defibrillators. Selectman Maddox said if they were to take the \$100,000 more and put it on. Chairman Massey said it would drop about 3 or 4 cents. First of all before we go down the road for just a minute, are there any at this point - would you rather look at the revenues for a moment because it does impact Selectman Maddox to get where Selectman Coutu is interested in. Do you want to look at the revenues at this point?

Chairman Massey said right now they are talking about increasing the revenues by \$157,000 from last year overall. Other than adding to the use of fund balance, is there any other revenue areas that you want to revisit. He spoke with the Town Clerk about a week ago and we're not going to get much better than that \$3.8 million on the auto registrations for this year.

Selectman Coutu asked the Fire Chief to step forward. The two big ones are obviously automobile registration. Chief you made a statement a little while ago and he wanted to understand whether he was referring to strictly the night calls. You said that there was an increase in the night calls on the ambulance which almost got into an equal par with the day. Based on what you're seeing now, we're talking about 2012. It's very difficult to assess that far out. On page 14, 4730 - based on what you've seen happen so far, we estimated that our increase in ambulance revenue was going to be \$10,000 for fiscal year 2012. Do you feel that we could increase that and if so by how much or do you feel more comfortable in estimating 535? Chief Murray would estimate about \$200,000. That would provide him \$100,000 in administration that they could put back. Chief Murray asked the Finance Director if she increased revenues this year. Ms. Carpentier said just barely. In Fiscal 2010 you had \$523,000. We're estimating \$535,000. Chief Murray said if the Board remembered, we did just change the Medicare rates. So you maybe able to bump that up some.

Selectman Coutu asked that they do this reasonably and without high expectations and have some fictitious number out there in trying to achieve this and satisfying Selectman Jasper because he said we were just pot shooting this. You didn't say those words but that's the scenario. Chairman Massey asked that Selectman Coutu keep it on a professional level. Selectman Coutu said he respected Selectman Jasper and he knows that. They're not going to walk out of here enemies. They never do. What is the affect of the change in the number for Medicare is an increase of what percentage over the previous year. Chief Murray said plus 30. Selectman Coutu said there was another part of that equation. What would your estimate be and this is your best guess because you don't have the numbers and he didn't know he was going to go there. What would be your best guess of the percentage of patients that are carried that are Medicare related as opposed to non Medicare related? Selectman Jasper asked what the revenue was for the ambulances for the first quarter of the year. Chief Murray said it was a continual cycle.

Chairman Massey declared a 5 minute recess at 10:10 p.m. The Board was back in session at 10:17 p.m.

Ms. Carpentier said for the first 3 months of the year there's been \$177,000 which translated to over \$700,000. We're trending a little less this year in the first 3 months as we were last year. We're down by about \$10,000. Chairman Massey said they had \$187,000 last year. Ms. Carpentier said this year we have \$178,000 in the first 3 months. Selectman Coutu asked the effect of the increase was how much. Ms. Carpentier didn't believe they've been able to see the affect yet. Chief Murray said that Medicare Plus 30 wasn't the first quarter. We had just gone on to the second quarter so you're not going to see anything until this next quarter is complete. In all candor Roger, Chairman Massey said if he wanted to get to where he wanted to get with the number he wanted to think about, it's really the unfund balance that makes the difference. Selectman Coutu said he understood that. He thought he could increase it by \$100,000. Apparently we're not going in that direction. He didn't know the numbers. Selectman Maddox thought \$50,000. Again, it's going up. They just had this increase and in June of 2011, which will be the start of this budget we're probably going to increase it again. We do historically in June raise the budget. So he thought \$50,000 was a number that would be prudent.

Chief Murray wanted to remind the Board that he reduced his collection rate. That was only a couple percentages. Fifty Thousand sounds like a safe number.

Motion by Selectman Maddox, seconded by Selectman Jasper, increase 4730 ambulance revenues from \$535,000 to \$585,000.

Selectman Coutu asked what was the number they needed to achieve to arrive where he wanted it to go. Selectman Jasper said that they have a motion on the floor. Can they find out after they pass this one? Selectman Coutu said no because he may propose an amendment. Ms. Carpentier said \$109,000. Selectman Coutu asked to make that \$55,000 instead of \$50,000. Selectman Maddox and Selectman Jasper agreed.

Motion by Selectman Maddox, seconded by Selectman Jasper, increase 4730 ambulance revenues from \$535,000 to \$590,000, carried 5-0.

Motion by Selectman Coutu, seconded by Selectman Jasper, to increase 4999 Use of Fund Balance from \$600,000 to \$655,000.

The point Selectman Coutu was going to make was we needed \$109,000 to achieve the level where he thought that they could maintain the same tax rate. This achieves that. These 2 last adjustments - the motion by Selectman Maddox. If we can pass this, it pleases him greatly. Ms. Carpentier said they've gotten there without the defibrillators. Chairman Massey said it could change the tax rate. When you vote on this and you're sitting there in March, they're going to be looking at the defibrillator and say yes we need it. When they're sitting there in November, they're going to say why did you raise my tax rate. The voters are not going to ask that. They're going to ask us why we increased their taxes. Selectman Coutu agreed with him. They can look them straight in the eye and say no. The Board gave them the same tax rate they had in December and that's what you're going to get in July.

Vote: Motion carried 5-0.

Before we move on, Chairman Massey only had one concern. He thought before they finally put these budgets to bed to go to the Budget Committee. He's still not clear about the default budget the fact that they took stuff out and they put some stuff in how that gets reflected in the budget.

Mr. Malizia said they have a budget which they just worked on. It will yield a number whatever that number is. Ms. Carpentier said \$28,283,391. Chairman Massey said right now when you submitted the budgets to them did the budget that they looked at not include the adjustments either plus or minus that they're looking at here or did they include the adjustments. Did they take out the less items and added in the add in items? Mr. Malizia said yes. Chairman Massey said they have true cuts of \$464,000. Its 10:30 and we've just made a very serious change in the budget. There are 2 things that the voters have to hear. The first one was we have cut services. There's no doubt about that. That's the price you pay if you don't want to have your taxes increased because when we started out, we felt that everything we did including adding all the things they added, they felt that they were needed. The voters are going to have heard the clear message that their services are going to be impacted with this budget. The second one is with a couple of those line items that the Board excised, it's an automatic either you don't put them in next year or you've already got a budget increased built in for next year. That's the down side of cutting. That's not an argument that's going to be very easy to talk to people about it. It's the cut in services that we can't let go going forward.

Selectman Jasper disagreed with the Chairman. He didn't think there was a cut in services here. The only thing the Board really did in terms of personnel is continue not to fill a police officers position that is not filled. So that's not a decrease in services. If Chairman Massey might say it the fact is that the Chief has not been able to staff his patrol officers. He's had to make a sacrifice for the last year and a half. Selectman Jasper understood. When you don't have something and you continue not to have it, that's not a cut in services. If you have 11 employees and you wanted 12 and you still end up with 11, you can't say I had a cut in services. Chairman Massey said if you started with 12 and you cut to 11 as long as you don't have that 12th one there, you've had a cut in services. Selectman Jasper said if you've never had the 12th one there, it's not a cut. That position has never been filled.

In Chief Lavoie's opinion, it is a cut in services. They've been short handed now with a couple of officers. So what happens is the call volume that they have what they're doing to the residents by him choosing to hold over those positions to help them offset that revenue shortfall that they were expecting last year, it's been a carry over to this point. What happens is as the cases are coming in, you can't investigate them all. Because the officers are going to so many calls, they can't put the time into cases that when their residents are victims, they're not getting the time that they deserve to have their crimes investigated properly because we just don't have the ability to put time into it. We have too many other things going on. So there is a cut in services that way.

Selectman Jasper thought they were playing semantics here. Chairman Massey didn't want people to say the reason why they got the budget down to where they got it was because they were cutting fat out of this budget. Selectman Coutu thought they made that pretty clear. They were sacrifices. Chairman Massey said if they don't have fat, then you're making sacrifices.

Motion by Selectman Maddox, seconded by Selectman Coutu, to set the revenue for Fiscal Year 2012 budget at \$13,987,962, carried 5-0.

Mr. Malizia would be remiss if he didn't mention that he prepared at least some analysis of a potential warrant article for the Town Clerk/Tax Collector for the Board's consideration. As you're well aware, she's a stand alone and is not covered by a bargaining unit, is not covered by any increase that goes into the budget because she's an elected official. He took some time and put together some data. Again, he just wanted to put this in front of the Board. He didn't put a number in this but what he did on the third page in, you'll see basically at 1 percent, 2 percent, and 3 percent. He gave the Board as a range of values they might consider when they're looking at possibly doing this. Also for your information, he's given them a salary history of this position. The last time this elected position has increased was in Fiscal Year 2007 and approved for Fiscal Year 2008 budget. He also pulled the LGC survey data so they could have some more information. As part of one of the motions that was made earlier, the Board did decrease on the budget the insurance for this position too. That was part of that decrease that was there. Essentially this person would really have their take home pay reduced by what that previous motion was.

Selectman Maddox asked if in Mr. Malizia's discourse of all of this talk with the Tax Collector/Town Clerk. Mr. Malizia said he told her that he would be presenting something.

Selectman Jasper said in light of the fact that this position has not had an increase in 4 years, he thought a 3 percent increase was appropriate and he would move that they send to the warrant a 3 percent increase for a total cost of \$1,867. Chairman Massey said that the \$1,867 would be changed slightly. Mr. Malizia said nothing on that sheet was affected by what was done previous. That was a benefit change and this is salary only.

Motion by Selectman Jasper, seconded by Selectman Coutu, to forward to the Warrant Article a 3 percent wage and benefit increase for a total cost of \$1,867 for the Town Clerk/Tax Collector.

Selectman Maddox was going to say 2 percent only for the fact that's going to give them one choice. He thought that the 3 percent was just too high. He thought that 2 percent is a doable increase and something that people would understand over the years. He could see both sides. Again, he didn't think it was saleable. Selectman Jasper thought anything is saleable and he thought about the 2 percent and he thought 2 percent is as likely to fail as 3 percent. He thought the issue was how you sell it and if they sell it. He was certainly willing to write a letter to the Editor and point out the fact that this Town Clerk has never had an increase and the position has not had an increase in 4 years. This represents ¾ of a percent over the years. Ms. Carpentier said a potential decrease in flex in this position so it will be a negative.

Vote: Motion carried 5-0.

Chairman Massey asked if that concluded all of their budget items or is there anything else. Mr. Malizia said Item D, which is the next item under New Business would actually take a formal vote on the default budget. As a practice, the Board has always taken a formal vote just so that they have a record that they've actually voted on a default budget. That is the next item if you have other items here, he didn't want to interject.

D. Fiscal Year 2012 Default Budget

Motion by Selectman Maddox, seconded by Selectman Jasper, to set the Fiscal Year 2012 Town of Hudson Default Budget at \$28,383,705 as recommended by the Finance Director and Town Administrator.

Selectman Jasper indicated that they now realize they're going to be criticized for having a budget lower than the default and they're going to say the Board played games with this because how can they have a budget less than the default. That happens every time that you have a situation like this. You can't make people happy all the time. That's going to happen.

Vote: Motion carried 5-0.

9. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Jasper - He had nothing.

Selectman Nadeau - He had the Recycling and the vacancy that they were going to fill was for Peter Beaupre. His term expires December 31, 2010. So if we moved her up to the full seat next month, she would have to come back and reapply for the full position where she's the alternate now until 2012. In December if she wishes to apply for the full seat she can. He didn't see moving her up tonight would make a difference. Chairman Massey said she'd have to come back and reapply next month. Selectman Jasper said he was confused. Mr. Malizia said she's an alternate that was just appointed. Her term runs out in 2012. There is a vacancy for a member that runs out in 2010. If she wants to apply for the membership, she'll just come back in and get appointed to a longer term.

Selectman Coutu - He said thank you to all of the Board for their patience this evening.

Selectman Maddox - First off, he wanted to congratulate his colleague to his left. Congratulations on your re-election to the legislature. It was a great day at voting. A lot of interesting people came up to him and told him interesting things. To those people that he tortured to try to get them to be on a land use board, he apologized. We had a mission to get some more people in. A couple people have already turned in paperwork. Any of those that are still holding on to that application that Selectman Maddox gave them, he'd really appreciate it if they could send that in.

Selectman Maddox knows the Conservation Commission was here but due to the tenure he decided to wait. Maybe this was an item that the liaison could touch base on. He knows the Conservation Commission has a different financial set up. They need to go through the process. Chairman Massey said they've already taken steps to make that change. On the record here, Selectman Maddox said they will reflect that the liaison will hopefully guide them in the right direction. Hiring people without a vote of the Board is not a good practice.

Chairman Massey said the first thing that he told them last night was they have virtually no more money for the rest of this year. As he's talked to the Finance Director tonight, he's going to spend some time with them on the Town's purchasing policy. As a corollary, he thought it might be appropriate because there are other committees that are having the same issues not on the scale that this one is. It might be appropriate for the liaison for committees that have spending budgets that at their first meeting in January, the liaison provides them with a copy and explain the Town's purchasing policy. He thought that would help them go a long way towards trying to reign in some of the spending that occurs without the Board of Selectmen's oversight. You've raised a very important issue Selectman Maddox and it has to get addressed. Selectman Maddox said they go through all kinds of hoops when they hire somebody. Just to have this done with no backup and no vote of the Board is just a position that's going to put this Town into a problem at some point.

For all of those that are following along with the little engine that could, Engine 4 in the Fire Department, Selectman Maddox said he and Selectman Coutu went down with the Fire Chief and a firefighter/mechanic and looked at the truck. The good news is that they were able to duplicate the problem so that Bulldog Fire could actually hear the noise. We have at least made that progress. They've installed new latches. The good thing was is just so happens there was a 2010 KME truck sitting in the lot. So they were able to look under the hood of that one. Again, he thought progress was being made so

everybody that thinks this just went away they're working on it and hopefully the truck will be back shortly. The Chief sent out an e-mail saying that he's still looking for a third party to view it so that they can move this forward and get it back on line.

To that point, Selectman Coutu didn't know if they had the same conversation independently with the Chief. He spoke to him today and he went down there today. The work is done. He has selected a firm that he's going to propose to the Board. He made a couple of phone calls after he told him. It's New England Fire Equipment Company and that's what he's going to propose. Selectman Coutu was satisfied. He also suggested that the engineering firm from KME was going to send a representative from Pennsylvania to come all the way up here to look at the work and then send him all the way back. Eight hours round trip. Selectman Coutu told him that was not necessary. What's necessary was that he put in writing and fax to the Chief what he recommended the change be and then we give that and the truck to New England Fire and they see whether or not they adhered to and have the study done independently. He concurred with him that he felt they shouldn't have the guy drive 8 hours just to see if that latch mechanism was put in the right place and the new bumpers that they insisted be put on. That's where it stands. Selectman Maddox told them to take it to the cul-de-sac at 15 mph. That was quite the ride. Selectman Coutu said it was quite the ride and it was quite the bang they heard both going left and right. That's where it stands. Hopefully the truck will be in service within a short period of time.

Selectman Massey - He had several things for the Board's consideration tonight. The first on is the Chamber is having its annual Christmas party/silent auction to benefit the St. Vincent de Paul Society. It happens to fall on the night that they have scheduled a Workshop. Selectman Nadeau has asked him to poll the Board as to whether or not they want to have a workshop or want to have the opportunity to attend this Chamber event. Selectman Nadeau said they only had one item on the agenda for the Workshop. That's the Code book. Chairman Massey said at this point they were not prepared to do it. Chairman Massey asked to cancel the Workshop on December 7th. The Board agreed.

The second item. Chairman Massey said the VFW is having the Annual Veteran's Day Memorial Service on Friday, November 12, at 7 p.m. at the VFW lodge on Bockus Road. The public is invited. The Board of Selectmen in particular has been extended an invitation to come. So its 7 p.m. this Friday. For all of you out there in viewer land, it would be a wonderful opportunity to come and pay tribute to not only fallen veterans but there will be veterans there that you'll have an opportunity to say thank you also too.

The third item. Chairman Massey indicated that they hadn't done it for a couple of years but he thought in talking with the Vice Chair that this would be a good opportunity that he would suggest to the Board that our January Workshop that they invite the entire delegation to come and the Board will have a conversation with them as to what the Board thinks are priorities for Hudson that they would want the delegation to represent the Town at the general court and the coming legislation and on a quarterly basis have them report back to the Board what the status is of the things they think are important. If they have things that they want them to consider to be thought that would be important. He thought that given some of the issues that we're facing with the legislature and one that comes to Chairman Massey's mind is right now unless it's changed, the pension board has more employees on it than there is management. Think about that. The pension plan gets set by a pension board that is made up of more voting members are employees than they are management. They tried to change it a little bit by adding a representative and a senator to the board but they didn't materially change the total voting power on that board. That's just one example of things that happen in Concord that have a direct impact on the Town. What's the Board's pleasure and also to get Selectman Jasper's thoughts on it.

Selectman Jasper thought it was a fine idea. He thought if they were going to give them our priorities, we need to have a meeting to discuss their priorities. Chairman Massey would propose is that on the meeting of December 28th that's where they formulate their action plan for them. He asked the Board between now and December 28 to think of the items that you think is important for our delegation to work for us and have that conversation with them on the first meeting in January which is January 4th. That's the only thing they'd have on the Workshop is that one item. Is that okay?

Selectman Coutu didn't like the idea but he thought that unless they speak with one voice and they speak with one voice if they all show up, they're going to have 13 representatives all talking and this could go on to 4 a.m. Chairman Massey said they're going to have to speak with one voice. The only things they present to them is what the Board wants. Selectman Coutu said if they all want to ask questions and talk, you're going to have 13 people. Chairman Massey said he'd let their Board representative herd them. He can keep the puppies in the box. Remember they're all from one party now. It's easier to keep them in the box.

The only thing Selectman Jasper was not sure of was that the Governor gets sworn in early in the month. He couldn't remember if it was the first Wednesday. He was thinking of conflicts and he'll have to look at that. Chairman Massey asked if he'd like to do it earlier than 7 p.m. Selectman Jasper said that would be fine. He was concerned if the day went long that day, they might not get back here in time if it was on the same day. He thought it was a Wednesday and he'll have to look at that.

Co-locating cable facility with the senior center

Finally, Chairman Massey indicated that they have two members from the Cable Committee there. We have an interesting opportunity so he'd like the Board's thoughts on how to go forward. The cable television group is looking for a new home. One of the options is to provide them a home in the basement of the proposed senior center. There's enough room for them to take care of all of their square footage requirements and it has an interesting opportunity for both the cable and senior

center that it could effectively have 50 percent of the cost of the building paid for out of the cable capital reserve fund. If they're going to occupy half the space, one would expect that they would pay half the price. That's one way to look at it. There's another way to look at it that they just occupy the building and pay the Town rent. He'll leave it open. First of all do they want the cable television to be located in the basement of the building?

Selectman Jasper assumed that's probably a pretty good idea. He knows there was an e-mail about whether there was enough height. That is something that can be done in the final design. Chairman Massey said one of the things they've discussed with both Gary and the architect if you're going to make the decision to do this, one portion of the basement would have to be excavated an additional four feet so that it would accommodate the studio piece of the their business the 14 foot height requirement. The rest of it could be the same height, the 10 foot approximately. Selectman Jasper said that was the ideal time to it because you would be designing. He's not sure if half the cost is the right amount because they'd be down in the cellar. Certainly even with that you have to put a roof over it. He assumed there's going to be a little bit more cost with what goes on in the second floor than there is on the first floor. That would be his only concern is to say they're going to pay for it half for cable utility. That needed to be looked at with a little bit more judicious eye than just arbitrarily saying half. Particularly since there's going to be a lot of site work and you wouldn't have the amount of parking that you're going to have with cable that you would for seniors. That would be his only concern.

Chairman Massey said if the Board's consensus is to move forward, the second piece of it would be to work with cable to come up with the appropriate cost sharing.

Just so that they're explaining all venues, Selectman Maddox said there was talk about putting this facility at the Zach Tompkins stadium. He thought that maybe they needed to have some sort of conversation between all the parties to see what works. He personally thought that the basement of the senior center is already there. To put a second and/or third story at the stadium is going to be a financial challenge as well as logistics of putting meeting rooms and whatever. Some sort of dialog to see where their costs between the two of them were.

Selectman Coutu supported a stand alone building. Selectman Nadeau asked where the stand alone building was going. Selectman Coutu said there's plenty of land in this town. They can put a stand alone building on it. It doesn't matter. They're not looking for 20 acres of land. They're looking for less than an acre.

Selectman Jasper said that a stand alone building economically doesn't make sense because you're duplicating so much. Right now they're talking a building for which originally there was one school of thought for the first floor of the cellar which really now is not as practical for that use. When you build a building, you have to have a foundation and a roof. This to him was ideal. He didn't see any reason why not. You could certainly work on sound proofing so that noise from above doesn't interfere with the studio. That would be his only real concern. He thought the technology was there to take care of that problem pretty easily. He knows that the seniors can be a rowdy group sometimes, but he didn't think they'd really cause that much trouble. When you're talking site work, it makes so much more sense and so much more economical to do it as a combined facility. Selectman Jasper thought they'd have a much easier time getting one project approved combining the funds than they ever would trying to do it separately.

Chairman Massey asked Selectman Nadeau which option he was interested in. Selectman Nadeau said the stand alone facility depends on where it was located. Right now the option is Zach stadium or at Benson's. Right now it looks like Benson's is the most cost effective way until they see one way or the other.

Chairman Massey will ask the architect to do is put an add alternate cost estimate to do the basement in the format we're talking about. It would include some additional things. As an example, you'd have separate electrical meters. There might be some other things that you keep separate. What about the Zach stadium? Right now it looks like there are at least 3 here that would like to see it at Benson's.

Selectman Maddox thought in all fairness they were also working on a plan. He knows they had met with the cable utility as well. He didn't disagree that it's going to be a lot cheaper to put it in the basement of a building that is already going to have a basement. Going up two floors would deal with the elevator situation. He knows they told him they were going to be able to get one for free or at a reduced cost but just the headache of that kind of maintenance he thought was going to be problematic.

Selectman Jasper thought the other thing that was nice about the Benson location is the Benson property is the geographic center of Hudson and it has good access from all the roads. You can get there very easily from everywhere. The Zach Tompkins field location is more akin to the Old Derry Road site. It's sort of out there by itself. Certainly everybody knows where the Benson's property is and they'd see a lot more use there with a bigger activity and a better location.

Mike O'Keefe said that the Tompkins people didn't actually meet with the Cable Utility Committee. Mr. Lathrop met with me and Jim at one point to talk about this. He had given them some drawings that they had done up on their own without even consulting them. Like you said, they're talking about two floors a second and third floor of this potential building. As he understood it, the building is basically 30 X 60 is their current proposal. Even if you take 2 floors of that, that's still less than this. Plus they need space for the elevator and the stairs. They're anticipating a press box on the third floor which would also subtract. When you start to subtract all that, it's a lot smaller space. If this Board is still of the opinion that they should include a meeting room such as this in the facility, he didn't know how you're going to fit all of that in that potential building.

There's also the question of the ceiling height. You're talking 2 stories but they were talking 2 stories of standard ceiling height. If you're going to bump one of them up to accommodate a studio, you lose the second floor above that. There are a lot of logistical issues with that space. He's not saying it can't be done and he didn't know whether the Tompkins people are amenable to changing the footprint of that building. At the moment, it seems to fit more logically in the floor plan of the basement space of the proposed senior center in his opinion.

Selectman Maddox said that Mike O'Keefe drew up a sketch here and it included a meeting room of this size. Again without that meeting room, he would not be in favor of moving. Again, that would free up space in Town Hall that they desperately need. It would do a lot of things to benefit all the way around. Again, he said there was talk between those entities. He didn't want to just drop them out. He didn't know how they resolve that. Maybe a phone call to them tomorrow and say basically we're headed this way unless they have a fabulous offer. He didn't see how they're going to be able to build a field and a building to accommodate cable without some real logistical issues.

Mr. O'Keefe asked what the next step would be. Chairman Massey asked who should make the call to the Zach Tompkins stadium. Selectman Coutu said that would be Lenny Lathrop. Selectman Maddox indicated that he and Selectman Coutu were on that subcommittee. Selectman Coutu thought that Mr. Lathrop would stop by the store and ask him about it.

Selectman Jasper said that his memory was jogged by something else relating to the Tompkins field. He thought Mr. Lathrop was before Rec. and some of the language he used was very concerning to him. What he said was they were going to build the field, they were going to have first rights, but the Town was then going to be responsible for the stadium. He didn't remember the exact words but unlike Freedom Field where they're responsible for all the maintenance and we lease it to them, and he thought that's where they were going and then through the Rec. Department if they had available times we would be using the field. This seems to have a financial implication for the Town - long term maintenance based on his statements which wasn't what they've heard before.

Selectman Coutu indicated that Selectman Jasper stated in his preface he said he only saw part of the meeting. He can understand why some of that would have been interpreted the way you understood it. He wanted to make it very clear what the Zach Tompkins Committee's proposal was. Their proposal is exactly as the soccer field is. They will fence off the whole football area. Where the baseball diamond is proposed to be which will be part of the recreation - this is a football and cheerleading organization. They're not interested in the baseball diamond. They're interested in developing those areas outside of the stadium that can be used for recreation which would be a running and walking path, the baseball diamond, a pond with birches. They want to leave that undisturbed so people can sit. They're going to maintain everything inside of the fence - mowing, maintenance, re-sodding, and marking the fields. Everything on the outside they will take care of that part of the diamond that when they're practicing if any of that field gets destroyed. They're going to maintain everything that they're going to use. All we're going to be responsible for is that little area on the outside. It was never implied or intended that the stadium itself - the complex inside the fence will be maintained by the Town. They understood that.

Chairman Massey asked if the parking lot was inside the fence. Selectman Coutu said no it was not. Chairman Massey said then the Town is going to be responsible for maintaining the parking lot. We have to be clear because it was stated at the very beginning that this was not going to cost the Town any money. Selectman Coutu saw what Chairman Massey was saying. You're saying if the hot top starts eroding at some point. Chairman Massey said if it has to be plowed in the winter time, who's going to plow it? Selectman Coutu said they're not going to play football in the winter time. He didn't see anybody using that park in the winter time when there's snow on the ground. They would have to plow it if they're going to put the cable facility in there.

Before they go too much further, Chairman Massey said they needed to have a conversation with the Board and probably through the 2 members of the Board that are on Committee to understand exactly what they are projecting the Town's financial exposure is on this project. There's two pieces of it. The first piece of it is for the beginning and what happens if at any point in time they are not able to maintain that property. What is going to be the Town's exposure to have to pick up the maintenance? The easy question is if they don't have the money, they just tear it all down. That's obviously a last resort. He thought the Town's exposure needs to be done earlier rather than later otherwise at the very end when people have the stadium up and we're faced with a fete accompli, it will be very difficult to say no to anything.

Selectman Jasper didn't have a problem relative to the baseball diamond. He thought since this is really the first time he's heard that because his understanding was the whole thing was going to be maintained by them. It's not unreasonable. Does that fit into the Rec. Department's plans and the maintenance budget? Obviously fields are maintained by the Highway Department. The conversations need to take place with Kevin and the Rec. Department so that everybody goes into this with their eyes wide open. No don't bother with the baseball diamond if they have to maintain it. They just all need to be aware of what their responsibilities are going to be.

Selectman Coutu said the request was fair and more than reasonable because they did state as a matter of fact that they did not want to get ourselves in the situation where they were going to incur some unexpected costs. They made the appropriate transfers which they justified and that was acceptable. He didn't expect that they were going to put another diamond to it. It's a nonprofit venture. They were going to treat the land similar to that of the soccer field. He's for that. A worse case scenario Mr. Chairman is if for whatever reason the funding collapsed or the organization dismantled and the field was available, he thought the school system would be looking for an additional practice field because they maintain they don't have enough. God knows our football team needs a lot of practice. As a worse case scenario, the school department

would take it over. He didn't see that happening. They're a very strong and committed organization. He thought that he and Selectman Maddox needs to sit down with them and Mr. Lathrop and really get into the minutia of what's expected of us and what we expect of them. In the final analysis, we don't want to incur any costs. If they want to undertake this project, maybe we'll have to put in the contract exactly what we feel they're responsible for. If it includes the parking lot, it includes the parking lot. If in the process of using the field and people coming to the games and the parking lot gets cracked and what not, it's going to be their responsibility.

Chairman Massey thanked Mr. O'Keefe and Mr. MacIntosh.

10. NONPUBLIC SESSION

Motion by Selectman Maddox, seconded by Selectman Jasper, to enter nonpublic session under RSA 91-A:3 II (d) Consideration of the acquisition, sale, or lease of real or personal property; and RSA 91-A:2 (a) Strategy or negotiations with respect to collective bargaining, carried 5-0 by roll call.

Chairman Massey stated that Nonpublic Session is being entered at 11:10 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 11:38 p.m.

Motion by Selectman Jasper, seconded by Selectman Maddox to forward as Article E the Hudson Police, Fire & Town Supervisors Association contract to the Fiscal Year 2012 warrant, carried 5-0.

11. ADJOURNMENT

Motion to adjourn at 11:40 p.m. by Selectman Maddox, seconded by Selectman Jasper, carried 5-0.

Recorded by HGTV and transcribed by Donna Graham, Recorder.

HUDSON BOARD OF SELECTMEN

Kenneth J. Massey, Chairman

Richard J. Maddox, Vice-Chairman

Shawn Jasper, Selectman

Benjamin J. Nadeau, Selectman

Roger E. Coutu, Selectman