

HUDSON, NH BOARD OF SELECTMEN
Minutes of the October 28, 2010 Dept. Budget Reviews

1. CALL TO ORDER by Chairman Massey the meeting of October 28, 2010 at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.

2. PLEDGE OF ALLEGIANCE, led by Selectman Nadeau.

3. ATTENDANCE

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

Staff/Others: Steve Malizia, Town Administrator, Finance Director Katherine Carpentier; Donna Graham, Executive Assistant; Chief Jason Lavoie, Captain Tousignant, Captain Avery, Harry Schibanoff, Tim Quinn, Connie Owen, and Toni Weller

4. BUDGET PRESENTATIONS

Cemetery Trustees (5025)

Chairman Massey recognized Finance Director Kathy Carpentier.

Ms. Carpentier said the Cemetery Trustees budget is put in by the Town Administrator and they did a flat budget.

Chairman Massey asked if there were any question, comments, or observations by the Board. We'll move on to the Conservation Commission.

Conservation Committee (5586)

Chairman Massey recognized Chairman Tim Quinn.

Ms. Carpentier indicated that what was in the Board's budget books was inaccurate. The handout in front of each of them was what was being submitted by the Conservation Commission. Chairman Massey said they were talking about Account 5586. For this purpose, Mr. Malizia said there's a three hole punched handout in front of them. Chairman Massey indicated that they were now looking at a revised submission by the Conservation Commission.

Mr. Quinn indicated that the Board would notice a significant increase in the bottom line budget. That is because in past years they have routinely gone to the Conservation fund as a source of funding to balance the budget. However, they have discovered that the funds that are earmarked by warrant article or acquisition of land. They have depleted them in terms of what they can take out of there and not in the acquisition of lands. That required them to take those items that were being paid for out of the fund and put it into the budget. The largest of the expenditures was in professional services. The largest component of that is for the maintenance of Robinson and Ottarnic Ponds.

Chairman Massey gave the Board a few minutes to review the material as it was new material. The items that Tim was really referring to was if you looked at page 2, line item 252, it shows a breakdown of \$33,655. The backup detail for that was on page 4, the cost for administering Robinson Pond, and page 5 being the cost for administering Ottarnic Pond, and page 6 the other expense categories that are listed under the summary line on page 2.

Again as you're looking at this, Selectman Maddox said it was a substantial increase. Was there any way that they could use monies from the Pond Reclamation Capital Reserve Fund for at least this year to try to level out this and take it from \$17,000 to \$44,000. Most of which was for that. To keep this in apples to apples comparison, Chairman Massey said you'd really be looking at this year at a \$27,000 budget. Having

put \$10,000 into the Capital Reserve Fund last year that increased the tax rate for the Conservation Commission. When you look at what the tax rate for last year that you could attribute to the Conservation Commission, it wouldn't have been \$17,000 it would have been \$27,000. Selectman Maddox asked how. Chairman Massey said they passed the warrant article for the \$10,000 and it came out of the appropriation for the taxpayers. Ms. Carpentier referred the Board to the actual Warrant Article 14 that was in addition to the operating budget. Chairman Massey indicated that was right. That's the one that created the fund and put the money in. So they raised and appropriated that \$10,000. Selectman Maddox said from the unappropriated surplus of the land use change tax. Chairman Massey said Selectman Maddox was right. He missed that one. It did not affect the tax rate last year the \$10,000. Effectively you're looking at \$17,000 versus \$44,000. That's correct.

Chairman Massey said the answer was yes. You could take some money out of the capital reserve fund and there's also in this budget \$5,000 for the capital reserve fund. Selectman Maddox said at this last minute to go from \$17,000 to \$44,000 is a challenge that they're all trying to struggle with. That would be his thoughts. When you're thinking about it, Chairman Massey said to think about it in this respect. If you take all the money out of the capital reserve fund, then next year you're still looking at somewhere in that same neighborhood for pond management.

Selectman Jasper was going to go down the same road that Selectman Maddox did which leads him to the question of what's the purpose of the capital reserve fund. If they're going to spending out of the budget \$12,000 - \$13,000 a year, then what are they going to do with the capital reserve fund. They're going to build up a fund but they're funding the purpose out of the budget so that later they don't have to have it in the budget. If it's an ongoing expense, then they really shouldn't have a capital reserve for an annual reoccurring expense if that's something that goes on for 5 years and they don't have to do it for 5 years, then you fund it half the amount during the off year. Selectman Jasper needed to understand what the plan was there.

Mr. Quinn said the capital reserve fund was established to pay for the maintenance of the two ponds. That's the treatment for the evasive species, water sampling, and that sort of thing. The belief is that it will have to be done once every 3 years. So if we establish a capital reserve fund by the time they get to the third year they don't have to come up with \$30,000 in that final year. The \$30,000 is kind of an optimistic estimate because this year the actual cost was \$60,000 for the chemical treatment. Using the DASH unit, they think they can cut it in half.

Selectman Jasper thought they'd have to do it for every 3 years they spent money on the DASH unit and they did chemical treatment this year that cost \$60,000. Chairman Massey said they didn't do chemical treatments this year. Selectman Jasper thought he heard Mr. Quinn say they did do chemical treatment which cost \$60,000. Mr. Quinn said they did some chemical treatment. So far they have expended \$40,000 out of the \$60,000. The rest of it got encumbered because it didn't get spent last year. There's \$17,000 encumbered.

Selectman Jasper said it was supposed to be every third year. Here we have for the 2 ponds they have \$32,000 for this year. Does that mean next year there won't be a line item expense? Mr. Quinn said the reason why they didn't get the residual is they didn't finish the task they were supposed to this year. It got hung up once because of the e-coli program. The second time they went out and looked at Robinson Pond and it was cold weather. What they saw was not enough to justify putting divers in the cold water to clear up the rest of what was in there. The game plan was to leave it as it was and in the spring they'll go back and look at it and see what has to be done.

Selectman Jasper asked if they were anticipating then when the Board looks at the FY2013 budget there won't be money in those line items for Robinson and Ottarnic Ponds. Mr. Quinn said he wasn't looking that far ahead and he'll tell the Board why. They don't have any real experience on the DASH Unit yet. The estimates were put together by talking to people from other towns and gathering their experience. Jim Kegley and Ed Mercer did that. They put together the best they had after talking to a number of different towns. This is the worst case scenario they put together.

Motion by Selectman Jasper to remove \$5,000 from line 450 capital reserve fund, a reduction of \$5,000.

Ms. Carpentier said they hadn't received a budget from the Conservation Commission so what you see in FY2011 is what is in FY2012. Currently in the budget there's only \$17,602. If anything were to happen tonight, you'd have to be adding \$5,000. So there is no 450 in there at this point. Selectman Jasper said they were told to look at the sheet. Ms. Carpentier said that was what Mr. Quinn was asking for. It's not what was loaded into the budget because of the timing of when it was submitted. In order to find out what you actually budgeted and what Mr. Quinn is asking for, Selectman Jasper does have to look at that budget. Chairman Massey said that's what he said. You need to look at both of them.

Ms. Carpentier said to look at page 1, column 5, is what was put into the budget. Column 6 is what is before you tonight if the Board so chooses to do that. Selectman Jasper said that any motion is going to have to be to increase. Right now for professional services they have budgeted \$11,194 and they are requesting \$33,655. Ms. Carpentier said that was correct. In this case, Chairman Massey said you wouldn't have to make a motion to put the \$5,000 in because it wouldn't be in there. Effectively it's out. Right now the \$33,000 isn't in. What's in the budget is \$11,194.

Selectman Coutu said that Selectman Jasper was going down the track but he didn't think he got there. Mr. Quinn the question that Selectman Jasper asked him, he believed, and he'd try to clarify it somewhat. He's pretty sure he knows the answer but he wanted to hear it again. Is this going to be an ongoing project from year to year? Mr. Quinn said for the DASH Unit it may be. If they go to the herbicide, it will be once every 3 years and it will cost around \$60,000. [Selectman Coutu] So what you're saying is that in fiscal year 2012 we're not doing the herbicide. Mr. Quinn said that was correct. Selectman Coutu said what Mr. Quinn is saying what they do with the DASH Unit, which is the removal of...

Chairman Massey interjected for a minute. He believed that the correct way to look at this is if they aren't going to do the DASH Unit, they would be looking at doing the herbicide this year on the 3 year cycle. In lieu of doing the herbicide, they're looking at doing just the DASH Unit, which is \$25,000. Of that \$33,000, approximately \$25,000 of it is for the DASH Unit operation. Selectman Coutu asked if that was for the removal of the growth in both ponds. Chairman Massey said that was correct in both ponds. Even if you put it off until next year, you're looking at either \$25,000 or \$16,000.

[Selectman Coutu] Are we saying then that we're going to do the DASH Unit every 2 years and the herbicides every third? Chairman Massey thought what they're saying right now, if he could interpret for them to keep this focused, they're expecting that if they use the DASH Unit every year that worse case they'd only have to spend half the money on herbicides every 3 years. The DASH Unit is only 80 percent effective. When you're using that unit, remember its down under water and its sucking up from the roots. If it doesn't get every root in the passes, there are still residual seeds left over. The seeds thrive in the water. Bottom line ultimately, you have to be looking at this as do you want to rely strictly on herbicides or do you want to try and minimize the amount of chemicals that are going into those 2 ponds and do it by mitigating it through the DASH Unit. What their expectation is over time the DASH Unit will take less and less money to do. It will be harvesting every year about 80 percent of what's there.

Selectman Coutu asked Chairman Massey the budget request was originally \$11,194. The new line item, if the Board approves it, is \$33,655. The difference of that \$22,000 is for the DASH Unit. So it's going to cost \$44,000 every 2 years plus \$60,000 on the third. Mr. Quinn said if you do the DASH Unit, you may not even need to do a herbicide treatment and if you do, it will be minimal. Selectman Coutu said there was no guarantee. Chairman Massey said the answer is no. There is no guarantee. Selectman Coutu said he had his answers. Thank you Mr. Chairman.

Selectman Maddox wanted to see if he had this right. They still have \$17,000 or DASH or chemicals. Are they encumbered off of last year's budget into the present budget? Chairman Massey said that was for the DASH Unit. That's going to be done in April. It's approximately \$16,000. He thought it was encumbered. They have an encumbrance of \$16,000 carried over. Of that \$87,000 in fiscal 2010, they encumbered \$16,000 to do the rest of the DASH work, and they're going to do it in the spring. That's the

issue that Tim Quinn said that when they went to do it in the summer of this year because of the problems that they were dealing with they decided to postpone it until the spring of next year.

On the original budget that we had, call it the "17602", Selectman Maddox said they have \$17,602. Chairman Massey said none of that was for the DASH Unit. Selectman Maddox said that that was there. They also have the \$16,000 which is encumbered. If they eliminated the \$5,000 that's in there, they're up to \$38,000. We're getting closer to the \$44,000. He was trying to see if they want to add just \$25,000 on to that budget. The day of the meeting to try to make all this float when they don't know the answer to the question if either one of them are going to be needed or work. Thank you Mr. Chairman. Chairman Massey thought that was a fair observation.

Mr. Quinn said the alternative of not doing this is to guarantee them that they're going to have a problem in those ponds.

Selectman Jasper was trying to reach back into his memory banks when they agreed to purchase the DASH Unit. He didn't remember the daily cost as being this expensive. We own the DASH Unit. If you look on page 5, we have the DASH Unit for 5 days it's going to cost them \$850 a day. Five other days \$750 a day and 6 days \$650 a day. He was confused by the variance per day. He thought they were going to get volunteers except for the training and the diver. He knows it was only a hope to get somebody trained to be a diver. How much is the diver paying? He knows also they've had the Highway Department hauling away the plant material. What is the daily cost here and why the \$200 a day variance?

Mr. Quinn said that's the way that ABA Aquatics quoted it to them. This is the way they normally do it. Again, they have to move their equipment in. They have some costs. Selectman Jasper asked what equipment are they moving in. We own the equipment. Mr. Quinn said we own the equipment. You're right. Selectman Jasper thought the Highway Department was moving the equipment in and out. Mr. Quinn said Selectman Jasper was right. Mr. Quinn said that has been the way they've quoted it to them. He didn't have a breakdown of that. Selectman Jasper said he certainly needed to see some more numbers here. He'd like to see if they could find the information from the presentation. He didn't recall it as being \$850 a day for a diver. Mr. Quinn said that it was higher than what they actually expended this year. Selectman Jasper agreed they needed to do it, but there were too many questions here to blindly say yes.

Chairman Massey asked if it would be useful to defer this until November 9th so the Board could have more information. Selectman Coutu agreed. He believed they should defer it and he would also like to specifically as Selectman Jasper state, he thought it would help refresh their memories if they saw a copy of the presentation. Like Selectman Jasper what joggles Selectman Coutu's memory, he thought that there was some mention that they wouldn't incur those types of costs in light of the fact that we would have people from both the Ottarnic Pond and Robinson Pond group who were going to volunteer to learn how to do this. He remembered distinctly that being said. Chairman Massey said Selectman Coutu's memory was absolutely correct on that. The idea was to have the diver show the people how it's done that first year which we're in and to then recruit volunteers from those 2 ponds. That was what the discussion that night was.

Mr. Quinn said the State requirements are that they be certified by the State for both the diver and the operator. They have to go through a State program and school before you can get your certification. Chairman Massey thought that the minutes would show that they were going to get certified. Mr. Quinn said they found out that it was at their own expense and only 1 went.

Selectman Jasper said it certainly made sense for them to pay to certify people to do this versus paying between \$650 and \$850 a day. It shouldn't be if the people who are volunteering. When people volunteer their labor if there are costs associated with that such as training, etc., he whole heartedly supported paying for it.

Chairman Massey said they would defer until November 9th how the cost is broken down. Is that just the cost for the diver or is that the cost for the diver and the assistant? He thought it would be useful for the

Board to be able to look at this in its totality and look again as both Selectman Maddox and Selectman Coutu have to look at the presentation that was made that night and to look at the budget itself.

Selectman Jasper said that was fine. Again, Selectman Maddox said you have \$24,000 worth of DASH work in this budget if he was reading it correctly between Robinson and Ottarnic for invasive control with the DASH Unit \$11,900 and \$12,875. They might as well just do the chemicals. His vote on the DASH Unit was probably right. Until they have some answer here Mr. Chairman, it looked like they are double funding for something they don't know what they're buying. Thank you.

On page 4 under invasive plant control, Selectman Nadeau indicated DASH Unit 2 days at \$750. When you flip the page you get a different number. He wanted to make sure that both numbers were consistent whether it was \$750 or \$850. Chairman Massey thought they needed to see why they're quoting different numbers and what the numbers include. Rather than try to do it tonight, they'd be better to defer it. They'd really like to see the contract proposal from Aquatic.

Selectman Jasper said it was clear that Donna is going to dig out that presentation for the Board. Chairman Massey said that would be added to the packet.

Motion by Selectman Coutu, seconded by Selectman Jasper, to defer action on the Conservation Commission budget until November 9th, carried 5-0.

Police Department (5610 to 5673)

Chairman Massey recognized Chief Lavoie, Captain Tousignant and Captain Avery. Good evening Chief. Good evening Captains.

Good evening. Chief Lavoie thanked the Board for having them here tonight. He'd also like to thank Captain Avery and Captain Tousignant, Information Manager Jamie Iskra and Dorothy Carey for all their help in working with him to put the budget together for the Board. Dorothy asked him to extend her apologies for not being there tonight. Her husband Ed is retired from the Navy and every year they have a reunion. They're down at the Cape celebrating that reunion this weekend. Chief Lavoie couldn't think back to a time when Dorothy ever missed a budget meeting. He's also like to thank his Liaison Selectman Coutu for his time concerning this budget and being there to provide advice, etc.

[Chief Lavoie] This year department heads were again tasked with coming in at a zero percent increase in the operations side of the budget. After a lot of work, they were able to do that. They do have one request that he'll be making when they get to cost center 5660. They've already had brief discussions on this on at least 2 occasions. He'd like to get into a little bit more detail tonight with the Board. Other than that Mr. Chairman, they're ready to proceed.

Administration (5610)

Chairman Massey asked the Board if they had any questions, comments or observations. Any questions on 5610 Admin.? It's effectively level funded – 275 to 279. Selectman Coutu thought the retirement and insurance somewhat affected that line. Mr. Malizia told the Board that if they looked at their budget overall, their operating piece is down 3 percent. You're pretty much looking at the labor side whether it be retirement, health care, or whatever. They've actually cut the operating piece 3 percent.

For an overview of the budget, Chairman Massey said they could look at the summary on page 10. Essentially their salaries are up, labor is up 2 percent and operating expenses are down \$40. Any questions on Admin.?

Operations

Chairman Massey said their labor costs are down 2 percent and their operating expenses are up 1 percent - \$1,000. It probably looks more like $\frac{3}{4}$ of a percent instead of 1. Mr. Malizia said they round to the nearest whole percent.

5615-206 Facility. Selectman Maddox stated that the Police had installed the new high tech wonderful air conditioning system yet you're increasing your line item for electricity. He thought there was going to be a considerable savings with the new units. If you'd entertain Chief Lavoie a little bit to allow him to speak about it. If you look at their budget to actuals and you look at the electricity if you look at 2008, they were at \$42,300. In FY2009, they were at \$67,000. Part of that includes the Green Team coming through and putting in lights and balusters. They have no true way of actually measuring how much the cost were then and he wasn't able to obtain how much they actually spent in electricity that year. Then they dropped down to \$48,000 in FY2010. They are basing their budget on the \$48,000 in essence that they spent last year to be safe. It didn't appear that they've seen a savings with putting in the green lights. However respectfully so, if Chief Lavoie could explain. Selectman Maddox was making faces here because he wanted to see savings at some point.

Chief Lavoie thought the savings that the Town is going to benefit from is that those numbers aren't larger. He thought what was happening was because the cost of electricity if you look from 2003 to now, there's 5 of 6 different charges. They've increased anywhere as low as 25 $\frac{1}{2}$ percent to as much as 72.4 percent in those different cost items. Public service has increased their rates. So what's being done is the savings by changing the lights, he believed, and the savings they will incur via by putting in the new air conditioning unit. The savings is that they're pushing out the main increases. He thought their electricity bills could have been higher, but they're not because of the steps that the Town took to try and reduce those things. He hoped that made sense. They're pushing out the impact by making those changes.

Just for clarification so they can get apples to apples, Chairman Massey asked when the green project done. Was that in fiscal year 2009? Chief Lavoie said correct. Chairman Massey indicated that they immediately saw a change the following year. Selectman Jasper said they have a payback period. Selectman Maddox said that this one made no sense. All the other departments were muddling along. Theirs is a \$25,000 increase in 2009 that they said that they paid for it. Chairman Massey said it was \$67,000 in 2009. They actually spent in fiscal 2010 \$48,000. Selectman Maddox said the year before \$42,000. Why is there a \$25,000 difference? Selectman Coutu said it was the cost of installing the...Mr. Malizia said they were spreading that out. That wasn't in one lump sum. Generally the way the Board paid for that was over a period of years (inaudible). Selectman Maddox understood everybody else's logic but this one didn't make any sense. This one goes in the face of what he's been telling him all along. Mr. Malizia stated that year didn't make any sense. That's correct. The rest of it may make sense, but that year just looks like some sort of anomaly which he can't tell them what was actually in there that year. They'd have to dig out the records. Chief Lavoie believed they made those changes in 2008 and then in 2009 is when he had taken over. So there's some missing pieces there to him as well.

Mr. Malizia said that year was an anomaly. Selectman Maddox said if they charged \$25,000 to do all the improvements, no. Mr. Malizia said there was a charge to do the improvements. It may have been in that ballpark but it was going to be spread out over some number of years. So you wouldn't expect to see that spike. You would expect to see maybe your bills not going down for a few years but not that spike. There's some other reason for that. He didn't know what it was because he didn't remember what happened in 2009. They'd have to look through the records.

Selectman Nadeau didn't know if they were looking at the electricity for all of the town buildings in changing them over. Mr. Malizia said they've all been changed. Are you talking about the lights? Selectman Nadeau said no the power supply company that they were talking about with the water company. Is that something that he's looking into also? Chairman Massey said they were looking at whether they should go through a different supplier as opposed to a distributor. When you look at the buildings they changed out, Mr. Malizia stated that they have a commitment to stay and to pay those off. So he wasn't sure they could do that with all the other things. They didn't anything like that with water. So its kind of stand alone right now. Until they pay those off, and they're still paying them off, they need to wait was his

understanding. Selectman Nadeau said if they're paying it off in 2012...Mr. Malizia said some of them were 2013.

Selectman Maddox requested that they get a report on this whether they go back into the minutes and the package they got. He thought some of them were going to be paid off in 7 months. I depended upon what the costs were at each individual building. He didn't think it was a set. Mr. Malizia said the buildings varied. Again, Selectman Maddox wanted to see where they are when that time frame has expired because some of them should have already expired. Mr. Malizia would say the bigger the building the longer the time frame. Chairman Massey wanted to get a look at the report so that they could get an idea of what things were supposed to expire. Selectman Maddox also asked for a follow up to see where the \$25,000 anomaly was on the Police Department. Selectman Jasper didn't see how that was a productive use of staff time. It was 3 years ago. Chairman Massey agreed. What's it going to show? The next year its \$47,000. They're asking for \$45,000. Selectman Maddox asked if they got charged for the...Selectman Jasper said no. There's nothing they can do about it. It was 3 years ago. Chairman Massey said if they got charged for something that was supposed to be spread out over 5 years and they actually paid for it one year. Selectman Nadeau said it was a possibility. Selectman Jasper didn't think so. They had a contract.

Ms. Carpentier said they were definitely were making sure that they don't do it on every single bill every single month. They are paying a pro-rated charge on every bill for a period of time. The AP Clerk is watching when different buildings end. She thought one of the smaller buildings like Animal Control, and that might have ended or is going to end soon and now they're going to make sure that that cost is decreasing. That's a small building. It's small electrical use. We are trying to monitor it. She didn't believe that would happen. If it doesn't take her that much time, she will look into the \$25,000.

Communications

Chairman Massey asked if there were any questions on communications. Again that's up \$18,000. If you look at the salary line it's up 3 percent, and the operating expenses are down 5 percent.

Police Patrol (5630)

Chairman Massey stated at the summary level, police patrol salary line is up 1 percent and the operating expenses are down 9 percent.

Selectman Jasper had a question. Given when he looks at the actual salaries full time, the actual number is down. He thought he had the answer to his question but he wanted to be sure. For this fiscal year they had funded 1 patrol officer at half time, assuming that maybe things would turn around and they'd put that person on in January. What did you do with the funding of that position for this budget? Chief Lavoie believed that was included for next year an officer for a full year. Selectman Jasper asked how the total came down. Mr. Malizia said they have some retirements coming up and then you have some rookies coming in to replace them. So when you take those lower salaries, you're going to save having the same amount of people. Selectman Jasper said they'd be able to add a half of a position and still. To that, he didn't have any problem with this but when people talk about cuts, this is a position they currently do not have filled. Chairman Massey said except the Chief, he has approval from the Board to hire as of January 1st. He's out actively recruiting for two officers. Selectman Jasper said that they have not hired anybody. That would not have to happen. He's not suggesting they don't do it, he hears people saying they have to cut the budget; they have to cut the budget. There's nobody in this position. With salaries and benefits, he didn't know what it came out to but it's a substantial amount. Chairman Massey said what's in the budget is \$80,000 which includes the salary which is \$47,000. The rest of is anticipated benefits.

402 – Automobiles. Selectman Maddox said there was nothing. It just says purchase (inaudible) and a police package vehicle using competitive bid process. So he was just trying to see where that fits into numbers. Chief Lavoie said last year they did not fully expend that account and that was part of the agreement with what they did there. They are expecting to be replacing as many as 4 or 5 vehicles again this upcoming year. The Town put them on a program where they're doing a rotation and keeping things out. That's why they're there. They're not having any spikes in that area that will drastically increase the

tax rate. It's been a process that the Board has implemented apparently in the late 80s he thought Selectman Jasper said at the workshop. Selectman Jasper thought it was probably more like the early 80s. Chief Lavoie said it seemed to have worked very well for the Town.

Selectman Maddox asked if that included the trade in that they're getting from Community Development of the \$8,000 towards buying one of the cruisers rather trading it in. Chief Lavoie said yes but they don't know where the cars are going to be priced out at next year. If Chairman Massey understood it what he's really saying is you're going to try and buy as many vehicles as you can for \$120,000. If they come in at \$20,000, you'd be able to buy 6. If they came in at \$25,000, you'd only be able to buy 5. Chief Lavoie stated if he only had to replace 4 vehicles, he's only going to replace 4 vehicles. They try and replace them before they get to the 80,000 mileage mark. Once you get up over the 80,000, they would see a drastic decrease in that trade in value that they get for them. However if he only needs 4 vehicles, he's not going to buy 6 vehicles just because he has the money. Part of that money also goes towards fitting them up with the lights, etc. So there's an added cost there.

Selectman Jasper said \$120,000 is really the net in this case and not the gross because the gross would include the trade in value, which in this case the money that would be coming over from Community Development for 1 vehicle plus the trade ins for the others. So this was the net.

Historically and he could be wrong, Selectman Maddox thought it was like \$16,000 a vehicle on the last round that they bought. Chief Lavoie thought it was roughly \$17,000 to \$19,000. Selectman Maddox said this was the net. So they'd be buying 6 cruisers with this. Ms. Carpentier said they need to put the decals on, lighting, etc. Chief Lavoie said it would cost him about \$2,200 just to have the lights on, the graphics, and often times you have to redo the cages because when they change the interior slightly the cage is not plug and play. The cages run \$400 to \$800. They're expensive.

Investigations

Chairman Massey said investigations are up 49 percent. It looked to him like they've shifted some costs somewhere else. Is that correct Chief? As you go through and as you're looking at all their cost centers, Chief Lavoie said you'll see that some money is being taken. They've cut money in some areas. It's still the same bucket of money that they're using. They're trying to use it the best way they can for the department. There is an increase in here that you will see and in the 403 account. They talked about the evidence storage area at the workshop how they're running into some problems and running out of room. They have to start planning for the future to try and solve that.

Chairman Massey said last year Chief Lavoie had \$10,550 in that budget. Now this year you're requesting \$15,675 and the biggest increase was on small equipment. Chief Lavoie said yes. In talking about the evidence problem and going into the evidence room and try to come up with some creative ways as to how they can prevent – there was some talk about maybe brining in some construction in the near future. He wasn't saying they're going to do this tomorrow but they're looking at brining in some construction companies to bring in and build cement walls into the training annex across the street and doing some stuff. He thought the Board would agree that that's going to be very costly to do that. In evaluating the evidence room, they thought if they were to put up some cages in the open space that they have, let's use the air space to create more storage. With those cages, they'll be able to do that. They're going to go from the floor all the way up to the ceiling, putting in some sections of cages and they can get hooks off of that in order to store stuff. Chief Lavoie thought it was a low cost way to prevent a very near future build. He thought they're going to push that out further down the pike.

You know how you have your records room with the rolling, Selectman Maddox said they had the same exact thing but for storage of various items. So you don't have an aisle way per say. You've now compressed all of that onto rolling carts that went almost all the way to the ceiling. It's just something else to possibly look in.

Chairman Massey asked Chief Lavoie what cost center did he say that he wanted to have additional conversations on. Chief Lavoie said 5660.

Animal Control

Again on animal control on the summary level, Chairman Massey said the salary line is up 2 percent and the operating expenses were up \$.07. Seven percent was basically an \$800 increase. Any questions?

Selectman Maddox asked what the number of calls to animal control on a yearly basis. Do you have that broken out? Chief Lavoie said no. For whatever reason 3 or 4 months ago, he had run the part time to see what they were doing on weekends. He believed the part time position answers over the course of again just weekend, over 600 calls just for her alone. He did not run how many calls on the full time. He did not run the numbers. She is very involved with once they take the animals in they have to make sure someone is over there feeding them and letting them out. She's busy all day dealing with phone calls. She has a couple of people come in just yesterday to talk to her about advice on handling animals and what not. She's pretty steady over there.

Information Services

Chairman Massey said the salary line is down 5 percent and the operating expenses are zero percent. That's on page 25.

Earlier this year Chief Lavoie said that the Board helped them to get to a position trying to improve their staffing and how they're doing things in records. They need to fill the Records Clerks position. It is an approximate cost of \$65,530. Earlier this year the Board supported them taking steps towards getting them to a staffing situation where they were in 1998. Captain Tousignant has a handout of a list of responsibilities for this position. They are trying to keep up with the mandated State and Federal reporting requirements that they have however most of the list are things that they are not able to do unless they fill that position. To remind the Board and the citizens watching, in 1998 there was approximately 8,980 calls for service. We had 3 people working in the Records Division at that time. One full time person at 40 hours and 2 part time people each working 30 hours a week. This equates to a total of 100 hours a week. Currently he has 1 person in records working 40 hours. They're 60 hours less staffed than what they had 22 years ago.

Today Chief Lavoie said they average 38,294 calls for service, an increase of 326 percent. Filling this position can also help him with the Legal Bureau problem he's having where he doesn't have enough bodies in there. In 1991 when he started, they made 527 arrests. Eighteen years later, they still have 1 person working in the Legal Bureau preparing cases. In 2009, they made 1,263 arrests, an increase of 140 percent. He's not asking for a new position in Records to increase the legal or to increase the Legal Bureau.

A year ago in Fiscal Year 2010, Chief Lavoie said the taxpayers, himself included, were already paying for this position in their tax bills. The cost to add this one position is \$.02 per thousand. He believed when you calculate it out to his bottom line in his budget, it makes it a true 1 percent increase in his salaries. The last page of the handout is a comparison of area departments such as Derry, Dover, Goffstown, Londonderry, Merrimack, Milford, Nashua as well as Hudson. Those departments averaged 1 records clerk for every 9,396 calls for service. If they were to use the average that other communities are using, he'd be asking for 3 positions. He's only asking for one. Supporting this need would put his salary and benefit line to where, like he mentioned earlier, to where they were in 2010. They currently have 1 clerk for 37,424 calls for service. Funding this position is not a want, it's clearly a need.

[Chief Lavoie] Between January and May of this year, the Board became very concerned about a \$300,000 to \$400,000 shortfall in revenues. During one of those meetings, the Board started talking about layoffs. The next morning he called Selectman Coutu and told him not to worry about the shortfall. All they needed to fill vacancies in his sworn staff he told him why hire them and waste taxpayer dollars if they were only going to be letting them go a few months later. When all was said and done, the Police Department returned \$135,000 back to the Town by not filling those positions so that they could help offset that revenue shortfall. Chief Lavoie was only reminding the Board of this because they've proven that they can make due without something for a little bit. When he comes to the Board and says to them, "We need

this. We aren't doing this right." He hoped the Board trusted him enough that this was something that they have to do. If their one Records Clerk that they have now was to take a leave of absence or quit, they have nobody who knows how to do the mandated reporting.

Short of that, Chief Lavoie indicated that Captain Tousignant provided the Board with a list of things with the responsibilities. Other than the mandated ones that they have to do, a lot of them aren't being done. They just can't get to it. They don't have the staffing for it. He needs the Board's help. Often times they've asked to go out and see what other communities are doing. He provided that information to them to get a better idea that even still by having one person they're still behind where other communities are at.

Selectman Maddox thought they had 2 Records Clerks and they made one of them a Supervisor. Chief Lavoie said the Supervisor has tasks that involve trying to help out with some of the legal stuff. She's doing a little bit of the records as well as overseeing communications, filling in where communication's staff is out. She does dispatch responsibilities, the reporting for all the spot systems, and some of that stuff. She has a full time which also includes CALEA. They don't have the people to do all that. In 1998, there was a Supervisor for 40 hours, 1 full timer for 40 hours, and 2 part timers for a total of 60 hours. He's short that 40 hours is what he's trying to get back. Selectman Maddox thought they took one of the Records Clerks and promoted them into the manager's position that Chief Lavoie wanted. Chief Lavoie said yes but he needed supervision. There's a lot of supervisory duties that take place. When they talked about this, he said he's still going to need the Records position. That's why they didn't zero it out. They left \$1 in there because there are different jobs involved with that.

That what Chairman Massey didn't understand. Chief in Fiscal 2010 when you had the 40 hour person and 2 30 persons for a total of 100 hours. Chief Lavoie said no. That was 1988. Chairman Massey said he had 3 people in that office in 2010 correct. Chief Lavoie said no. Chairman Massey asked if they were operating with just 2 people for the last 5 years. Chief Lavoie stated when the Board started its IT Department, Chief Gendron said that he would be in support of having Lisa Nute go provided that the Board would allow him to refill. Chairman Massey said the Board took 20 hours away at that point. Chief Lavoie said a little bit more. Basically Chairman Massey said she had 20 hours in Records and 20 hours in IT. Chief Lavoie said yes. When the Board took that position, Chairman Massey said they took 20 hours away from the supervisory duties. At that point you know had only 2 people in that group. You've effectively been running since they promoted Ms. Nute to IT Director, you've only had 2 people in that department. They took one of them and they made them the Supervisor for both Information Services and that included dispatch. Chief Lavoie said yes. Right now when the Board did that, Chairman Massey said the Chief was left with one 40 hour person. Effectively, the Board's taken 2 part timers out of the group. Chief Lavoie said for a total of 60 hours. Chairman Massey indicated that's why the salary line is the way it is.

Selectman Coutu asked for a breakdown of the line item please for the request. Ms. Carpentier said it was on page 28. Selectman Jasper asked if it was with the current insurance piece. Selectman Coutu believed that was at the maximum. Ms. Carpentier said it was at the maximum and it has not increased. That's only an assumption of what plan they'd be taking. There will be a small increase to this. Chairman Massey said that the pension may be bigger than 11 percent. Ms. Carpentier said health. So when you say small, Chairman Massey asked what does small translate to. Ms. Carpentier said a couple of thousand. As you see at the bottom, insurance rates are at 11...Chairman Massey said 6 percent would be about \$1,200. So you'd be adding about 668. Selectman Coutu said they could absorb that. He's use this number. The difference is so small that can be absorbed with the transition between new hires. Selectman Jasper if they were going to be adjusting all of them before they go to the Budget Committee. That would be an automatic adjustment if they do that to be consistent and adjust everything. Ms. Carpentier said it depended on the motion.

The last thing Chief Lavoie would add is at the workshop Selectman Maddox had said – with all due respect he didn't like to phrase but he had to quote him on it – maybe he'd split the baby with you and meet you half way. Mr. Malizia was talking about a 3 percent decrease in their operations budget. Some rough numbers in there to play with kind of parlays into this to help offset some of those costs that would net out.

Chairman Massey said 3 percent would be about \$25,000. If you had level funded your operating budget, it would be up by another \$22,000.

Motion by Selectman Coutu, seconded by Selectman Jasper, to increase line item 5660-101 through 122 for a total of \$65,530.

Selectman Coutu said he heard the Chief again and he's done this in the past. It seems that whenever there's a dilemma about where they are in terms of funding, his plaudits go out to this guy because he's constantly willing to sacrifice. Again, he offered to meet the Board half way. There's no doubt by the numbers that he's provided, the documentation that he's provided on the basis of the fact that they asked their department heads to come in level funded in operations. The Board asked them to justify anything that they felt that they needed above and beyond. Selectman Coutu thought he has more than satisfactorily justified his request for this position in light of the numbers that are staggering when you look at them and do a comparison of our municipality which is much larger than most others. Our crime rate certainly isn't decreasing in the state of this economy. It's increasing. Eventually what's going to happen is they don't do this, they could impede the prosecution of some criminals in our community. They're going to have to stall to the point where the courts are going to say your time has lapsed. They need to address this problem. They need to address it now and he didn't hesitate one moment in supporting this position and putting it back in the budget where it belongs. Thank you Mr. Chairman.

Selectman Jasper concurred with Selectman Coutu and for the purpose of going forward to the Budget Committee, this is not creating a new position. This was a position that they had defunded probably somewhere through the default process. They are restoring it.

Selectman Maddox indicated that he was not going to vote for it. He didn't disagree with the Board. You can always find a good reason to spend money. If they took at least some of this money out of here, took the \$5,000 for overtime for this very department out of there, cut back the automobiles, something to splitting that baby. They're filling a position. They're headed for a default budget at the rate they're going. This is a warrant article. If they said they'd put that police officer and put it in for half time and hired this position, (inaudible) but to simply add another \$65,000 he cannot and will not vote for it.

Selectman Nadeau agreed with Selectman Maddox. It is something that they need to do but they have 2 unfilled police officer positions. If they wanted to leave one of those unfilled and fill the records position, he would support that. He would support finding some money some place else to do it. Just putting it in like this he couldn't support it.

Chairman Massey was going to take the Board on the way back machine. The Board has to recognize something that Chief Lavoie just said. He's been meeting them half way. The way back machine goes back to Chief Gendron. Chief Gendron recognizing the need for the Town to have a full time IT Director said he would offer up the 20 hours that the person that was filling that Information Management slot at the time was not only doing Information Management but they were also doing the IT function. When they transferred that individual out, they didn't leave the Chief with the 20 hours. At the time Chairman Massey said he recognized the sacrifice the Chief was making. They will try everything possible when the time comes to restore that position. He believes that both Chiefs have gone way out to help the Town manage the budgets. This isn't something that is a sudden newness for the department, it's been there for 6 years and they've been struggling with it. Chief Gendron specifically told him that it was really going to cut into his ability to meet the demands of the records. All you have to understand is both Chiefs, and he's sat in front of the Judge and he knows this to be the fact, he hammers them on a regular basis that they don't have enough information for him. He wants the Town to have 3 prosecutors. We've successfully held him off on that. He didn't think that they could afford to do this kind of records management when the key to prosecution is to have the available records so that the prosecution when they go to do the work have the available materials they need. Chairman Massey thought it was time to honor the request that both Chief Gendron made and what Chief Lavoie is making. They may be able to look at other areas but he thought that position needed to be restored to the budget.

Selectman Coutu had one addition. He concurred with everything the Chairman said. He was there for part of that history certainly not going way back to the Lisa Nute situation. He wanted to remind his colleagues, especially those 2 who have said that they were going to vote against this, to simply say that we don't hire 2 police officers and that would justify refunding this position. That doesn't respond to the need of having to solve the crimes that are going to be committed next year which he expected to be far in excess of what they are this year. They need to have more police officers on the streets and they're limited to that which has already been funded and that's all they have. The crime rate is going to increase he expected as a result of an increase in population and they also have a staggering economy which all indications are they're going to get even worse. They need to stay on top of their files, and they certainly can't afford to give up two police officers that are going to be badly needed on the streets. Thank you.

A couple times the default budget has been bandied about. Selectman Jasper asked where their default budget was. Chairman Massey has talked to the Finance Director and early next week the Board will have a complete wrap up of all the materials, including the default budget and the revenue page and at wrap up on November 9th, they'll be looking at not only the final budget that they're going to submit to the Budget Committee but the revenue numbers and the default budget. Normally Selectman Jasper said they have the default budget in the budget when they start. The default budget doesn't have anything to do with the budget they're working on.

Ms. Carpentier said it does because you need to know what the insurance changes are. That's why. She didn't have that when the books were done. Chairman Massey said the Board would have it early next week. She's going to put together materials. So you'll have all next week to look at it so you're not going to be at the last minute having to look at all this material. Selectman Jasper thought to refer to the default budget, we're going to be on a default budget not knowing what that is, and they've seen default budgets that have ended up higher than the operating budget.

Selectman Nadeau said they were talking about the police officers. They have 2 police officers that are vacant. He was talking about not filling one of the vacancies. Filling one and leaving the other one going to records. So not taking both of them and moving them over to the records budget just one of them even though there would be a difference in the cost of the two.

Vote: Motion carries 3-2. Selectman Nadeau and Selectman Maddox in opposition.

Support Services

Chairman Massey said that Support Services was up 7 percent, an increase of \$5,000. The two main items that are up are ammunition and small equipment. It's probably no secret Chief about the ammunition. If you don't buy it early in the game based on past experience, you're going to be scrambling to pay high prices for it correct. Chief Lavoie said you're paying high prices anyway. They're ordering about 9 to 10 months in advance. They're ordering it as soon as they can. Ammunition has gone up over the last 10 years 106 percent. Chairman Massey said they all know the reason why ammunition is up because we're fighting 2 wars. If you want to see how many shells an automatic weapon can fire off in a matter of seconds, you'll understand why the ammunition costs have escalated. Any questions on Support Services?

Crossing Guards

Chairman Massey said crossing guards were level funded. Any questions?

Prosecutor Position

Chairman Massey said salaries were up 3 percent. The operating expenses are up 24 percent. A \$600 increase. Chief Lavoie said it wasn't an increase. Last year they tried to make things easier for finance as well as Dorothy. They combined the uniform equipment purchase. That's a contractual item. They didn't want that contractual item to be put into the quarter master system. It makes it easier for them to track when the prosecutors buy their clothing and that they spend only their \$600 by contract. That's all tracking purposes on their end.

Selectman Maddox asked if the prosecutors get uniforms. Chief Lavoie said no. Mr. Malizia said the officers assigned there do.

IT

Chairman Massey said that this was level funded at \$63,000. Any questions on IT? Seeing none, are there any general questions on the police budget – any comments, observations? Chairman Massey told Chief Lavoie that it's been a pleasure this last year. It's always tough to follow a legend. He says that with a great deal of respect for Chief Gendron. He took a department that was in the toilet – from a laughing stock of the State. Anybody that said Hudson, they immediately knew what a lousy police department we had. In 15 years, he turned it around such that we are a nationally accredited agency. He thought it was a credit to both Gendron and to Chief Lavoie now that the men and women of that department continue to support that national accreditation. We shouldn't lose sight of the fact that that is a critical element when they go before a judge. That carries a lot of weight in terms of what the officers are doing when they're on the street and when they're actually in the other areas. From Chairman Massey's perspective, he thanked Chief Lavoie for the year that he's been here. It's a credit to both you and to your men and women that we still have one of the best if not the best police agency in the State. From all the Board, thank you very much.

Chief Lavoie thanked Chairman Massey. It's really a tribute to the staff that works at the Police Department. They've had some great advice along the way from the Board members here and it was definitely appreciated. He bugs Steve and KC quite a bit. Thank you.

Selectman Coutu said he did well his second budget. A lot better this year than last year.

Recreation (5810 to 5840)

Chairman Massey recognized the Recreation Director Dave Yates. Good evening.

Per the Board of Selectmen's parameters, Mr. Yates said they were coming in level funded with the exception of a couple of personnel updates. He has adjusted several items due to the costs that arose in a few items. He's taken away from other items that they didn't quite use last year. This department still provides many leisure activities for the community. They serviced over 9,000 residents last year in their programs. Revenue was \$185,000. Excluding administration, they're getting closer to breaking even on programs. Excluding administration, program costs were \$44,486.

Selectman Coutu commented that this was another department that he's the liaison for. He had asked Mr. Yates to look at his budget very carefully. If you recall, he believed they brought before the Board and the Board agreed to allow the Committee to revisit all of the fees that are associated with the programs that we offer. They put together a package and we were able to come in with fees with anticipated registrations next year should almost make all of the operating programs that we have level funded. So the administrative costs will be the costs that they are incurring.

Chairman Massey asked if they were going to be presenting to the Board a request to change the fees. Selectman Coutu said they already did. Those adjusted fees were presented about 3 months ago. Mr. Yates said it hasn't come in yet but hopefully with those fees, it will get them very close if the numbers don't go down. So far the numbers are very good.

As Mr. Yates brought up at the workshop and he's requested this before, this was a capital reserve fund that was established in fiscal year 2003. The current balance of that capital reserve fund is \$145,294. However they have not added to it at all over the last 4 years. This capital reserve fund is for the purpose of purchasing and renovating land for future recreation facilities. They would like to see something added to that. They haven't had anything in 4 years. He's requesting \$25,000 just to get that going again. It will be some money that will be in there for future recreation facilities.

Given the nature of this fund, purchasing and renovating land, Selectman Jasper said he never actually heard renovating used. The term is usually developing land but be that as it may. He didn't see them buying land. They've seen the potential at Robinson Pond for recreation facilities with the land there. They saw a big master plan that really probably wasn't practical because of the land that they wanted to use but there were some good areas that were potential for recreation building. He didn't see them going anywhere and buying land. Selectman Jasper thought perhaps at some point they needed to talk about changing the purpose of this account to building a recreation facility. Until such time as they do that, he can't support adding money to this.

Selectman Coutu was quite attentive at the time that this proposed at the Recreation Committee meeting. He listened attentively. He believed he abstained from voting. He wanted to give it considerable thought. As much as he respects all the members of the Recreation Committee as they do all of their boards and assignment, the people that they have to work with, they've certainly proven to be quite professional in their capacities. They need to understand regardless of the request, as Selectman Jasper has alluded to, that in the immediate or foreseeable future. Foreseeable future may be the key word here in light of the state of the economy. Selectman Coutu didn't see them buying any land. He didn't see them building any buildings. They need especially this year and perhaps again maybe next year, they need to be extremely conservative when they're looking at taking a sum of money and putting it into a capital reserve unless they feel that there is within the foreseeable future an immediate need for it. He therefore would not make a motion nor would he support at this time, and he was sure it pains Mr. Yates, but he has to understand that they have an obligation to the taxpayers. In this case, he would agree with Selectman Jasper. He couldn't support putting \$25,000 in that account at this time. We could probably revisit this next year at a workshop in terms of how they change the language somehow in how they use that money. In light of the fact also that in the future there's a good possibility that they have a senior center which would not occupy the community center, which avails more space for them if the need arises.

Selectman Nadeau asked if they knew how much was in the recreation. Chairman Massey believed about \$120,000. Selectman Coutu thought there was about \$140,000 in the impact fees. Chairman Massey said not. They've spent \$24,000 out of it. Chairman Massey said it was plus or minus \$100,000 right now.

Selectman Nadeau said in just adding those 2 numbers, they have \$250,000 if they wanted to build something using what we have currently. He wouldn't support putting anything into it. Just looking ahead to the next item for \$5,000 for the floor, could they use the money out of the recreation impact fees if they wanted to do this floor? He was just asking the question. Mr. Malizia said those were voluntary contributions. For the purpose you're looking for most likely if the Planning Board would agree, you probably could. Selectman Coutu said to the question of the \$25,000. Chairman Massey asked if the consensus of the Board be to request the Planning Board to approve the release of the \$5,000 to upgrade the building. Selectman Coutu and Selectman Nadeau said they could go with that. Selectman Maddox said he didn't care. Selectman Jasper said yes. Ms. Carpentier said \$125,860. Chairman Massey asked if that was after the \$24,000 has been spent - \$12,000 for the engineering fees for the stadium and the \$12,000 for the grant writing for the asbestos mitigation. So there's about \$100,000. Chairman Massey instructed their member of the Planning Board to ask the Planning Board...Selectman Maddox said no. The Recreation Committee requests of the Planning Board. Chairman Massey asked Selectman Maddox if he could have their committee make that request.

Back to the whole issue of the capital reserve fund. Selectman Jasper said Moses wandered in the desert with the tribes of Israel for 40 years. That tends to be what they do in this town a lot of times is wander around in the desert for a long time before they figure out where they're going. He really thought they needed to have a long term plan on what the Recreation Committee wants. What are they looking for a facility? To put money into a fund, particularly in this case where its land, they say well yes but we don't need land. We need a building. It doesn't make sense. They should really figure out where they're going and not just wander around. For the record, Chairman Massey said to change the purpose of a warrant article requires a 2/3 majority. His guess is that you would only be able to change the purpose of this warrant article if there was sitting behind it a rational for doing something that the people could see and why they're changing the purpose for it. Selectman Jasper agreed. Chairman Massey said a 2/3 majority is a very tough barrier for anything. One of the things he didn't think they should still lose sight of the fact is

he knows that they're sitting on it right now because the market conditions may not be conducive. They've asked the Town Engineer to do a conceptual site plan for the property down off of Chestnut. There was a lot of thought about whether some portion of that money from the proceeds could be used for recreation in town given that the original idea for that piece of property was to be used for recreation. Right there, they're probably sitting on anywhere from \$125,000 and \$250,000. There's about 5 or 6 lots you can get out of that. Selectman Coutu said Chairman Massey was being conservative. Chairman Massey said if you charged \$100,000 for the lots, you're talking about half a million dollars. We shouldn't lose sight, but that's a very valuable piece of property that the town can use for some good purposes.

Selectman Maddox said that they had \$185,000 in revenue yet you're budgeting for FY2012 of \$201,000. Mr. Yates said they were hoping with the fees that it will get to the number. He didn't have a crystal ball and can't tell you for sure that they're going to hit that number, but that's what it is estimated at. Chairman Massey didn't think that it was ever the intention of the Town to have recreation be totally self funded was it? He thought there's been some indication that some portion of that would be taxpayer paid for the general publication. Selectman Maddox said \$170,000 of taxpayer dollars Mr. Chairman and they are funding it. Chairman Massey understood.

Babe Ruth. When you look at all the other ones compared to costs versus revenue, Selectman Maddox said this one stands out as being unusually low. Mr. Yates said it sure does. They've brought that one up every single year. They have probably about 120 boys play Babe Ruth baseball. It's been brought up every year since he's been coming here. They feel it's a critical age. It's an expensive sport and they have fees to pay to Babe Ruth. They don't get the numbers. They just don't get the numbers for Babe Ruth. It's always been considered a very critical age group that they'd still like to continue to support and do an activity for. That is the one big loser. He definitely agreed. He thought they've agreed every year that they've continued to keep it because of that age group – the 12, 13, 14 and 15 year old age group. That's very critical.

The supervised play which is basically the summer program. Selectman Maddox asked what it brought in 2009. He thought it was like \$100,000. That's why he was asking questions. Chairman Massey thought that was more than that. Ms. Carpentier said \$87,804 is the actual in fiscal 2009. Selectman Maddox said it was only a \$10,000 difference but they see the same funding. Again Mr. Yates, he thought he needed to look at the numbers. Some of them are high for the amount of usage, the amount of revenue. We're talking about police officers and we're funding recreation to a level that it's just challenging. Thank you.

Chairman Massey thanked Mr. Yates.

Mr. Yates wanted to add one thing and they brought this up at their Recreation meeting. He knows they're not doing raises this year. However he has at least one employee that hasn't received a raise in 3 years. She's non union. She was the loyalty award winner last year and a great employee. A three percent raise at what she's making now at \$14.16 would be \$.42 an hour. It basically comes out to \$546 a year. That's 5810-102. He'd be remiss if he didn't bring that up. She's a great employee and because she's a non union person, she's not in any union. He would definitely like to see that person receive a raise. The maintenance man who was recently hired and if there's no increase there, they'll work on him for next year. This is a person that seems to be forgotten the last 3 years. He wouldn't be doing his job if he wasn't putting his foot up and asking for a raise for that person.

Just for some clarification. Chairman Massey said currently in this budget Mr. Yates was showing maintenance. Is this the amount of money that he's going to be able to cover the new employee? Mr. Yates said the number there was what they're currently making. Chairman Massey asked where the money was for the new maintenance person. Mr. Yates said it includes the 2 people. Mr. Malizia said that money would cover the maintenance person. What Mr. Yates is asking for is the line above that. Chairman Massey asked for a clarification from the Town Administrator. Is there any particular reason why this position isn't in the Clerical Support? Mr. Malizia wanted to say because of the part time nature of it, when the Board hired it, and the fact that it has a more modest schedule than the regular.

Selectman Coutu was going to suggest that some discussion is going to ensure with regards to all the non union personnel. Can they defer this to that conversation? Selectman Jasper said what they have always done has been people such as that they just handle it within the budget. It's the same as Call Firefighters or anything like that. People on a part time basis. Department heads will come in periodically and say its time for an adjustment and they make that adjustment however the Board sees fit. It's never as part of a separate warrant article or anything like that. This would be the appropriate forum for them to simply put an increase in. Mr. Malizia indicated that they were correct. That is what the Board's policy has been articulated.

Chairman Massey said they have another part timer, the floater for upstairs. From his time on the Board, they've adjusted that position salary at last twice by action of the Board.

Selectman Coutu asked Mr. Yates what the costs would be. For a 3 percent raise, Mr. Yates said it would be \$.42 an hour. The bottom number for this one position would be \$546. Selectman Coutu said he had no problem handling it within the budget and let it be absorbed within the budget as well and not add an increase in any line item. He recognized the fact that she's a hard worker as does Mr. Yates. He knows that Mr. Yates is very sincere in wanting to reward this employee. He was sure they could absorb that somewhere within that budget. If you want to adjust a line item somewhere or just have it as a natural absorption, he didn't know how he'd want to handle that. If you don't want to increase the budget, Selectman Jasper said the way to do it would simply be to make a motion to increase the rate of pay to a new rate.

Motion by Selectman Jasper, seconded by Selectman Coutu, to increase the rate of pay from \$14.16 to \$14.48 per hour for the Part-Time Secretary's position in the Recreation Department effective July 1, 2011.

If Chairman Massey understood correctly, they're going to be expecting to see another adjustment somewhere in the budget so that its level funded. Selectman Jasper said they could allow Mr. Yates to find that \$500 - \$600. Mr. Malizia said it wasn't going to change anything right now. Selectman Coutu said Mr. Yates could absorb it. It will come back to the Board next year in the actuals. Chairman Massey asked what was going to show up for the Budget Committee. It's going to be an increase correct? Mr. Malizia said no it is not. What they see now is what they're going to get. What he's instructed to do next July is when he goes to give that raise, he'll have to credit or fix some other account so he doesn't spend \$600. He does not need to do anything else.

234 Lodging. Selectman Maddox asked Mr. Yates if he went away to a conference some where. Point of order. Selectman Jasper said they were discussing a specific motion. Lodging has nothing to do with it. Chairman Massey said it does in this respect. Selectman Coutu has said he's going to support this motion because it's going to be made up with the budget. He thought the question was how it is going to be represented to the Budget Committee. Selectman Jasper said it wasn't going to be. Chairman Massey said that has been clarified by the Town Administrator. On that basis, he thought they will deal with it afterwards.

Vote: Motion carried 4-1. Selectman Maddox opposed.

Again, Selectman Maddox went to lodging, 575. It depends on where in the New England region you stay. Mr. Yates said last year he went to the New England Regional Park and Recreation Conference. Bottom line, Chairman Massey said what they're really saying is he's going to have to find \$600 in his budget. Selectman Maddox said he should reflect that to the Budget Committee when they see this final budget to say that it is balanced. Taking it out of there, newspaper ads there's \$300 plus there. There's any number of items in there that if he had the time and the energy he would cut out significant that would cover more than that but he'll move on.

Selectman Jasper did have a comment going back to the \$4,000 - \$5,000. That building is not nearing 40 years old. Maybe it's nearing 30 years old. That was Mr. Yates estimate from Reggie. He didn't know exactly. Selectman Jasper thought it was built in the early 80s. Chairman Massey said it was built on a

frugal shoestring then. Selectman Nadeau said it was built by the Lions Club and it was probably the mid 80s because they were using the garage next door when he went to the Rec. Center there.

Chairman Massey declared a 5 minute recess at 8:43 p.m. The Board was back in session at 8:50 p.m.

Just as a reminder, Chairman Massey said an agenda for next Monday is the Prime Wetlands in which the Planning Board representative and the alternate are looking for guidance from the Board as to what they should vote for when its being discussed at the public hearing next week. The materials are still up on the web site. You can see all the information. They would appreciate some input on Monday night as to what their direction should be to the Planning Board.

Chairman Massey indicated that Selectman Maddox had to leave. We are down to 4 members.

Benson Park (5063)

Chairman Massey recognized the Chairman Harry Schibanoff of the Benson Park Committee and the Liaison Selectman Jasper.

Mr. Schibanoff said this was his first time presenting a budget for the Benson Park Committee. Last year at this time he had just become the Chairman and he was sitting back there listening to Shawn talking about the tribes wandering around. He wasn't involved in the budget last year and he thought Shawn handled most of it. We now have a year of experience on the Committee. The park has been opened since Memorial Day. He talked to the Committee recently about how they sort of changed their direction on the Committee because their focus previously was just on opening the park. Now suddenly the park is open and now they have to think about maintaining it, preserving it, and then proving it. He thought that was part of what this budget is trying to do.

The other problem Mr. Schibanoff had was they didn't have much of a budget last year. So they treated it basically as the zero based budget starting over again. Therefore their percentages are off the way as far as numbers. He also thanked Kathy for helping him and Shawn putting this together. As he said, it's his first time doing it. He just has a few comments about the accounts.

Account 5063. When Mr. Schibanoff looked at this account, they realized that they had put in some things last year that were not necessary. So they zeroed them out. The one thing that they had left out was the brochures. The brochures are in color and they do cost money. Therefore, that is a major budget item in that account. They looked at the number of brochures that had been distributed and they hoped that people would stop taking as many brochures but at the same time they see attendance increasing in the park. They have 2 forces working against each other. That's the biggest change in that account.

In terms of the printing account, Selectman Coutu said it was a significant increase. He might want to make a suggestion. He recommended the Lowell Regional Vocational School as they have their own print shop and they print for cost only of materials. Significant savings. He believed most of their printing was going to where they do our in house printing here in Nashua. Mr. Schibanoff said it was a company in Lowell that Pat Nichols worked with when she was employed. Selectman Coutu said if he went to a vocational school, and there may be some in New Hampshire, but its right down the street in Tyngsboro, the Greater Lowell Regional Vocational School does take print jobs for cost of materials only. It would be a significant savings from that \$1,700. What that would equate to he didn't know. Personally Selectman Coutu felt that \$1,700 for printing of brochures is very excessive for Bensons.

Selectman Coutu asked what was their actual last year. They didn't have an actual. Selectman Jasper thought they were actually above that probably now. That's because they've been doing 2,000 each time for \$540. The problem is they're color and they really need to be because the trails and the markers are all color coordinated and there's really no practical way to change that. That's the issue. They're willing to look into where else they could get them printed. But it's very important to have people who are not...Chairman Massey was remise. He has a motion on the floor. Does he have a second? Selectman Nadeau asked what the motion was. Chairman Massey thought Selectman Coutu made a motion.

Selectman Coutu said Selectman Jasper made a comment on it and he's listening to it. Selectman Jasper said they'll look for ways to cut down on the brochures but they really can't cut down on the numbers because with the vast network of trails in there having people in there without maps, people are always talking about getting lost in there and taking a while to find their way out. They actually had some people physically lost in the park a couple of weeks ago. It's a lot of printing but in the grand scheme of things, it's not really a horrific amount of money. He would hope that the Board would not cut this and let them try. Again, this was their best estimate hoping that they won't go through as many brochures as they have. People love the place and they love the brochures.

Selectman Coutu said he would not make a motion. He thought that in light of what Selectman Jasper just said through trial and error, they need to feel their way out here. It's not an exorbitant amount of money. It's just a significant increase. In the scheme of things, it's minor. He's not going to make a motion at this time. He will support this budget as presented on that particular page.

Selectman Nadeau asked if they had the map of Benson's on the Town web site. Mr. Schibanoff said they did. It's on the Benson's page but anyone can copy it from there. As a matter of fact on some of the web sites, they encourage people to make copies rather than use the park brochures. That's what Selectman Nadeau was hoping to hear. That was one of the things that were said. Maps available on line or something. Also when they're put out, Mr. Schibanoff said they only put out a limited number each day. When they're gone, they're gone. They're trying to hold down the consumption of the brochures that way.

Chairman Massey asked if there was anything else on this 5063. If not, they'll go to 5563.

On 5563, Mr. Schibanoff said there were several large items. The first one is a brush mower attachment that would convert brush mower into a lawn mower type machine. Selectman Jasper asked to cover that a little bit. Last year you remember they bought that brush hog. The Trails Committee has now done a pretty good job of maintaining and developing the trails. The Highway Department doesn't take their big finish mowers out there as they're too wide. It's also not something they're looking to get the Town to do. This in a very short period of time allows them to change the decks because the brush mower doesn't do a good job of finishing grass. So this would give them the attachment to put it on the deck that they have so that they can go out and take care of the trails that are really outside of the area that the Highway Department maintains. It's a \$900 item.

Selectman Coutu requested that they go down this budget line by line. Chairman Massey said sure. Selectman Coutu asked for an explanation for each of the lines.

Mr. Schibanoff said the first one was small equipment maintenance. That would be the alarm services that are maintained in the office and he also believed in the train station and Haselton Barn. Selectman Coutu asked why there was an increase of \$250 in that line item. Selectman Jasper said that they've already spent more than the \$500 this year. Selectman Coutu asked why it cost so much to maintain. Chairman Massey wanted to first establish how many buildings had alarms on the. Selectman Jasper said 3 and he didn't think they were all working at this point. That's part of the issue.

Chairman Massey asked if for each building there was a separate charge and do they have a contract for all 3 of them. Mr. Schibanoff believed they had a contract for all 3 of them. Selectman Jasper said that Haselton was on one and the other two are one. Chairman Massey said that all 3 buildings have alarms. Selectman Jasper agreed. He thought that they may have looked at the possibility of getting the elephant barn added to that. So some of that may be for that.

Selectman Coutu asked if that was the cost of monitoring or the cost of monitoring and maintenance of the alarm system. Selectman Jasper said that was both. Selectman Coutu asked if the monitoring was done by our own police department or do we have an outside agency. Selectman Jasper said no. They were looking to change agencies. He didn't know if that proposal has come in yet. They're not very happy with what they had and are looking to get another provider of the service. From what he can tell and what he remembered, that was actually both.

In the next line item 203, Selectman Coutu asked if that was for the attachment that they want to buy and believed they explained that. As far as the electricity, what is it that's costing them \$600 worth of electricity in Benson Park. Selectman Jasper indicated that that's what they determined it was running. They have a meter at the Haselton Barn and then they have a meter at the office that includes a street light that points in and the gate is electric.

Selectman Coutu went on to \$800 worth of equipment rental. Selectman Jasper said that this gets into part of the other project as he recalled. The \$800 in equipment is if the Board approves line 267 park maintenance, which is the gravel and asphalt is part of that \$3,000 to complete the loop where they ended the wrap on the side of the pond. If you go around there's a sewer easement which is diverted in substantially. They were very luck this year as it was a very dry year. Normally that is a terrible mess through there. They asked the Road Agent to prepare an estimate of what it would take to level that out and wrap it. Based on their experience that they had, he wanted to do that. Tate Brothers are willing to donate the equipment as they did this year to actually lay down the wrap and they rolled it. They won't have to vibrate it as well to really get it down properly. So this was \$800 to rent a vibrator to do that project. That project is a \$3,800 project to do the wrap on the back side. Selectman Coutu asked who was going to do the wrap. Is the Town going to do it? Selectman Jasper said it would be the same thing. We would purchase the wrap. There's gravel that would have to go down to the base first and wrap. We would truck it in. We do all the prep work. We would truck it in. Tate Brothers would come in with their paver again and lay the wrap down as they did. They'd roll it out again but what Kevin found is that to really get it packed in there, you'd need to vibrate it. If you recall, it was a little bit loose for a while until the summer went on. He wanted to use a vibrator machine to do that. That's \$3,800 to do that project.

Selectman Coutu's only thought on what they needed an archeologist was for the train station relocation. Is there another area they're going to need an archeologist is it because if they approve the pipe and conduit again. Selectman Jasper said that the estimates came from the Town Engineer. He assumed because there would actually be to some degree 2 trenches because you can't put your sewer and your water in the same trench, so he thought he was allocating the archeologist. Any time they dig holes like that, they're supposed to have an archeologist there. That's part of the deed which to him is ridiculous. Chairman Massey said any digging required any archeologist. Selectman Coutu said the definition of the word "digging" he thought would come into play. That was an item that they needed to discuss with the Governor. Selectman Jasper said they probably should. Regardless, that's what that was for. Selectman Coutu asked if it was an estimate. Selectman Jasper said yes. The reason for doing all of that was because assuming that they are going to be trenching for the train station, it only made sense not to dig everything up twice. You can run the trenches side by side. You can do the work all at the same time. To run the water, the gas line, and the conduits for electricity and everything down to the gorilla cage because the sewer is going to go where the manhole is, you're within less than 50 feet of the gorilla cage at that point. If that was going to happen, it made no sense not to do that at that time because it's going to cost them a lot more to do it at a later date.

Selectman Coutu said that this raises another interesting question. Is it wise for them to expend that kind of money now not knowing what it will cost to convert the gorilla cage into a full blown rest room and having it presented to the Board of Selectmen first and look at the entire cost. He understood what Selectman Jasper was saying with regards to if they're going to be digging anyway, they might as well just continue the trench all the way down and continue it. There's no guarantee that this Board will agree to spend whatever it's going to cost to convert the gorilla cage into male and female restrooms with handicapped facilities. He thought that they ought to air on the side of caution here. If something comes in and they're saying it's going to cost \$150,000 to \$200,000 to convert that, this Board may not approve that in the times that we're in right now. He can't see laying pipe down there that they may never use.

Selectman Jasper said that they certainly need to get electricity down there at the very least. Selectman Coutu agreed. Selectman Jasper thought that they needed to have potable water down there because they need to have some drinking water available on site for parked patrons. They hustled like crazy to try to water things this year. It wasn't a very practical operation bringing tankers in there. Water should be brought into the site so that if they have another dry season, they can really do a good job of watering. The electricity Selectman Jasper thought they all agreed conceptually that they want to get electricity down to

the amphitheater. Water you need to have that for the park. You need to have it for people drinking. The other two things are conduit for cable. You'd lay that in the ground and that would cost nothing to put an empty pipe in the ground. It's really not that it's going to necessarily say that they have to do that there. It's really all independent. They have had one of the members of the Building Committee who is an architect do some basic drawings. That's not going to be an expensive project to do. It will be a lot cheaper than building a building. They will have to take the floor out to run the pipes in. That will be something hopefully they can do with a lot of volunteers again. As far as running that stuff, very little of it. You might want to increase the size of the pipe but he didn't even think you'd be doing that.

Chairman Massey wanted to understand. If you were just to do the electricity, what would that \$16,000 change to? Selectman Jasper didn't know. He didn't ask him. He told him that they needed to run water down there and a gas line, which was something that actually gets laid in by the gas company. Chairman Massey asked if it was at their expense. His guess was they wouldn't run a gas line unless they had a revenue stream. If in fact you run this and you put water down there, there's no money in the budget for water. Is there money in there for running the electricity? Selectman Jasper said no. At this point its future. We're going to be trenching down the middle of there digging stuff up. Let's only dig it up once. Chairman Massey understood. Once you get the water in, aren't you going to want to use the water? Selectman Jasper said they could budget that the next year. Chairman Massey asked when they were going to put it in July or...Selectman Jasper said they'd put it in whenever they're ready to run the sewer line for the train station. Chairman Massey's only concern is if you get the water in, there's going to be the natural desire if its there to use it and it's not in the budget. Selectman Jasper said you don't turn it on.

Chairman Massey asked Mr. Malizia if they would waive the connection fees. He thought they did that for the Library. Selectman Jasper asked if they charged themselves for water anyhow. He wasn't even aware they charged us. Chairman Massey said we do. There's a line item in every one of the budgets for water. Mr. Malizia said they do for the actual use of the water. Correct and we could waive the fees. Regardless, Selectman Jasper said this was a planning tool. To say they can't put the water in there because they don't have any money to turn it on so we'll have to duplicate their efforts when they budget the water. If you want to put \$500 in the budget for water, they can do that. Chairman Massey was afraid it was going to be more than \$500. He uses his sprinkler 15 days a month for 3 hours a day for a total of 45 hours. He's well over \$100 in water fees. For the kind of watering they're talking about for Benson's, they're not talking \$500 in water fees. His concern is if they put that in there and it's used, you won't have enough money in the budget. If they're going to do it, they need to do it now and not come back and be looking for contingency funds to pay for it. That's all he's after. Chairman Massey recognizes that they have to spend money to maintain this park. They need to make sure that everybody knows what it's costing to maintain this park.

Selectman Jasper said their hope is eventually to get electricity down there and get it over to the old well and be able to use that well for sprinkling. This was more a thought until they get to that point. They weren't even thinking about doing anything in this coming year because it wouldn't even possibly happen until after July. So before they could even look at watering, they're probably into September before this project gets done anyhow. He hadn't even given it any thought to doing anything with actual watering in this fiscal year. You could say you have next June. Generally you don't have to water much in June anyhow. It's July and August that you're watering.

Chairman Massey asked if they were relying on the same method that they did this year to bring the tanker down. Selectman Jasper said the grass was pretty well established and they stopped watering. He thought if they needed to water, they could use the pump from the pond. They got to the point where they weren't watering anything. They ran out of water in the pond and the grass survived. It was initially establishing that. Sometimes in July it's a good idea to put some water to it. Again, this was more of a planning exercise of we're going to be trenching, let's do all their trench work at once and this is what it will take to do it.

Selectman Coutu said they discussed the last item of the \$19,250 which includes the trenching. They just discussed that for the wires, pipes and the conduit. It still raises the question whether or not they want to make that commitment not knowing what the total cost of converting the gorilla cage to a full functioning

rest room facility for both handicapped and other citizens who want to use it. It could be a massive project. He just hated to do it and then find that this Board is not going to agree to spend \$100,000 to \$200,000 or whatever it would cost to do those. Selectman Jasper said the project was basic. You're talking some heat in there to keep pipes from freezing. You're talking a floor, some toilets, and a cement wall in between. You've got the building and the roof. To actually take a room and put a couple of toilets in each side, Selectman Jasper didn't see that this project will run over \$50,000. He thought that would be the high side would be \$50,000. If they don't do it this year or if they don't do it in 10 years, the utilities aren't wasted because they do need to have some drinking water available down there. He didn't think it was a good idea not to have drinking water available. You have the handicapped toilets down there. How long do they want to spend \$1,600 a year on those disgusting port-a-potties? You have a pretty good payback at \$1,600 a year.

Selectman Nadeau had a couple of things. The first one is when they're putting in the train station, putting an outdoor water bubbler in the other train station for summer use might not be a bad idea. They are going to have bathrooms in the train station. Selectman Jasper said they're not going to...Selectman Nadeau said he had the floor. Selectman Jasper thought that was a question. He apologized. Selectman Nadeau said they are putting bathrooms in the train station. They are proposing to build a senior center at the other end. They're proposing to put a dog park in with water. For your purposes of thinking about this, Chairman Massey asked if it was expected that the water for the senior center and the dog park would come off of the Kimball Hill connection. So that's not going to be impacted by this. Selectman Nadeau said correct but they will still have water at those locations.

Point of order Mr. Chairman. Selectman Jasper said Selectman Nadeau is assuming...Selectman Nadeau said he didn't interrupt Selectman Jasper this whole time. He has not interrupted him this whole time. Chairman Massey told Selectman Jasper to let Selectman Nadeau continue. Selectman Nadeau said that they're putting water in at the proposed sites – the train station up top. Putting electricity down to the gorilla house might not be a bad idea to the amphitheater. It might be cheaper to look at putting a free standing structure up with 2 toilets – handicapped toilet made out of cement like they do at most of the State parks versus retrofitting the gorilla house. They're seeing that they're having all those problems now with the gorilla house with the rotting wood and different things. Before he commits to \$16,000, he would like to know a) how much it's going to be to do the gorilla house and things like that.

Chairman Massey asked Mr. Schibanoff of the \$16,000, how much wouldn't be spent if they didn't have a sewer connection over to the gorilla cage. If you're going to run the water line all the way down to the amphitheater, it's going to run right by the gorilla cage correct. So that's a wash. The only question is once you have the trench open, putting a second trench side by side as Selectman Jasper has said is very cheap because the equipment is already on site. Secondly once you open up the ground for the archeologist having it there for both the same time is going to be a lot cheaper than doing it twice. Chairman Massey thought that the cost of running the water down to the amphitheater and the cost of running the electricity down there to run a sewer pipe at the same time is not significantly going to change the whole cost simply because they don't have to stage the equipment twice. That's a big expense for most contractors is staging the equipment, and they only have to have the archeologist once if they do it that way.

Selectman Jasper said you're talking a trench for the sewer, which is going to happen. You only need one other trench. You could put the water and electric in a conduit for anything else you want to put in all in the same trench. It's only water and sewer that have to separate. To even put electricity down there, you're talking a couple feet of depth difference. Sure you could put the conduit much shallower than you could the water, but your main cost is the equipment and the archeologist there's not a lot of costs in actually running the pipe.

Chairman Massey heard Selectman Jasper say that the distance between the manhole and the gorilla cage is very minimal. Selectman Jasper said that would in the future and at that point run everything almost to the building if you put the water in. The sewer wouldn't be run from the gorilla cage to the manhole at that time. Chairman Massey said right now the sewer is going to run to the train station. He was talking about extending it on this proposal down the rest of the way.

First of all, Selectman Jasper said the train station will have a bathroom in it. The train station is not going to be opened. You can't just leave that train station open 24/7. It hasn't been cast in concrete when the inside is going to be done and right now given the budget, they're not sure that there will be a bathroom in there. They may only be able to do the exterior and it may have to wait for volunteers because of all the ridiculous costs the State keeps adding on to this project. It may not be possible to do that. Even when there is a bathroom there, it will not be a publicly accessible bathroom. It will be an interior bathroom much like the bathroom here. It would be like saying people at Library Park can come over and use this bathroom on Saturdays and Sundays. They can't. To presuppose that first of all that we don't have to worry about a bathroom or water there because 500 feet away there may be a senior center. Who knows. You can't say we don't need that because we're going to get this. If you're thirsty are you going to walk 500 feet? Most of the recreational activity, and they're talking remember the Recreation Committee is going to be putting right in that area whether its across from the gorilla cage or just up right in that general area is going to be the handicapped playground. Selectman Jasper thought when you have kids on playgrounds, you need to have water available to them.

Chairman Massey said the only other concern for everybody else is when they looked at running the water in the other direction, they were talking about \$20,000 to run that water line. It's probably not practical if they have water to the senior center and the dog park to run that line any further simply because the cost of running the pipe would be far more expensive. You're talking \$20,000 from the water source now. If they're going to get water down to the amphitheater area, the more economic place to run it is down here. The thing he's a little concerned about now that he understood it is if they're going to run water pipe, water pipe is not cheap. Is that based on what Gary said it would take? If this is the Town Engineer's estimate, then it's a good estimate. Selectman Jasper said it is. He did all those. It is a large pipe because since they do have wooden structures down there, it's a large enough pipe to put a hydrant down there for protection of the buildings. The delta between a 2 inch pipe and a 6 inch pipe isn't that great. He believed he figured that at a 6 inch pipe.

Just for everybody so that they understand, Chairman Massey said a water pipe today has a concrete sleeve inside it. The cost of that pipe is because of the concrete sleeve inside it. That's why it's very expensive to run a water line.

First of all, Selectman Jasper said because of the 3 skylights in the gorilla cage that were broken out, there was water damage. The water ran down and it came on the 3 sides. One side has been completely replaced. That had a lot of damage. The second side, which is the front, had a fair amount – the beam system has to be replaced. The other side the beams are fine. There's a support on one side that has to be replaced. There's no water damage. There was no leaking in the area that they're talking about using for the rest room facility. To suggest that we could look at a free standing building, you'd be talking the same size. It's concrete wall already. You're talking foundation, roof, and everything else. All you're doing is retrofitting the inside, which is very economical in a cement building like this. Chairman Massey said they'd have to go back to the State. Selectman Jasper said the State does say they're allowed to put a restroom facility there. This has been something that everybody has looked at, including the architect, and said that was easy to do. That made sense. Whether it happens now or in 10 or 15 years, it just seemed while they have the archeologist on site, it made sense to do that at the same time. That's the only reason they put that in the budget was to save money in the long run.

Chairman Massey asked what for the Board's consensus.

Selectman Coutu said he wanted to hear an explanation for each of those items. Obviously it's an increase over last year's budget. It's a significant increase but last year was the test run and nobody really had a handle on it. He was satisfied with the explanations that he was given. There certainly is some justification for doing the things that the Benson's Committee is proposing doing. Another thing that he was concerned about was cost overruns. The budget they had last year, they've already exceeded it and we're still trying to figure out where we're going to get the money fund. If they start doing the digging and for some unforeseen reason they run into some sort of a serious problem with ledge being a little higher than what it was anticipated it would be and the cost of the digging and this whole thing comes to a halt as a result of that or we have to circumvent or go around and its going to increase it, where are we going to get the

additional monies if there's an excessive cost overrun. Chairman Massey indicated that at that point, they'd have to take it out of the contingency fund. Selectman Coutu said what you're saying is a commitment is a commitment is a commitment. Chairman Massey wanted to make sure that he didn't say something that was not true.

Selectman Jasper said there are things to evaluate. Once they commit to the train station, again, you have to run that one trench. If you're running one 5 feet away from it in the same area, you can evaluate the situation then. He thought, again, it still made sense. That may happen any time you dig any place. We'll have to evaluate it if it happens. There may come a point and say it doesn't make any sense to do this. We'll close in the trench and figure something else out. He didn't want to say that they're committed to it once they opened it up.

On the basis of the explanation that was given, Selectman Coutu's opinion was that he will support the budget as it has been presented.

Chairman Massey had a concern only in the sense that they need to reflect the true cost of running this park. What's not reflected in this budget, and he knows because of where the money is as it's identified, but they don't identify that it's a cost of running this park. That's the 2 interns. He knows they're in the budget, but we don't see that if this park went away those 2 interns go away. Basically they're there because of the park maintenance.

Selectman Jasper said they talked about that when they talked about this park last year. You don't see the true cost of any of the ball fields that they have in this town in Dave Yates' budget. They don't see any costs associated with Library Park, Merrill Park, and Merrifield Park the true cost because the Highway Department is doing that with full time labor. They just recognized that they added more and the interns were there and they said ultimately and decided why should Benson Park be any different than any other park. If you want to do that, then you should really be now costing each park and each ball field into a separate labor account. It's not right to say that this one is special. In Selectman Jasper's opinion, it's a special park. It falls in the same category and they're aware of that maintenance.

Chairman Massey asked if there were any other questions or comments for Bensons'. Harry – who would have thought 18 months ago that we would be where we are today. He thought that without the dedication of almost 200 volunteers. Mr. Schibanoff said they have a database of over 300 now. They don't come all the time. Chairman Massey said without them, they simply couldn't have done it. He thought Mr. Schibanoff's Chairmanship has really made that organized as opposed to everybody running helter skelter. Again as Selectman Coutu has alluded to, we are going to have to get a stronger handle on the purchasing and expenditure side. He thought everybody in town should absolutely be thrilled and excited for what the Committee has done over the last 18 months. When you go down into that park and see what they've done, he thought it was a tribute to what volunteers can do. Again from at least this Board's perspective, he thought they are eternally grateful for all that they're doing. Thank you.

Mr. Schibanoff would like to say that the Committee members on the Benson Park Committee are all very dedicated people. Some of them are extremely hard working. Some do even more than he does. It's really a group effort and its one of the best committees he's probably ever worked with. Chairman Massey told the Committee to continue their good work. Selectman Coutu thanked Mr. Schibanoff.

Library (5060)

Chairman Massey said the Board will now take up the last item on the agenda which is the Library. At this time he recognized the Chairman of the Library Trustees Connie Owen and the Library Director Toni Weller. Good evening.

Ms. Owen passed on an apology from their Treasurer Arlene Creeden who needed to leave to pick up a family member at the airport and could not wait.

[Ms. Owen] It's a pleasure to be here this evening. They've taken the time to present a 2 page analysis. As the Board may have guessed, the media and utilization of the new library has tapered back a little bit. However, they are still on the attachment to their 2-page document, they see that there is still significant increase in utilization of the library. You will see why that is important as they move through the budget.

Ms. Owen said the basic services continue to increase at a manageable rate. Salary levels are still well below market comparisons for similar positions in the community and the greater Hudson area. The Trustees are very committed to support the continued maintenance of excellent trained and dedicated staff to the library and to reduce any possibility of costs of increase staff turnover. It's interesting. They've taken a look at some of the starting salaries for other town positions and find out that the library salaries are well below that. They have submitted a Warrant Article for their full-time staff requesting a 3 percent increase for that staff. They have built into the budget a 3 percent increase for the part time staff. Of all of the part time staff, only one person on their staff exceeds what seems to be a basic starting rate for town positions. They're committed to making their staff salaries much more equitable with a market value.

Ms. Owen said they have included in this an increase in the benefits that they were provided with and they have made that adjustment. However since they have come in with a 4.3 percent reduction in operating costs, the increase in the salary and benefit line has resulted in a total increase of only 1.5 percent in the overall budget. As they went down line by line, most of their budget lines are either level funded or at a reduction with some exceptions. Line 207, the water and sewer costs increased 33 ½ percent which is related to the cost of maintaining the sprinkler system for the Rodgers' building.

Line 247, Ms. Owen said the library programs increased 4.7 percent which is offset by the almost 30 percent increase in services that they provide. When they see the increases, they're not talking about large dollars. They're talking about rather small dollar amounts. The water and sewer even though it shows a 33 percent increase is only \$800. As they go down through line by line, you'll see that the amounts – library programs even though it's a 4.7 percent increase, it's a very small actual cash increase.

Line 269 software maintenance contracts. Ms. Owen said have increased 10.7 percent. That is related to the increase in the number of computers that are used in the new building.

Line 301 – paper increased 44 percent. Ms. Owen said that was in some way offset by a reduction in the cost of outside printing. They're doing much more of their printing in house and therefore their using more paper. They also have a 25 percent decrease in line 241, which was the printing costs.

Line 327 – library materials increased 6.6 percent. That is tied directly to the increase in services.

Line 412 – computer software has an increase of 43.8 percent. Ms. Owen said that again was related to the number of computers available and the purchase of new software to allow them to do their on line scheduling and maintain a more effective and up to date calendar. Those are the only line items where there has been an increase. They're happy to report that after getting through a full winter in the building, they were able to reduce the budget allocation for natural gas by 50 percent. Last winter was a rather mild winter but they're hoping that they have allocated enough in case this winter coming up is more severe.

Ms. Owen has also included a sheet detailing the \$18,500 of revenue to offset their budget for this coming year. As she said, the changes in the operating budget reflect a 4.3 percent reduction. Ms. Carpentier asked a clarification question. When this budget was presented to her it was a little over \$1 million. She did not offset it by revenue. Are you asking the Town for the \$1 million less the \$18,500? Ms. Owen said yes. Ms. Carpentier said to this Board, that's not reflected. She did not have revenue source because she did not...Chairman Massey understood right now that the budget is 999. Ms. Carpentier said for the insurance (inaudible). Chairman Massey indicated that there's a new update. What is it going to come in at? Ms. Carpentier said \$1,001,697. Ms. Owen said it was an increase of \$2,605. Ms. Carpentier said she was not increasing. Those numbers are already in all the reports they've been looking at. Her point is that the Town does not receive the revenue that Ms. Owen is referring to. The Town raises a number for the library and gives them the money and pays for the payroll. She did not decrease the \$1 million that they're requesting by the \$18,500. Chairman Massey asked where the \$18,500 go. Do you have a surplus then?

Mr. Malizia said they have a fund. Chairman Massey said at the end of the year any of their unspent monies goes into a fund. Ms. Weller said no. Those are monies that they collect from fines, fees and equipment charges over the year. Chairman Massey asked what they were used for. Ms. Owen said for the purchase of library materials. Chairman Massey said they could be used to offset their budget. Ms. Weller said yes. Ms. Carpentier said it was not reflected.

Selectman Jasper agreed that should be done, but they can't just take \$18,000 off the bottom line. There should be a gross appropriation. He was wondering where it doesn't come in to you how they accomplish this goal. He thought they should still be gross budgeted. There has to be an audit. Mr. Malizia was thinking about the general fund revenue account. Can they put a line in there that says library revenue? They wouldn't necessarily get it, but it would serve the same purpose. He was trying to think from a practical perspective. Ms. Carpentier said that they'd never see the revenue. Mr. Malizia said they wouldn't see the revenue, but they'd also be sending them less money. He was thinking of a practical way to do it. Selectman Jasper was surprised the auditors haven't picked something up on this.

If Chairman Massey were to understand what they just said if they had a budget of \$10,000 and they had in that fund \$1,000, when the budget got approved they'd just send them a check for \$9,000. Is that what he understood the way this would work. They wouldn't send them the \$10,000 because they're looking at the revenue offset of \$1,000. Ms. Carpentier said that the Town has historically not seen that \$1,000. They get it, so they're asking for that \$1,000 less. Mr. Malizia said they still have the appropriation. Somewhere it needs to be reflected. Selectman Jasper thought they ought to talk to the auditors about how they should best do this. He thought it was funny that this has never come up before. Ms. Carpentier said she's never seen their revenue listed. Ms. Owen said last year there was an amount. There was \$12,000 and some odd dollars.

Chairman Massey asked if that was Ms. Owen's presentation. Ms. Owen said yes unless there were further questions. As she said, the overall operating budget was down 4.3 percent. A total increase including salaries and benefits brings it up to 1.5 percent increase. Before Chairman Massey takes questions, they can only forward this as it is. They can't make any cuts tonight. You can make comments and observations.

Selectman Coutu asked the Board to open their books to page 9. It should be the very last section. If you look at part time employees without getting into any names, look down on the health insurance column. There is only one listed at \$14,604. Somebody better explain that to him. Mr. Malizia said they are not covered by a collective bargaining agreement. The library folks are not covered by a contract. If you are a part time person, he believed more than 20 hours, you can buy the insurance pro rated. For example if this person has a person or what the plan is and this person works 20 or 30 hours a week, they can procure the insurance. Its pro rated. So what we would pay for a full time employee, we'd pay 100 percent, if this person was part time, we'd pay half and they'd pay half of the single plan. Because library is not covered by collective bargaining agreements and our Personnel Policies which the library basically follows state that if you have part time people with more than 20 hours, they can buy the insurance pro rated.

Selectman Coutu asked why they were budgeting \$14,604. Mr. Malizia said that would be the share we would pay. A clarification if you might. Chairman Massey thought that in the Town they don't pay benefits unless they're over 30 hours. Mr. Malizia said if he read the Personnel Policies for non affiliated people. Chairman Massey said it was for non union. Okay. Mr. Malizia said in the unions, you do not get benefits of this nature unless you were full time. In the non affiliated, there is a provision that it can be pro-rated. Chairman Massey asked if that was based on the JY policy. Mr. Malizia didn't know what that individual had. Ms. Carpentier said that that individual has had it for a while. She could look it up. It's not a new thing. Selectman Coutu said it was outrageous and he didn't mind saying that. That's outrageous. They should be treated as any town employee. Chairman Massey said the Town Policy says if you're a non union, this is how you're treated. Selectman Coutu thought they did 30 hours or more. Chairman Massey said that was for union personnel. We don't have any non union people except for our management team.

Selectman Jasper thought it was after 32 hours a week or something they give them the benefit. It's not pro rated at that point. How many hours a week does this person work? Ms. Weller said she wasn't scheduled over 32 hours a week. Mr. Malizia was just saying that was an example. He didn't know if that was exactly 50 percent. He was just making an example. If the person was a 20 hour employee and they took single insurance, we'd pay half of that single and they'd pay half of the single. Chairman Massey asked if it was pro rated at 50 percent. He wanted to make sure. If the police cost \$10,000 and they worked 40 hours, the Town would pay \$5,000. Mr. Malizia said let's assume it's a single employee just for argument sake. We'd pay the whole \$10,000. If they were half time, 20 hours and they were not affiliated, we'd pay \$5,000 and they'd pay \$5,000. Chairman Massey said that was not pro rated. That's 50 percent of a full time person. Mr. Malizia said if they work 50 percent of what a full time person works, they'd pay 50 percent of the policy.

Selectman Jasper thought if this person is normally scheduled for about 30 hours a week, this \$14,000 would represent 75 percent. Mr. Malizia said that would be a correct statement based on that proration. That's what Chairman Massey wanted everybody to understand and use easy arithmetic. If the policy cost \$10,000 and the person worked 40 hours, we would pay \$5,000. Selectman Jasper said no. We'd pay 100 percent for full time of a single person. Chairman Massey said if it were a family what would we pay. Mr. Malizia said the numbers become a little more convoluted. We'd still pay 100 percent of the single and then 50 percent of everything above that. Chairman Massey asked if they would pro rate the entire thing if they only worked 20 hours. Mr. Malizia said yes. Chairman Massey stated that if the policy was \$10,000, he wouldn't expect to pay half the price. He'd be expecting to pay 25 percent plus some number. We're basically saying that if the individual works 20 hours or more under this concept, they get the same benefit as if they worked 40 hours. This \$14,000 represents a \$40,000 policy. Selectman Jasper said no. This person is working three quarters time. So they should be getting three quarters of the benefit which if you look is about \$21,000 for a family plan. We are budgeting \$21,000 for a family plan so \$14,000 is two thirds.

Chairman Massey didn't see that as pro rated on 20 hours as opposed to 40 hours. If this person were working 40 hours, would it still be \$14,040? Selectman Jasper said not. It would be \$21,000. This person is working 30 hours. Chairman Massey asked if this was a single person policy. Selectman Jasper said no. It was a family plan. If you look at \$14,000 versus \$21,000...

Selectman Coutu was looking at that and he was going where Chairman Massey was going. The cost of this is \$1,217 a month for a part time employee. Does this person have a set number of hours every single week and what are those hours? What is the total hours this person is scheduled to work every week? Ms. Weller said 32. Selectman Coutu said that person is assigned 32 hours per week. It's a little more than three quarter time.

What Chairman Massey thought was exposed for the future is if for whatever reason every one of those part timers bought into the system, we are looking at \$140,000 plus liability. Selectman Coutu thought they needed to visit the policy and change it. Mr. Malizia said they all can't buy in because they don't all work 20 hours at a minimum. He assumed that there may be some others that work greater than that number. They don't all do that. If they work 10 hours a week, they can't do it at all.

Selectman Jasper told Chairman Massey if you looked at the numbers, most of them would be working for almost nothing if they did that. That's why they don't. They have a spouse who carries the insurance. Mr. Malizia said or they're younger people that may be living at home. Selectman Jasper said yes some of them are high school kids. There is the economics and he frankly knows some people who worked just for their insurance. They have a couple of jobs but one job that's all they do is work for their insurance. He thought that's why they don't see that happening. Mr. Malizia said it's been a policy from before he got here. Selectman Jasper said it's been a policy he thought forever. He thought it was a fair policy.

Selectman Coutu had no more questions but he'd like to revisit it this year and see if they could look at a policy change.

Chairman Massey asked if there were any other questions on the Library budget. Mr. Malizia indicated that they have a Warrant Article. What Chairman Massey didn't understand on their budget was on their summary page they show a 3 percent increase in labor. The only way you could get a 3 percent labor increase is that you decreased some salary line some where. He didn't see that. If he looked at the summary page on page 11, and this was before the adjustment on health was paid, they were projecting a 3 percent increase in salaries. Ms. Carpentier believed that they have programs where if they get their Masters they get increases. Ms. Weller said they do reward education when you achieve your Masters degree to get a salary increase. It's only fair.

While its fresh because Selectman Jasper didn't want to revisit this long-standing policy and he hoped people would think about this, assuming that this is a valued employee and that insurance is important to this person, the Library Trustees could simply eliminate a part time position, make this person full time, thus increasing the Town's liability. There's no reason that they could not do that. He hoped that they don't go there. Everything has unintended consequences. This has been in place for years. While they operate under the assumption of they have this advisory from the voters, it is not worth the paper written on. They've followed it and they're in a different category altogether.

If there's no other questions on Library's budget, Chairman Massey said they'd go to their Warrant Article. Selectman Coutu said they didn't have a say. Mr. Malizia said on Warrants they do. They pass or do not pass onto the ballot. Chairman Massey thought what the Trustees were asking them to do tonight was to forward this to the ballot.

To that end, Selectman Jasper said the Library Trustees are perfectly free to forward whatever they want to the Warrant by petition if we don't do it. He had a couple of questions. When was the last time your employees received a pay raise? Ms. Weller said in fiscal year 2008. Selectman Jasper said it has been 3 years. Ms. Owen said they withdrew the Warrant Article last year. They did not submit one the year before, and they have had several that have been defeated along the way. So in the last 3 years, Chairman Massey said they've had 2 defeated and 1 they didn't submit. Ms. Weller said no. One defeated and two that they didn't submit.

Selectman Jasper said that our policy has been zero, 2 and 3. The worst they've had anybody so far in their bargaining units be two zeros. He didn't see that a 3 percent was unreasonable to submit.

Motion by Selectman Jasper, seconded by Selectman Coutu to forward Warrant Article D (Library Salary full time employees – 3 percent) to the Warrant.

Selectman Jasper thought the numbers spoke for themselves.

Selectman Coutu was going to support the motion because he wanted to let the voters decide.

Chairman Massey said that he also will support the motion primarily because if you look at the things that they're doing, they've been basically been going on zero, 2, 3 assumptions. This is really zero, zero, zero, 3. That would be his rational. Again, the voters can make the decision on this one.

Vote: Motion carried 4-0

Selectman Jasper mentioned there was one thing that they didn't have on their agenda has been their non union personnel. Steve doesn't prepare anything except at the Board's direction. Chairman Massey said that Mr. Malizia has prepared something. The question is since you haven't seen it. What Selectman Jasper wanted to do is talk about what they were going to do. Chairman Massey thought they were thinking about doing it on Monday night. The question is is it a public or nonpublic? Selectman Jasper said they're not talking about individuals. They're talking about the same thing they were already talking about. He didn't think it was fair to Selectman Maddox not to have him here but since they snuck a meeting in on him without fair warning to him. Chairman Massey said they talked about it on October 12th. Selectman Jasper said they didn't schedule a meeting on the 12th. It was Saturday the 23rd when he wasn't here. Chairman Massey said that's when they confirmed it. If you go back and read the minutes of the meeting

of October 12th, you'll find out that they talked about dealing with this issue. Chairman Massey said it didn't matter if he wasn't going to be there.

Selectman Nadeau asked if he would like to tell them his point. Selectman Jasper would like to tell them his point. He thought it was very important that they try to get back on the schedule that they set with those deltas between Steve, the Fire Chief, the Police Chief, and looks at the other people as well and plug the numbers into the budget. Now things have been screwed up because there's been 2 years for our department heads. Primarily the Captains and Deputies who drive the numbers have all had contracts. So they've had increases for those 2 years. So their numbers are getting all screwed up. If they go much further, they're going to have the seconds in command making a higher based salary than the people...Chairman Massey's thought right now the second in commands across the board have gotten 6 percent increases in the time period that the administrators have gotten zero, which means that 10 percent delta has significantly eroded. Steve has the materials tonight if you want to look at them. They're certainly able to look at them tonight. They can make a decision on what they want to do. You snooze you lose.

Mr. Malizia tried to look at things in a couple different ways or at least get the Board to be able to look at things in a couple different ways. The first thing he did was he said okay you have these non union department head personnel just where they fall into the salary spectrum of the Town. The first 2 pages represent where your department heads, non union people, and fall into the spectrum. Again it's just for illustrative purposes, but it kind of ties out a little bit later on with a couple of people that maybe they've overlooked. He just wanted to make that point.

When Mr. Malizia gets to page 4, this is where you see that differential. As you recall, the Board was trying to set a 10 percent differential between say the Chiefs and their second in commands as well as all the other department heads in their second in commands. As you go across this, you can see the current salaries of what those individuals make right now. For the purposes of this discussion, he put all of the non union department heads and the Executive Administrator on here just to have everybody. He didn't want to not put somebody down. He tried to give them the next level report where applicable. He thought the only one that doesn't really have one is direct director. It's not realistic to say your custodian is your report. He then said what's the next level report salary. Those are the salaries that the people reporting to that individual make.

[Mr. Malizia] What's the differential? In other words, how much are your department heads making over their report and what's that percentage. You can see when you're looking at the Chiefs, they are making 3.6 percent more than their reports. When he says their reports, he's talking either their deputies or their Police Captains. For example in the case of the Road Agent, they're looking at 3.6 percent. IT is 3/10 of a percent. They're pretty identifiable percentages.

Selectman Coutu asked relative to the Assistant Town Administrator, why does he have two different salaries. Mr. Malizia said he doesn't work 2,080 hours. He was trying to figure out what the delta would be between him and the next person in the organization that chairs up to him. Because he doesn't work a full schedule, he tried to equalize it just to look at it and say right now you pay that position \$91,611 for 230 days a year or 1,840 hours per year. You pay no benefits, but that's what you pay that position. If that position at that rate were to be full time, which it's not but if it were, you'd be paying \$103,000. So when Mr. Malizia goes over to the differential, he was trying to determine what the differential is. Again, this isn't always easy to do because it's different.

Selectman Jasper said in this case if they were paying benefits, the salary wouldn't be \$103,000. Mr. Malizia said it also wouldn't be \$91,000 either. What Selectman Jasper was trying to say was that some of his salary is in lieu of benefits. Chairman Massey said it was actually less than that. He would have been paid less had he taken full scale benefits. Selectman Coutu said if you're basing that, that would be his full time salary and he makes more than the Town Administrator. Selectman Jasper said he would not be compensated more than Steve because Steve is compensated with benefits.

Chairman Massey said they would not set the salary at the salary they've set it at if he were being paid health insurance. He's being paid in lieu of benefits. As they said at the time they set that salary, if everybody wanted to go on that basis, they'd be glad to do it. So he would have made on a salary level less than the \$91,000 had they been doing benefits. Mr. Malizia said the original proposal was to at least equal him to the Road Agent. That's what the original thought was. So the delta was basically what the Board thought would be an equitable delta for not taking benefits and working 30 days less than everybody else, i.e. scheduled to work fewer hours. Again, this was difficult for that particular because he didn't have anything else to compare it to. He tried to just not leave it out, but he did the best he could with it.

When you look a little further down the list, again Mr. Malizia said they run into some difficulty with the Finance Director and Recreation Director positions because there is a pretty good gap between say a Finance Director and the Accountant. The Rec. Director doesn't have a report. When he put the top two sheets together, Mr. Malizia just tried to get a sense from an organizational perspective where they fall. From his analysis, and this was just straight salary with no overtime or any other benefit, this was just salary, your Finance position is 24th in the organization and your Rec. position is 84th in the organization. Again, do it with what you'd like. Again, Mr. Malizia thought it was important to point out where they fall. Depending on what the Board's belief is and the level of responsibility, that seems pretty low.

Chairman Massey said if they were to do this in one full swoop, the Board would be looking at the numbers on the bottom of page 5. Selectman Jasper said with one important exception. The Town Administrator is not included in this. Chairman Massey thought in his mind give how he's being compensated, they wouldn't have to do this 10 percent. He apologized. The Town Administrator is not in here. They need to do that separately. Mr. Malizia appreciated that. His goal was to take care of those people. Selectman Jasper said their goal was to take care of Mr. Malizia. If they were to do that in one full swoop, there is a key person missing who will need to be added.

For everybody's understand, Chairman Massey said he and Mr. Malizia had this conversation. He wanted first to deal with this one and then they can deal with him as a separate entity. Selectman Jasper thought that was fine. Chairman Massey asked if the Board wanted to do them all at once. He thought if they did it all at once, the total then would not be \$54,000 but \$61,557. It would change the Administrator's salary from \$102,000 to \$108,000. What's the Board's pleasure? Do you want to do it all at once or do you want to do it in steps?

Selectman Coutu asked if they were proposing to go to a Warrant Article. Chairman Massey said no. As he said before, the problem is if they go to a Warrant Article, they run the risk of another year with no salary increase. They've been giving raises to all the other departments and we're now into a compression issue that only makes it more difficult the further down the road you get. If they do nothing next year, there will be department second in commands that will be making more than the department heads if they do nothing.

Mr. Malizia wanted to correct that just a little bit. If they bring a contract for the Supervisors forward, the first year of their contract will be a zero year. Next year the problem will not be exacerbated. It will be what it is today if the Board did nothing here because they're getting zero. It doesn't get any worse. Years 2 and 3 where they get a 2 or whatever percentage they're getting and the third year would then escalate or continue to have the problem. That's when you would have it. Let's be clear. Next year if their contract goes on the ballot and it passes, it doesn't make this worse.

What Selectman Coutu is concerned with is that he's not against it, but he's concerned with if they're asking all of the contracts have to go to the voters to approve. If you're asking the voters to approve those raises, how do we justify not asking the voters to approve these raises? Chairman Massey said the reason why you have to send the others to the voters is because they involve contracts for multi year contracts. The Administrators serve at the Board's pleasure. They don't need a Warrant Article to do it. Selectman Coutu understood that.

Selectman Jasper said the problem is they only have 9 people and it's becoming increasingly difficult to look at the numbers and it's easy just to say no. That's what happened. They've now been 2 years without

a raise for the Administrator. A few years ago, they did not go to a Warrant because you had the compression issue. This is the problem. They just need to draw a line in the sand and say it's in the budget. Everybody can see it, and this is the way it needs to go. Here's the other problem which he thought was significant. If they send it to a Warrant and it fails, they really can't give the raises. If the Budget Committee pulls every dollar out, they can still give raises whether its \$1,000, \$2,000 or whatever they decide. They can give raises. They're stuck without a Warrant Article. Selectman Jasper at this point they have to say this is not fair to their department heads. This is no longer a fair system to them and they have to end it. If the police and fire never got contracts, they could say we'll dissolve our unions and they could do the same thing.

Selectman Coutu said that the Budget Committee digs it all out. They can give raises so it's going to have to be something that they're absorbing in their budget. Explain that to him. He wanted to know where he's going. Selectman Jasper's plan is the Budget Committee pulls the whole thing out. Selectman Jasper, or several of them, or somebody else gets up and moves to amend the budgets on the floor of Deliberative Session and they see the will of the people who are Deliberative Session. That amendment passes or fails. Then after that, they decide if they take that out of someplace else or some portion of it out of some place else. At least they have flexibility as managers and they've made their case in Deliberative Session. His feeling is Deliberative Session is generally pretty fair and would at least get fair consideration. Unfortunately and frankly years ago was he stuck in the mentality that the Budget Committee is about well the voters have said all raises had to go there. Yes in 1994, 16 years ago, there was a Warrant Article which he supported at that time that said that. It's not the same group of voters and many people are going to say times have changed. Could we put a Warrant Article on there to repair that? It was advisory only. So he didn't see that as necessary.

Chairman Massey said that they had a legal opinion that says that that Warrant Article was advisory only and the Boards have basically taken certainly on the new positions. They have stood by and let the voters decide whether they want to increase the staff in the Town. On the salaries because all the union contracts have to go to the voters and that's never been an issue. Chairman Massey thought in this particular case they run the risk of making it so that nobody would want to be the head of a department if they could never get a raise. It's just an easy target as a Warrant Article.

Beyond that, Selectman Jasper said the reality is and they've had to do it in this Town before not necessarily for that reason, but you have somebody leave. Let's say they do this and they say they have to put it on and it fails 4 or 5 years in a row and you have people leave, now you're going to hire somebody and you're going to have to hire somebody probably at \$20,000 more than you were paying the person who left. That's certainly not fair to the person who left and it certainly defeats the whole idea of what the voters had intended. He thought if they're up front about it, they go forward, and see what Deliberative Session says.

Just so Chairman Massey can understand, he asked Ms. Carpentier if they were going to be able to identify a specific line item that shows this or will it just show up as a new number and just as the Budget submission package they include that if this were favorably acted on that part of the budget submission package would include...Mr. Malizia said they'd see it in the Board of Selectmen's column. Right now there's a department head column that does not have any of this in it. Depending on if the Board puts it in, you'd see it in the Board of Selectmen column. So somebody could look at it and say why that went up. Why did this one go up? He's identified on the last page what the cost center would be. It's not a big deal but that's how it would be represented to answer that question.

Chairman Massey asked what the Board's pleasure. Selectman Jasper asked what the number was including – before he makes a motion, he wanted to get a consensus as to whether they include the Town Administrator. Chairman Massey said including the Town Administrator, it would be \$61,557. Selectman Jasper moved that that number be added to the appropriate line items in the budget to reflect increases for non union full time personnel.

Motion by Selectman Jasper, seconded by Selectman Coutu, that \$61,557 be added to the appropriate line items in the budget to reflect increases for non union full-time personnel.

Chairman Massey said he originally back last summer had the conversation that he felt that they needed to do this inside the budget because if they don't as Selectman Jasper has said if the Warrant Article fails, we can't do anything. They have an obligation to provide the best management team to the Town. He thought they've well demonstrated that they have a good working team. He thought on that basis, he believed it was critical that the Board puts it into the operating budget so that they have some flexibility depending on what happens with the Budget Committee.

Vote: Motion carried 4-0.

Chairman Massey asked the Board if there was anything else they wanted to talk about. Before he accepts a motion to adjourn on Monday night, the Board is going to be doing 3 things. There's going to be some items in non public but critically he needs them to review the prime wetlands recommendation to give some guidance to Selectman Maddox and himself if for whatever reason he had to vote that they would know what the Board's thinking was relative to doing that.

Selectman Jasper said he won't be there Monday night. He can perhaps be there later. When he's done what he's doing, he'll see if it's worth going home, changing, and coming back down. Chairman Massey thought Selectman Jasper would get here for the non public. His expectation was that they would spend no more than a half an hour on the prime wetlands. That's the only public item on the agenda. He's anticipating sometime around 7:30 that they'll go into non public. Selectman Jasper said he was going to be setting up a vehicle and leaving it at the polls. So he has to go home anyway to get a vehicle to get back.

Mr. Malizia indicated that early next week the Board will get a packet that will have the default budget for their review. They'll discuss that. The Board already have the revenues but they'll receive an updated one and whatever the Board has done here. So they'll have at least that information because the next meeting will be the 9th of November. They're going to try and minimize any other business so that the Board can focus on those tasks.

Right now Chairman Massey has asked the Town Administrator to restrict to the public portion of the agenda on the 9th only time critical items so that they can spend enough time on the final budget submission that is needed. Unless they have something that is critical in non public, they also won't have non public.

5. ADJOURNMENT

Motion to adjourn at 10:19 p.m. by Selectman Coutu, seconded by Selectman Jasper, carried 5-0.

Recorded by HCTV and transcribed by Donna Graham, Recorder

Hudson Board of Selectmen

Kenneth J. Massey, Chairman

Richard J. Maddox, Vice-Chairman

Shawn N. Jasper, Selectman

Benjamin J. Nadeau, Selectman

Roger E. Coutu, Selectman