

HUDSON, NH, BOARD OF SELECTMEN
Minutes of the August 3, 2010 Workshop Meeting

1. CALL TO ORDER by Chairman Massey the meeting of August 3, 2010 at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE led by Chief Jason Lavoie.
3. ATTENDANCE - Ken Massey, Roger Coutu, Ben Nadeau, Shawn Jasper, Rick Maddox
Staff/Others: Mark Pearson, Assistant Town Administrator; Police Chief Jason Lavoie; IT Director Lisa Nute
4. MINUTES - None.
5. OLD BUSINESS
 - A. Votes taken after Nonpublic Session on July 27, 2010
 - 1) *Motion by Selectman Coutu, seconded by Selectman Maddox, to terminate the employment of the Call Firefighter Jeffrey Lamothe with the Hudson Fire Department as of July 27, 2010 as recommended by the Fire Chief in correspondence with the employee on July 22, 2010, carried 5-0.*
 - 2) *Motion to adjourn at 10:13 p.m. by Selectman Maddox, seconded by Selectman Coutu, carried 5-0.*
6. DISCUSSION ITEMS
 - A. Police Department Review

Chairman Massey recognized Chief Jason Lavoie.

Chief Lavoie.....

Portable and Mobile Radios. Chief Lavoie said the radios obviously are very important. It's they way the dispatchers can communicate with the officers, the emergency responders who are out in the field, and it's also keeps the officers safe and it keeps our residents safe. So we always want to make sure that their mobiles and their portables radios are in great working condition and that they're performing where they need to be so that they can help people. Currently most of their radios were bought in 2007 and 2008 via a State grant when the State was trying to go over to a state-wide into operability. Some of their older radios, there are 20 of them that are 8 years old. The other 45 are the radios that they have are less than 3 years old. They're going to be starting to look for a grant from here on forward to try and replace the radios or portables that are 8 years old. Hopefully they can prevent coming before the Board and putting this burden if you will on the taxpayer. Again, their hope is to look for grants. The radios are working fine now. He just didn't want to wait until they fail and now they're in trouble. They're going to start looking for grants and hopefully they can get some grant money to come in so they can replace those 20 radios that they have that are older.

Selectman Maddox said radios were one of his bugaboos. Between police and the fire department, they've spent half a million dollars on radios. How do they still have radios that are 8 years old? Since he's been a Selectman, they've just bought radios. How do those not get upgraded? Chief Lavoie said he may be speaking out of turn here because he wasn't in the administrative level when the radios were being replaced. He didn't believe the Town paid for them. That was done through a grant that was obtained through the State. Selectman Maddox said it was the infamous grant. It's just different tax dollars. How do we still have radios that are not part of that cycle? Chief Lavoie said when you only get so much money, a lot of the money comes in chunks and it says hey you're going to get \$20 worth. You have to buy as much as you can with the \$20 that you get. For example one of the Block Grants or JAG Grants it just says we're going to give you \$58,000, no more no less. You're getting it. Spend it on this stuff over here. That's what you have to work with.

As a follow up, Selectman Maddox thought they changed frequency so that's why they had to get all new radios. The fact that you went from VHF to UHF or one of those 2 because we were the only people that

were on this frequency that Hudson used to have. He was amazed that they still had radios that were that age. Chief Lavoie said the 20 radios that Selectman Maddox was referring to, those were the newest radios at that time. He believed that's why they still had them was because at the time, they were adaptable to the ones they got in 2007 and 2008. Selectman Maddox suggested that they do the same thing that they're doing with the Fire Department and have some sort of revolving fund that would facilitate not having the big hit constantly. They know they're going to break and technology changes. He would suggest that whatever they did with the Fire Department they probably do here.

Chairman Massey said if you think about, just to follow up, when the grant occurred the radios were only 5 years old. So there wouldn't have been a need to replace them at that point. You're right now they're faced with the fact that they need to get into the same kind of a recurring cyclic charge as opposed to a one-time only. When the Board looks at the budgets this year Chief, maybe...Selectman Maddox said the Fire Chief had a fund and they only put in \$10,000 a year or some number that would facilitate them being able to fix, replace or whatever rather than coming in asking for \$147,000, which would be challenging. Chairman Massey said for him to factor that in when he does his budget.

Gas pump. Chief Lavoie didn't know if people assumed that it was the Police Department's responsibility. It was his understanding that it was not theirs. The whole Town uses it as well as some other people. They've been the ones that have been the care takers of it if you will. That was something that's been a tough thing. Let's just wait until it breaks and it's no good because we always have DWP. When that thing goes caput completely, then they'll replace it. He can certainly understand that philosophy. The cost of a new gas pump is roughly \$4,600. As Chief Lavoie has indicated in his report, however the concern that he and Kevin Burns have talked about in the past, they know that when it rains if moisture gets inside that gas pump, it typically shuts off on them and it doesn't work. Now that leaves the Town with only gas pump. That's Kevin's. If something was to happen to that one, now they're definitely going to be scrambling to put fuel into the Town vehicles. Are there contingency plans that they could come up with? Maybe go to Haefner's and open up a Town charge or something because they're a 24-hour gas station. Of course there are. Again, his idea was trying to present ideas and thoughts that they need to be taking a look at as to how they move forward.

Selectman Jasper thought they should budget for it in the next budget. It's been problematic for a while and they ought to deal with it and not wait until it's a crisis. Replace it while it's still serviceable if it is still because they're talking roughly a year from now. Whose budget it should go in? He didn't know. He'd leave that to them. Somebody ought to budget for it. Chief Lavoie said Mr. Pearson would be more than happy to help out he was sure.

Selectman Maddox thought that they as the Board of Selectmen should take a look whether that was something that they want to continue with before they spend \$4,600 or \$46 into that pump, does it make sense to continue to have...the pump was there because the police station used to be here. Does it make sense? Was it going to be a problem? Maybe they could do some research as far as environmental issues. He knew they replaced the tank just as he got on the Board, so it's probably 5 or 6 years old. Where are those regulations going? Are they looking at in 5 years having to spend X amount of dollars to double line the tanks? All those issues that could become an issue why don't they research that before they go and just replace the pump. His thought would be, Mr. Chairman, was they charge \$.10 more a gallon or some number that puts money into an account for maintenance or upgrades so that - the Sheriff's Department uses it, Litchfield uses it, they should have to take a part of this cost as well. We're basically charging them at cost for gas. Selectman Coutu said it was brought up last year. Selectman Nadeau said last year or the year before there's an administrative/charge that they're charging Litchfield and the Sheriff's Department. Selectman Maddox asked where the money was going. Selectman Jasper said the general fund. Again, Selectman Maddox said maybe they needed to realign that to a fund that would facilitate upgrades or whatever. He thought the first thing was before they go and do that, a semi-residential neighborhood, gas tanks, where are they with that.

While Selectman Jasper didn't totally disagree with Selectman Maddox, the tank and the pump were really two separate issues. They put the tank in. The decision was made and the police station wasn't here then and if something came up down the road, the pump would still be usable on another site. Just because they need a new pump, he didn't think they needed to research the tank. If that tank went in 6 years ago, it's a double line tank with all the bells and whistles. It wouldn't make sense, and that's a very expensive proposition to replace tanks. He didn't think they wanted to go down the road or discuss moving it some place else. They have a new tank. Let's put a new pump on it and if something comes up down the road, they pump would still be serviceable some place else.

Chairman Massey said there was also the factor that if you went to a commercial station, they'd have to have some kind of reimbursement for the taxes that they don't pay. Currently the numbers wasn't with him right

now but his recollection was about a \$.60 differential between what a commercial account pays and what they're paying. The last bill he just saw they paid \$2.15. Right now \$2.60, so that's a \$.45 right there. Selectman Jasper said it was \$.38 in taxes. Chairman Massey told Selectman Maddox that he thought they should at least not do it without having a little bit of conversation. We'll assign the Assistant Town Administrator the task of coming up at budget time as to what's the best time to approach it.

Selectman Maddox guessed that someone from the State was walking around these buildings and told them that the desks they have are designed for typewriters and not for computers so they should replace all their desks. Who knows if they say that pump assembly you don't have a containment area. There's no grooved pavement. Does it contain a spill, which they've had at the fire side? All he was saying was they should find out what regulations could be biting them in the butt and does putting in a new pump trigger that. All he was saying was before they go and say let's go spend \$4,600, which is not a lot of money and should be probably done, what other issues would be needed to be addressed. That's all he was looking for.

Chairman Massey said the interesting thing was the State Inspectors were here on Tuesday. They did not point that out as any factor. There were some other issues that they pointed out that he'll do in his remarks, but neither one of the inspectors mentioned, as far as he was aware. Still the Assistant Town Administrator has taken it on as an action item that will be part of the budget discussion. He thought given that it's a town-wide project, it should be in the Board of Selectmen's budget account.

Chief Lavoie said the next area that they thought was of importance to discuss was the facility and the various components of that. Construction of the new police station - they're still calling it the new police station - was in 1994. The Town hired architects to design a building that would last for years to come. The original design was done for about 24,000 or a little bit more square feet. At that time the cost to build that station was about \$3 million. Chief Gendron as the story goes came in and exchanged that information, shared it with the then governing body of the Town and it seemed like more or less they were interested in the \$3 million was then cut in half and said you get \$1.5 million. After a lot of negotiations back and forth, the building was scaled out to 14,000 square feet. One of the things that they sacrificed a lot of was storage for one example. With the cuts that were made also to the rooms that had to be cut, the architect said that they're going to be moving into a building that they've already filled, already occupied. That's where they should have been already in 1994. Basically they were moving into a building that they needed to start planning on building a new building or an expansion of that building. Again, \$1.5 million to save us the taxpayers.

[Chief Lavoie] Over time they lost the report writing room, conference room, interview room, a Detective Sergeant's office, and a copy and supply storage area. Had they gone with the original design of the building, they wouldn't be talking about doing something with the Police Department now; they wouldn't be talking about it in 3 years from now, 5 years from now and probably not even 7 years from now. Because of the decision to cut costs, we're going to have to do something with that facility sooner versus later. Now construction costs as you've seen recently some plans were done that Chief Gendron had prepared for the Board for 2009 possible expansion. A 2005 expansion was going to be roughly \$1 million to expand it by 1,460, almost the cost of what the building was when they did it for 14,000. They're not there to ask for an expansion for them at that time. They've given up a lot of rooms. They're giving up space. It's something that's going to be coming down the pike, but Chief Lavoie was there really to encourage the Board to try and work with the citizens and the Fire Department because he believed the Fire Department at this time is the Town's pressing issue. He really thinks that that needs to be looked at. He would encourage the Board to try and somehow work with the residents to understand the significance of why they need to get a new fire station built. Build it right the first time so that the Fire Department's not coming back in 10 or 15 years to ask for a new facility because they've way outgrown it. That's what Chief Lavoie thought was the important issue now so that the Board could start working steps towards achieving that so that when the Police Department is into a higher need to expand, it's a little bit easier of a pill to swallow versus having every department coming to the Board saying that they all need it at once.

Selectman Nadeau said he keeps hearing how much room they keep losing over at the police station. How much room did they gain by using the Kirby building? Chief Lavoie said the Kirby building is a training facility that's being used and a gym. It's a gym that's open to all town employees. They don't have different departments or divisions that were working out of that because you can't have evidence going back and forth leaving the building. You can't have the records or the files going back and forth. It's being used for other purposes. Selectman Nadeau said he realized that and in his report he wrote in there that he needed storage space for his special equipment. Is there room over there for that type of stuff? Chief Lavoie said no because too many people have access to that building. The Boy Scouts use it. Jr. Women have used that area. At times Pop Warner has been in there. They have various organizations that utilize the space across the street and to leave some of that equipment in there how do you keep track of it? Selectman Nadeau said

maybe that was something that they needed to restrict the use of the building so that you can use it for the storage of the equipment that you need to store. He didn't know what Pop Warner was using it for. He didn't know what the Jr. Women were using it for but they have the space across the street that they use.

Chief Lavoie apologized if this was what his report had done. Storage wasn't the focus of this. That was just in addition to. Sometimes they have people working off of a fold up table in order to get work done because they don't have office space for people. When defense attorneys come in to talk with our legal prosecutor about cases or whatever, they have to come in and they've been in there doing work in their conference room. They only have 1 conference room. Sometimes the administrative staff is in having a meeting and doing work and they have to vacate that, pick up all their materials, leave so that they can come in and utilize that conference room as an example. They have people sharing a desk here and there. It's just one of those things. There are other issues involved with this than just storage. Again, he's sorry if that's what he led the Board to believe.

Selectman Jasper thanked Chief Lavoie for recognizing that the Fire Department is a pressing need and not trying to have the competition. That's what happened back in the early 80s. Everybody was competing against each other and we got nothing for years. So we do need to work together to make sure that they get the thing that are needed. When the sold the rest of the industrial park out there, they made a mistake by not keeping the adjacent lot which now has that vacant building on it. At the time though, no one really made the Board of Selectmen aware that that was an issue and they all thought what a mistake afterwards. So now they're sort of stuck. The 1,000 square feet or whatever it was for \$1million, the problem with that addition that had to do with dispatch and some other things. That was really creating a problem. It seemed to him that the only logical way to expand that building was into the parking lot using it very nicely just continue the building. That creates another problem which is where to park the cars. Selectman Jasper thought they ought to over the next few years begin to look and see if there is possibility to create parking over on the area behind the Kirby building. There's some rough terrain there but if they plan it out, there's a lot of material that becomes available that's good clean fill over the years. If they plan that out and have it designed for a parking area, they could begin to do that at little or no cost with the Highway Department and have an area so that when the day does come, and it will come, that they have to expand. They won't then have to deal with two issues at once. Maybe in another year or something when we have some interns on board, we could begin really look at that area and see what it would take to create adequate parking to take care of your own employee parking at least.

Chief Lavoie said when he was mentioning the 2009 what Chief Gendron was preparing at the time prior to his retirement, he was looking to construct an additional 13,500 square feet. The price per foot that he had received from Castle Bowes at that time was \$325 to \$350 per square foot, which comes out to between \$4.4 and 4.7 million for a 13,500 square foot addition. He assumed that he probably started this in 2008 prior to 2009.

Chairman Massey thought maybe they should task either the Highway Department or the Engineering Department with their interns next summer that that's one of their summer projects next year to figure out what it would take to expand the parking spot. Does that sound reasonable for everybody that the Board would task the interns to do that next summer?

Selectman Maddox wasn't on the Board when the decision was made to build the station. Selectman Jasper wasn't either. Selectman Maddox said that this is Hudson. If left to the 24,000 square feet, they'd probably still be down here. So he thought that the Board of Selectmen at that time made a decision to get a new police station, and something had to give, and the deal was brokered. Unfortunately that is Hudson. We are frugal. So be it. He thought they were going to have to use the same kind of logic. Selectman Maddox's esteemed colleague to the left will be going up and down but \$7 million for a fire station isn't going to fly. We need to become practical. So is there another way to do it? That's a great idea. If there's more land around the Kirby building, is there more land behind the station that can be utilized? Is there another way to put a separate building to house X that you don't have to have it within the lease facility on the same lot? Let's take a look at all those options. You're right. He thought that they needed to look at the police station. Is there something they can do for short money and able to turn around some of your issues. Take a look at whatever you can to say what could we do on the lot we have either an outbuilding - could you put your evidence in storage in a secure out building if it had alarms and cameras and whatever somewhere on your facility. Again, just taking a look at those avenues to free up more work space for people. Thank you Mr. Chairman.

Chief Lavoie said some of the changes that they have improved upon already in recent years were the dispatch center, and the Board is familiar with that. The Board is also familiar with the records center updates that they've made as well. Currently, however, they have - the numbers that are in the hand are

incorrect. There are not 4 or 5 four draw legal cabinets. He believed there were about 9 of those legal cabinets upstairs in the mezzanine. They're four draws high and they just hold files. That's all records that they're required to keep by law. They also have 2 seven shelf double wide storage shelving units upstairs in the mezzanine that are completely full, again, with records that they have to maintain and that they cannot dispose of at this time. They're making due with what they have but space there's only so much.

Chief while we're on that, Chairman Massey asked if the law was such that he has to maintain hard copy documents forever or is there some Statute of Limitations? Chief Lavoie said for the most part its pretty much forever. Chairman Massey said that he didn't have the option that at some magic number of years you can convert them to electronic media and delete the hard copy?

Selectman Jasper was going to say if he can think of some sensible legislation to reduce that requirement, certainly you go to a certain point and everybody is dead or the Statute of Limitations has long expired and there's no possible reason to have this. So if there's some Statutory language that could be put in, the first opportunity he'd have to do that will be the week after the Primary and then again after the General Election if he's returned. Certainly even if he wasn't and he put something in September, somebody else from the delegation would be happy to pick that up. It's certainly ridiculous to have hard copies of things, and you're talking about evidence here that's decades old. Some of this stuff everything has just expired, including the people involved.

To that point, Chief Lavoie said there are certainly some things that they can take a look at. They consistently send people in Records on a yearly basis to the Local Government Center. They bring staff in to talk to them. They're looking for a constant are there any record changes to this, and legal changes that have happened. One of the things they did do was right after the records renovation because of some things that they did, they increased some of the storage space and then he went and bought a document scanner. The problem is he didn't have anybody because they're short one Records Clerk and they'll talk about that later, he doesn't have the ability to keep up with the record scanning. What they can do with the record scanning is that there are some documents they can digitize to shrink the file down. The things that they can get rid of, for example, are letters that lawyers exchange or any kind of motions that they send to and from them. Yes, they have to keep the hard copy; however some of the other stuff they can shrink the files down a little bit and create a little bit more space. So they have been taking steps to try and achieve that.

To sort of follow up on something that Selectman Nadeau was saying earlier about the Kirby building, and Selectman Jasper understood his concerns, but he would agree with him. Maybe its time to look at restricting access or creating a more secure part of the building even if that meant spending some significant money to do whatever. If it means taking out windows, locking them up, putting in heavy duty doors and doing something so that you have the ability to put stuff - you have an evidence room and you say you have stuff in there that's been in there for a few decades, well is it conceivable to create another evidence room of things that you still have to keep but you've had for 20 years. Can we do something like that? You were talking about some of the other specialized equipment. Can we make that building more secure to do that? In all likelihood, we're going to be looking a long time down the road before we see an addition to the police station. So what can we do with what we have over there? There's quite a bit of space in that building. Can we better utilize it? Certainly with the library now having another room, there are a lot of public spaces. The School Board is going to be using the library and that will free up more room over here. They're going to make that available so maybe they ought to look at making the weight room accessible to town employees and everything else totally secure. Chief Lavoie said there are certainly some options that they can look at.

Selectman Maddox would think that every town has the same problem. We are in a good position he thought compared to some towns in New Hampshire that are still down here in the basement. He would think that the State would do something state wide that would be able to facilitate storing this type of stuff. If you have to store it for decades, again, he can't believe Hudson is the only Town that has this issue. Maybe there's something on the State level that would make more sense than every town trying to build a secure evidence area for all the stuff.

Selectman Coutu said that Chief Lavoie can attest to the fact that there have been in the past Supreme Court rulings that would prohibit State legislatures from enacting legislation that would allow you to destroy those files. Some of the problems that they've had in the past are that Supreme Court rulings have come down and they want hard copies (inaudible). One of the reasons why files are maintained for a long period of time even though the Statute of Limitations may have run out with regard to the person or to the case, you never know when there's a linkage with that material to a cold case file that appears somewhere else. There's evidentiary matter in that file that may give some leads as to a cold case that can be solved. These matters have been brought up before the Supreme Court and it's around the country. It's not just New Hampshire. Its not just a few towns. This is a problem that every police department is having. In terms of

securing evidence, Selectman Coutu thought one of the things that are of a primary concern is that each police department is responsible for securing, maintaining that evidence in a facility that they total control over at all times. You can look at Dracut at what happened with their evidence when they put it out in a shed and thought they had it secured right behind the police department. The evidence disappeared and was being sold on the open market. You just want to have it secure within your own facility. To use the Kirby building or another building that somebody would be generous to offer us is not securing it. There's nothing more secure than your own police station. That's where you have to secure it. The Supreme Court has handed down rulings about evidence and what was being presented. They almost put a stop to copying files and destroying the hard copies. There's something about a hard copy that has more credibility than a Xerox copy or a photocopy of it in some electronic format. They don't like that.

Chief Lavoie said that they were able to make some changes to the dispatch and records area. One of the things that he was real glad they did was they worked with some of the staff here at Town Hall. When the Town was being given an energy grant they had some problems with their air conditioning unit. When the energy grant became available to the Town, they said they really needed a new air conditioning system. Just about a month before the new one was available to them, two of their compressors for the air conditioning unit literally blew up. That caused their computer/server room to heat up to well over 90° and started to mess with some of the computers in the dispatch area in the station. They responded by getting some fans in there and circulating air where they could drop the temperature to 84°. Thankfully Chief Lavoie was glad that the Town was able to work with them to help them obtain this air conditioning unit. Then through some more work that they had done after they were awarded the \$60,000 for the original AC unit, they worked at cutting the costs of the AC unit with another company. They basically sent out a blind bid and 2 companies responded back. They were able to save the Town an additional \$16,000 from the original price, and they were able to turn that money back over to the Town so that the Town could purchase more things. He believed they bought a lot of doors at the Community Center to help out with the new heating system that was put in there. He was able that they were able to do that and thankful for the help that they had in getting it.

Chief Lavoie said they've more or less already talked about the evidence room. The locker room is an area that, again, doesn't need to be expanded right now. As they move forward in the future, this is an area that they're using lockers to store items in that are vacant. They have roughly 6 lockers that are "empty". They're not being used as lockers for employees. They're being used as lockers to store things in and they're doing it. They do need to take a look at it. They have some of their SWAT officers keep their equipment in their personal vehicles. Not the best place to keep it as they all know cars do get broken into. They just don't have room to put it.

One area that they do have to look at, and it probably will be coming before the Board in this budget season, is the sprinkler system. Selectman Maddox can probably spend 5 days talking about these things, and he would certainly yield to any advice that he has on this. When the station was built, they put in a 10 year schedule 10 black steel pipes. What happens with these sprinkler systems, and feel free to interrupt at any point, you have a bunch of water that's just sitting basically. It's not in your lines because things can freeze and blow. There's 80 pounds of water pressure sitting back behind a flapper. The flapper is being held closed with 35 pounds of air pressure. What's happening is these 10-year pipes have aged. Moisture and condensation builds up inside the pipe and causes rust. Every year they have to flush the lines. With that, a lot of rust gets removed. However, if you're seeing rust that means you're seeing the insides of the pipe are wearing away. We have had leaks already from these pipes and they band aid them, get the fixed, and replace that little section. Chief Lavoie said they've been in the building for 15 years. These pipes are over a 10-year pipe roughly. Again, we keep making repairs in order to replace it with a schedule 10 galvanized pipe which will last, what he's being told 70 years because its galvanized, is going to be about \$24,000 to do that to the building. However, Chief Lavoie said eventually what's going to happen is they're going to end up with a massive water spill into the building which according to the company he was talking to, they said it could put them out of business for a couple of days in order to get out all the water depending upon what exactly happens.

Chairman Massey asked if the \$24,000 included the labor to install it too. Chief Lavoie said yes it included materials and labor.

Selectman Jasper said a few things didn't make a lot of sense to him. Pressure is pressure. Thirty-five pounds can't hold back 80 pounds. So something is not right. Selectman Maddox said he didn't do sprinklers right up front. They're smelly and messy. He knows enough to be dangerous. It's a pressure differential valve. So there's a much larger surface area on the 35 pounds holding back the 4 and 6 inch main coming up with the 80 psi. He's never heard anything to have a 10 year life span. It sounded like they didn't pitch the pipe. What's supposed to happen is you're supposed to have that pipe pitched so that when

you do have condensation, it drains back to one point so that it does not sit on the bottom of the pipe and rust out your pipes. The other thing Selectman Maddox has heard about his station is they're using their sprinkler pipes as a method of getting around your attic. That just puts tremendous strain on your gaskets inside those Victaulic couplings.

Chairman Massey said he didn't understand the attic. Selectman Maddox said he's never been in the attic, so he was guessing. He just heard people tell him anecdotally that to get over some areas they have to cross over your sprinkler pipes. You're standing on those pipes to get from here to there through the joist. Maybe air conditioning units or something up there that they needed to get to. Again, that causes some compression on the O rings inside those Victaulic fittings, whatever. It's more of a pitch problem than it is the pipe problem. Again, it needs to be fixed.

Selectman Jasper said his next thing was the 10 years on the black steel pipe. Steel pipe in a sprinkler system like that lasts a long time. They have a system at the fraternity house that was put in 1984 or something and it's black iron, and it's not a problem if it's a dry system. You're going to have some condensation, but as you said Selectman Maddox, there needs to be some place for the condensation to go to. He didn't know if there was somebody trying to business here or not, 10 years he didn't see that at all. He thought the black iron system at the old administration building in Goffstown is probably 50 or 60 years old at least. That has an occasional problem. They haven't replaced all that there and that's black iron.

Chairman Massey asked Chief Lavoie if it was something that he could ask CLD to give him an opinion on. Chief Lavoie said they'd certainly want to do more homework on this before they went forward with anything else. Needless to say, this was not an area that they're familiar with. He would certainly involved or try to involve Selectman Maddox if they were to change out a sprinkler system where he might have some insight for them along the way. He's not familiar with piping or any of that stuff.

Chairman Massey said he'd be surprised if the Chief were. That's why they hired engineers and construction people. He tends to agree with Selectman Maddox. It sounds like somebody didn't hang the pipes correctly. Chief Lavoie said they'd certainly do more consulting on this before anything happened.

Selectman Jasper thought the interesting thing was the difference between galvanized and black iron is the galvanization which is on the exterior of the pipe and not on the interior of the pipe. Selectman Maddox said it's on both. Selectman Jasper said generally galvanized pipe is not any different on the inside. Selectman Maddox said hot dipped galvanized is on the inside and outside. The only place you get in trouble is when they grove it. That then becomes an issue. Chairman Massey said they certainly didn't want to wind up with a catastrophe. The big problem he would have is if your records are damaged with a water leak.

Selectman Maddox would think that calling the Fire Department completely independent and have them take a look at it. Number two, make sure when that low air gets hit, it tells you immediately. You can see an air leak out of the 30 pounds you have a weight that needs to be dealt with quickly.

Chief Lavoie said that as the Detective Division technologies change, they have to change with it. They're seeing more and more criminal cases involving the use of computer and cell phones. They had to adjust the way they stored and handled their evidence. They had to eliminate the Sergeant's office in the Detective Division, and that became their evidence room for computers and cell phones. It also houses the equipment that they use to analyze the computers and cell phones. They needed to do that to preserve cases and follow the rules of evidence. So the Detective Sergeant's office is no longer. He's working out of a cubical with a couple of other Detectives as well. Each Detective currently is carrying a caseload of roughly 20 to 30 cases per Detective, which is overwhelming. Chief Lavoie said he would accept responsibility for this for their heavy case load. However in January, he remember watching Board meetings and there was concern that the revenue shortfall was going to be \$400,000 to \$500,000. Right away flags went up for him and he knew that they were going to have to do something to help offset the shortfall. They chose not to hire and fill a couple of positions. They had to adjust some people's schedules and their assignments in order to fill needs. People are very proud of the employees at the Police Department from the Captains on down through the Patrol Officer whose been taking on a lot of extra work in order to help the Town offset that short fall. They returned about \$140,000 back to the Town at this point to help offset that. The last thing Chief Lavoie wanted to do was to have any Town employee face a layoff or be subjected to that. They stretched and they understand the current status of the Towns people. They wanted to do the best they could for everybody.

Chairman Massey said right now Chief Lavoie was advertising for the replacement for Officer Solari right. Chief Lavoie said no Officer Mangum and the termination of Captain Breault for those two positions. Chairman Massey said plus he had the other one that's going to be available come January 1st. Chief

Lavoie said that was one of those two. Chairman Massey said currently he has two open slots. One that's not funded until January and the other one that's funded right now. He just saw there was an advertisement for one officer that's all. Chief Lavoie said they're shooting for a January hire of 2 people with the Board's approval of course.

Selectman Jasper said not necessarily a question but it's a comment. He for one really appreciated the fact that they've been getting press releases e-mailed. That's something that is new when they make arrests or a motor vehicle accident. It's nice as a Selectman to know about it before he has to read about it in the paper. He did appreciate that being done. It's been a big help and much appreciated.

As part of Chief Lavoie's learning curve was how much does he tie the Board of Selectmen up with and how much does he not give to them. Where's that bothering point? After having some conversations with Selectman Maddox, his liaisons that he's had over time, and all the Board members, they came up with some ideas. They've implemented them and he was glad to hear there's a consensus. He's assuming that they're not bugging them. He appreciated that information.

Vehicles. Chief Lavoie didn't know what governing body came up with the idea or if it was Chief Gendron to get on that replacement cycle of every year take a little bit of the elephant. It's better for the taxpayer, and he would encourage this Board and future boards to maintain the same practice with them. It's working. It's working well. Every year they need to buy between 4 and 6 vehicles versus every 3 years or so coming to the Town and asking them to replace a much larger fleet. The way that the Board has encouraged them to do that has been very beneficial. He would ask that they maintain that schedule.

Selectman Jasper thought that was something they've been doing for probably approaching 30 years. He came on to the Budget Committee in 1980 and it seemed to him that at some point in the early 80s they were looking at \$100,000 a year for replacement cruisers. That number really hasn't changed all that much. He thought they were up to \$120,000. So in 30 years because of the condition of the fleet when you turn it over, they have a much better return on their investment. Selectman Jasper had a conversation with Jeff at MacMulkin a while back. He said you guys do such a good job of maintaining your fleet that when you turn them in, they have a very high resale value. That shows. That's why that number really just hasn't budged much at all. It has been something they've been doing for a long time. He hoped they always do that. Chief Lavoie said they'll certainly continue to move with that as long as the Board permits them to do so.

Personnel. Chief Lavoie provided to them the different areas that they have. Currently as far as sworn personnel goes, they're authorized to have 47. They had the 6 month one that's kind of vacant. That was unfunded. Currently they have 45 sworn members at this time. In the next couple of years, 2 to 3 years, he'll be coming to the Board and asking to increase their staff by at least one. In all likelihood, he'd be asking for another Lieutenant. The reason being is they have a Lieutenant that runs every shift - A squad, B squad, C squad. However, they currently have in Detectives in the Legal Bureau you don't have a Lieutenant overseeing those divisions. What they have is a Sergeant reporting directly to a Captain who has enough on his plate than to come in and help with cases and stuff like that with the Detective Division. They really need that liaison from the Sergeant level with the Lieutenant who when issues arise, can cross over to the patrol. He thought it would be much more effective for the department to have that Lieutenant overseeing those 2 areas. Again, that's not in their plans for this current budget cycle to come before the Board.

Chairman Massey wanted to stay with the sworn for just a minute. He wanted to ask the Board's thoughts that since they currently have a vacancy, and it looked like the Chief was looking to hire in January, would it make sense that if he could hire the 2 positions in October that it would be a wash in terms of his budget. Chief Lavoie said he would not be able to complete a quality process in that short of time. Starting in September, the people assigned to make these new hires to get him the best candidates; they're going to be full out in order to get them by January. He has them on a real tight time line. He appreciated the offer and the opportunity to discuss it, but he wouldn't be able to accomplish that.

To be clear in Selectman Jasper's own mind includes the position that they funded for half a year. Chief Lavoie said yes. Chairman Massey said Chief Lavoie currently has 2 openings. One that's funded in its entirety beginning in July. The other one that got funded beginning in January. So he's going to wind up with...Selectman Jasper said when he used names, he wasn't clear on that because he mentioned filling somebody's position. He wasn't sure if somebody had recently left that he wasn't aware of.

[Chief Lavoie] For non-sworn personnel, they have 34 civilian positions. Some of those positions are part time. In planning for the FY11 budget, they needed to meet some short term goals. They agreed to unfund a records clerk position, and the Board helped him establish an Information Manager's position who has

really proven herself and has done an outstanding job, and has made a big difference. Chief Lavoie said he explained to the Board then that he would be coming back and asking for that Records Clerk position to be funded but they would stretch for that year for the FY2011 and they would unfund one Records Clerk position. In 1988 there were approximately 8,980 calls for service. They had 3 people working in the Records Division in 1988. There's one full time person. That was Lisa Nute. She was the Information Manager at that time. She had one full time person in the Records Bureau, Judy Gould. Then there were 2 part time people. Each of the part timers - one was Mary Wing and the other one was Gloria Gauthier - both of those people would each work 30 hours a week for a total of 60 for part time. In 1988 they had 140 hours working in records.

Today, Chief Lavoie has people working a total of 80 hours in records with a call volume that has increased by 326 percent from 8,980 to 38,294 calls. Arrests in 1991, because they weren't able to track it back to 1998, they made 527 arrests. At that point, there were just as many hours in the records division. Eighteen years later, at the end of 2009, arrests have increased by 140 percent and he's still working with the same amount of people in the Legal Division, which is one. He's going to be asking at this budget season to fund them again for the Records Clerk. This isn't a want; this is a need. He's not asking for more. They're asking to get them where they were in 1988 and not even. He's not even asking to be in 1988 because then he'd have an additional 40 hours or so. Just give him one more person to get them back. So this budget cycle Chief Lavoie prepared the Board now. He hoped the Board was listening and they understood it and support them in refilling that position. Being authorized to refund it.

Part-time Dispatcher. Chief Lavoie said they do have one vacancy right now. They will be running a test for that to fill the part-time position. Chairman Massey asked the Chief to refresh the Board's memories. There were some discussions several months back about taking two part timers and making it a full time position. Did they come to a conclusion on that issue? Captain Avery said they reduced their part time hours from 80 hours to 40 hours. Chairman Massey asked if they created one additional full time person. Captain Avery said yes.

Chief Lavoie didn't think they discussed, unless it was an idea that they were tossing around but looking at changing, the 40 hours a week that they have left in the part-time dispatcher position. He thought after looking at that they felt that it was not going to give them the coverage that they need. They're better off having the part timers because they're spaced out over the course of the week. It's difficult to come up with a system of scheduling in order to get the coverage that they need when they need it.

Selectman Maddox said he was going back to the Records Clerk. He wouldn't have a problem saying let's do something part time as a split the baby type deal. He was not ready to put another full time person in. That's his two cents towards it. Chairman Massey said it sounded to him like the Chief came in with his request and the Board will act on the basis of what is best for the Town at that point.

Again this year, Chief Lavoie said they've been told a number of times by the Judge over at Nashua District Court that they needed to have another attorney over there. He thought Chief Gendron started this and prepped the Board a few years ago saying that this was the information he was getting from them. It was too difficult to put an officer who gets a 2 week prosecutorial school under their belt to go up an attorney who has an additional 2 or 4 years of education on top of a college degree as well as having paralegals within their reach, as well as other attorneys in the office to come in a try cases. There have been times where the Judges have called and relayed messages in jest I don't know that they're going to hold the Chief in contempt of court if they don't do something. Chief Lavoie said himself going to jail isn't a concern of the Board, but it is his. They are currently working as best they can with them. They think they're on a path to a solution to temper this out for hopefully a couple more years' time. A few more years they can buy with what they've done recently. It seemed to be working. Chairman Massey said he would agree with the Chief. In his other life, he's in court quite often. At one point, Chief Gendron brought him in to the presiding Judge at the Nashua District Court and he conveyed that same message to him. He felt that we were putting an undue burden on the courts by not having that second attorney. This isn't just the police talking. The Judge actually conveyed that message to him.

Selectman Jasper said it certain would concern him that the Chief would be put in jail for contempt of court. He didn't think that was a real threat, however, because you can only work with the budget that the Board gives him. He guessed he'd have to hold the taxpayers ultimately in contempt if he wanted to hold anybody in contempt. However, he thought given what the courts are going through right now maybe the Judges have a little better understanding of the pressures of budgets. They certainly don't have anywhere near the dollars that they'd like to have. So they ought to understand that we don't either.

Selectman Maddox asked Selectman Jasper - when he first got on he vaguely remembered that when the Board of Selectmen hired this position was meant to be a right out of law school, \$28,000, get them experience, and somehow or another it has gotten to where it is. Maybe one of each might be more appropriate but \$66,000 seems like an awful lot of money. Again, he vaguely remembered his first year. It was an interesting conversation. He'll leave it at that.

Chairman Massey's recollection of that conversation was that would be nice to hire somebody right out of school for a law firm with lots of attorneys. To put a cold person in here without any experience, there's no way for them to learn the job. That was the reason why they ultimately went for an experienced attorney. Selectman Jasper maybe your recollection might be a little different.

Selectman Jasper said the original idea was to do just as Selectman Maddox said. They were going to hire somebody who was actually at a lower pay grade than the patrol officers. That was a concern at the time they were taking all the patrol officers and putting them in court so they'd get somebody similar to what the County Attorney does. That's exactly what the County Attorney does. He thought the reality was that at the County Attorney's office, you have these younger attorneys who are learning from the older attorneys. You have a one person show here. There's nobody. The reality was because there's nobody that they have to learn from because they couldn't get there. It was upsetting because that was what they were sold. That maybe something that they could actually do if they had a second person. They could hire somebody who was staying. That's what the County Attorney does. County Attorney's are prosecuting the level up from what they're prosecuting. So if they can do it for their cases, we can certainly do it for ours provided that we have somebody who's able to mentor the newer attorney. He thought when they win, and he says win because he thought they're going to have to when they do that. They really need to look at hiring somebody who has just passed the New Hampshire Bar and is looking. We're not prosecuting the big cases. They go to the County Attorney. That would be Selectman Jasper's recommendation. He's not crazy about the idea of hiring somebody at \$66,000.

Selectman Coutu said all of that raises a question relative to a prosecutor. He didn't know how many communities can afford to hire a full time attorney. Some of them obviously don't need full time attorneys. They must have somebody that goes in and prosecutes unless they're all using police officers. Towns like the size of Litchfield and Merrimack must have a full time prosecutor. Is there a way that if they were to consider putting on an additional full time legal prosecutor that they could form a pool for that person and offer the services for other towns and enter into a contractual agreement with them where they would reimburse us for - we figure out a case load versus our case load and charge them the percentage of time that the prosecutor is being used. He knows they had the situation in Woodstock and Lincoln. They used the County Attorney's prosecutor and they all pay a proportionate share of his fees in Plymouth District Court. He would prosecute the cases and he would call them all in individually and go over their cases and tell them what he was going to do if they weren't prosecuting their own cases. He would think that would alleviate some of the costs. If Litchfield doesn't have a prosecutor, they would offer the services of their prosecutor not necessarily a per diem basis, but on a case load basis. They might want to resource that with a couple of other smaller towns that can't afford to hire a full-time attorney. Something to look at.

Chief Lavoie said it was certainly things they can look at and areas to explore. Some of the things that they have to be cognizant of is Litchfield already has a part-time attorney for example. But they have to look at they are out of the Merrimack Court. They're not out of the Nashua District Court. So what court do they run out of? Also when are their trial days? He thought that Hollis still uses the Nashua District Court. They do use a part-time attorney. He thought some of the ideas being generated were something that they can explore. Just as other concerns but they are aware of those and they can certainly explore them.

Selectman Jasper thought that was an excellent idea. Pelham being in Hillsborough County they must use Nashua District Court as well. Selectman Coutu said Salem, Windham, Pelham goes to Salem. Selectman Jasper thought they had to stay within the county.

In closing, Chief Lavoie said he was a taxpayer in Hudson as well and for one certainly didn't want to see his tax dollars going up. However, they all have a responsibility for being realistic and that town government is responsible for providing many services to the community. Law enforcement specifically was one of those services that have to be provided. If they didn't have law enforcement, there would be chaos. There would be problems. It's one of those things that they have to pay for. They have to do the job. They have to do it to the best that they can. All of them are responsible the Board, the residents, the police department are all responsible in trying to make Hudson as safe of a community as they can by working together. Having worked with the department heads, none of the department heads in his opinion are working with all kinds of extravagance and having all kinds of excess budgets. Chief Lavoie said Selectman Maddox said it earlier, the Town is very frugal. Its not jus the Town, he's got to think that the department heads are too. If they're

able to make due, and make concessions, and he thought Hudson has darn good services for what they're paying. He also gave credit to his peers in the job that they've been doing. However, they do have to understand that the prices are still going up in various other areas. Taxes are going to have to go up. Chief Lavoie said he'd promise to do his best in trying to do the job that they can do to the best of their abilities with what they have without overburdening the taxpayer.

Selectman Maddox said they all know that. It's always a balance of wants, needs, and perceived needs. It's always a balance. One of the things that the workshops were good for was they all get to kick around things in a non hurried basis. They have some time to think about it. It's not a decision they need to make tonight. He wanted to compliment the Police Department on continuing to provide them with the reports. As a Selectman, it is an informative document. It probably took some time to assemble with all of the personnel but again, it gives them the knowledge that they don't have to call and ask a lot of those questions. You're providing that information for them. Whatever it may be the crimes that month, the information, the use of force. All those questions that they might have are answered in that report. It is a great monthly report. He thought whether it was CALEA drive or from the department itself, it certainly helps them as elected officials to know the things they need to know without having to get into the nitty gritty that you need to be in. Your ability to provide that for them along with the information he's provided them - the Chief and he have talked. There's nothing worse than having somebody come up and say to him that there was an arrest down the street for me. At least he knows there was an arrest. That's all he needed to know. Are their citizens safe? To that end you look at the crime statistics for the Town of Hudson through that report. We have to be a very safe, very proactive Police Department. Selectman Maddox said he sees officers on mountain bikes. He sees officers on motorcycles. He knows somebody wanted a horse years ago but he didn't get it and a helicopter for a while.

Again, Selectman Maddox said more people have commented on Chief Lavoie's cruisers than anything else about the Police Department. Some people love them and some people hate them. You guys made a decision. They supported that. They moved on. He thought again when you look at that report they're able to glean the information they need. They can see what is going on. He thought that if the general populous knew all of the calls for service and the changing in the call for service. Your volume may be down because your severity may be up. It is, again, a great report and he thanked Chief Lavoie for the tool for the Board.

Before the Chief leaves, Selectman Coutu asked the Chief to address a couple of things that he's been alluding to in the past couple of meetings. The first thing he wanted to preface his remarks by saying that its no secret that the national media, especially The Wall Street Journal, has made it very clear that the hard times that we have been going through, we haven't seen anything yet. The next two years are going to be two of the toughest years that they're going to confront in terms of financial hardships placed on the citizens of our country as a result of the amount of spending that Selectman Jasper alludes to that's been going on at the national level bankrupting our country. As a result, the crime rates have increase significantly. The cost factors are going to increase as a result of having to go out there to work and solve those crimes.

Selectman Coutu said one thing that the citizens of Hudson have to be aware of is that they have to have a total understanding and comprehension of what community policing involves. One of the most critical aspects of community policing if it's going to work within a community is motor vehicle and traffic stops. The purpose of those traffic stops is to make sure that our roads and our by ways are safe for people to traverse. People who habitually go through stop signs and red lights need to be stopped before they kill somebody. He was very cognizant since his last Selectmen's meeting talking about people going through red lights, especially at the south end of town, to be aware that the past 7 days every single day to see if he could see an infraction. Needless to say up until he thought they were going to make it through today without finding one every single day he watched 1 to 3 vehicles go through solid red lights. One of them was a friend of his who waived at him as he was going through the red light. He really laid into him the next day when he saw him. He had on this afternoon and he said he made it. He's going to go through because he's going home and just as he turned the corner, this guy went through a stop sign. He didn't roll through; he just went right through the stop sign. This is an ongoing problem. We're no different than any other community. We don't have the manpower to put a police officer at every single intersection in the town. The old adage has always been where's the police when I need them. They just can't be everywhere.

The things that Selectman Coutu has received an e-mail from one of the Chief's staff who asked him as a result of him having asked to contact Selectman Coutu to discuss the problems they're having most recently with the burglaries in our community and what kind of a burden that's placing on the department, and the kinds of things that our community needs to be aware of. The two things that come to him most recently because he alluded to it last week and again it's in the news this week. These magazine solicitors and the best scam going around now is people going around knocking on doors asking people if they need any work done with regards to refurbishing a bathroom or a kitchen. They ask to come in and give them an estimate.

It gives them access to the house, they're surveying the house, and they have a good handle on where everything is. He knows that the Chief might want to speak on that because he has an open forum and an opportunity to speak to the public.

Selectman Coutu said the last thing was that they received a letter, which Chief Lavoie received a copy, from a resident on Kenyon Street talking about people speeding up and down the street. People need to be aware that this isn't just happening on Kenyon Street. It happens on Rita Avenue. It happens on Ferry Street. For the most part, Selectman Nadeau has that problem all the time. To be accurate, Chairman Massey said he's in a no exit road. Selectman Coutu said his road is a no exit road too, but they find their way around. So you might want to address some of those things where you have a forum to speak to the public. Now he thought with his indulgence Selectman Coutu thought it would be a good opportunity Chief.

Thank you and Chief Lavoie hoped he could remember all the topics that Selectman Coutu just gave him. As far as the burglaries he's going to be stealing Doug Robinson's article that he's going to be submitting for this week's Hudson Litchfield News. Burglaries are on an increase. They're happening all over the town. The general focus being mostly through the center of town. In 2009 they had a total of 48 burglaries for the year. Up until July 31st of this year, they've had 48 burglaries already. So they've already met last year's burglaries. They've had roughly 7 attempted burglaries this year. He thought last year in 2009 they had roughly 15 burglary attempts. They had 48 where they went in and they actually committed the burglary.

Chief Lavoie said they're asking residents to call them if they should see anything suspicious and get them involved. They can't be everywhere as you were alluding to earlier with motor vehicle activity and violations. They know that they're missing a lot of violations out there because they can't be everywhere. Solving a burglary if you look at the Department of Justice, and all the stats, and the tallies that they do, solving a burglary is the hardest, serious crime to solve. Typically there are no witnesses. The national average in solving burglaries will fluctuate 12.4 percent some years, 14 percent, 17 percent. He thought they could all agree that less than 14 percent of burglaries nationwide get solved. He's very proud of their stats. Over the last couple of years they've been averaging 20 and 24 percent solvability rates. Almost twice the national average. Their Detectives and their Patrol Division do an outstanding job working together to try and find those people. He knows that's not any consolation to the 80 percent or so of their residents that they can't solve their burglaries. He's sorry. He wished he could solve every crime. Some of his neighbors have been victims of burglaries. They've made 4 arrests in the burglaries so far this year that they've had. Chief Lavoie said he knows when you say you hear 4 arrests and you hear 48 burglaries, that's only 10 percent. Some of the burglars are alleged to have committed multiple burglaries. That's why the solvability rate is higher than what you'd think for a little less than 10 percent normally. Again that comes from some great work being done by our sworn officers.

As far as the solicitation, Chief Lavoie said it was funny that Selectman Coutu brought that up. It was about a year or so ago when he first became the Chief all of a sudden he has to sign off on this green card that says people are free to go ahead and solicit their wares and go around to our residents selling magazines. These people come from out of the State. All over the United States. He wanted to run the people but legally he can't run them. Here he is signing his name. So when this person comes up and knocks on your door and they show them their card that says the Chief of Police gave him permission to come out, your thoughts are going to be that he's looked into them. He didn't because legally he couldn't. He'd be committing a crime if he ran their number through what they call NCIC site. He knows that a couple of times they've had some contact with some of those people that come in from other parts of the country. For example, they made one arrest. It was an unrelated event. However when they ran him, the person was wanted for a kidnapping, serious violent assaults, had been arrested for various thefts, burglaries, and a plethora of crimes. He gave him permission to come into this community because he wasn't authorized to run his name to find out who that person was. If they come and they pay the \$10 and they provide a driver's license with an address and a name, he has to let them do it. He started calling around to talk with different Chiefs, and there are other cases that Hudson had personally where these people were wanted elsewhere, etc. Chief Lavoie said that this has to change. He started calling other Chiefs. He made contact with Chief O'Brian in Litchfield to say what incidents did he have. He said he was actually talking with Laura Gandia at the time, her husband is a Londonderry Lieutenant and she's also a State Rep., they're trying to come up with something. Chief Lavoie said he was calling her. He spoke with Laura, provided her with the information that they had - approximately 4 or 5 different that he knows, and he knows Salem has had some serious instances with the solicitors committing violent crimes in their community. Legislation was just signed by Governor Lynch that will take affect September 11th of this year, which will give us now when these people come into his station asking for a solicitor's permit, he can now have the State Police will be authorized to run them. They've taken steps to try and protect our community a lot better. He can't run them himself however but the way the Statute is written and the reason why there's a delay in it going into affect is to allow State Police to come up with their protocols. There's going to be an additional cost, so he'll have to

come before the Board asking to change the Town Ordinance to reflect the costs so that we're not absorbing it and put it back on the Hawker/Peddler/Solicitor. He's very proud that this legislation has passed because now when the citizens see his signature on the cards that they issue to the solicitor or the hawker/peddler they're going to know that this person had been looked into and they haven't been charged with anything else, and they're not wanted anywhere. He was very proud of that legislation that was passed.

Chairman Massey asked if somebody comes to the door and the classic ones in his area right now were the two guys with a panel van with "we have some excess furniture". If they don't have this Hawker/Peddler license, would it be appropriate to call the police station and inform them that this person is...Chief Lavoie said yes.

First of all, Selectman Jasper wanted to say that he thought the department does a great job and certainly a department they can be proud of. He says that remembering what the department used to be like way back when. A vast improvement. He did want to agree with Selectman Coutu about the red lights. It's not just happening in Hudson. It's all over the place. He was wondering if they had given it any thought that perhaps setting up teams of 2 or 3 - 111, Greeley and Kimball Hill is awful. There are a number of places. Once in a while they ought to just be sitting at the intersections for an hour or two at a time inconspicuously so they don't see the police and just nailing people.

This is sort of a pet peeve of Selectman Jasper for years and he mentioned it to Chief Gendron years ago. When he thinks of officers out on patrol and they're not running their lights and in no hurry, it seems like they ought to be a little bit more aware of their surroundings. He could be mugged on his front lawn and cruisers would go by 50 percent of the time and wouldn't even notice. He was standing out there waiving and they don't see them. He will tell them that there is almost never a Highway Department vehicle that drives by that doesn't see him and either waives first or returns his waive. The police don't even get the 50 percent on that. That seems to him that's supposed to be their job to be aware of what's going on not just on the road but in the neighborhoods. He didn't know how they get through there but it just strikes him that the Highway Department is able to notice who's around and whose doing what. The police are down the road and they don't see anything. Chairman Massey said they all waive at him. He had to admit, they only waive at him if he waives at them first. Selectman Jasper said it's about 50 percent of the time. It's gotten much better than it was. An officer went by today and he saw him before he saw him and he waived. That was good. A lot of times it doesn't happen and he's right out near the road. Don't they see what's going on?

Just speaking on the directed patrols, Captain Avery said every Sunday the shift Lieutenants have to submit their director patrols for the next week and they have been inundated from citizens sending them e-mails. They've called him, Captain Tousignant or the shift commanders and are requesting director patrols. They're trying to get the motorcycles and mountain bikes out to every major intersection during the summer. They only run the mountain bikes when they have 2 officers that are trained on the mountain bikes to be out there. With vacations, they are running sort some nights on second shift. Thursday, Friday and Saturday nights in Greeley and 111 are hectic. He knows that the mountain bikes have been out there. They're issuing a lot of citations, but again they have to rotate through other neighborhoods to handle their complaints. Chief Lavoie said Selectman Maddox has called him a couple of times. Selectman Maddox says he sees them out there at his favorite spot - Windham Road at 111, Greeley, Central and we'll have one tucked away somewhere and they're just sitting there with a radio. They have officers down the street that take the plate and the description of the vehicle and they make the motor vehicle stop. So they do that. It's one of those things that hit it for a little while and then they leave and go hit the other target areas because of other requests. Then they try and go back. They've focused on Lowell Road. For a couple of months now Selectman Coutu has been talking about the lights basically from Rena Street through Lowell Road. They've had a number of directed patrols out there. Selectman Maddox has called him on a few occasions as well from people coming off the bridge and shares your same heartburn. Its there's too. It's just a matter of trying to get everywhere and they're working with everybody with their complaints.

Selectman Nadeau has seen in the last few days and weeks that the directed patrols have been working. One of the things that bothered him this week was they were out on Wason Road last night and the blue lights and the red lights did not seem to stop people from trying to go around the officer directing traffic. People are just not really aware of what's going on in their surroundings. They know that Wason Road gets them from point A to point B and that's it. Last night there was a fire out there and they were just going right along at 35 mph. Why is this guy with the motor cycle in the middle of the road over here? People are not aware of their surroundings. Chief Lavoie said if you think Massachusetts and the State Police and the issue of 4 to 6 officers that have been hit in a month. You're absolutely correct Selectman Nadeau when you say that. People do have to be more aware of their surroundings and what's out there and be looking - police as well as citizens.

Chairman Massey asked if Chief Lavoie could explain for the people that are listening what the Move Over Law means. Chief Lavoie said the Move Over Law is a little bit separate from Selectman Nadeau was describing because they were down to one lane on Wason Road last night from roughly Stop and Shop until Cin-Fre almost. The Move Over Law is designed to protect emergency personnel so that if they are on the side of the road or near the road doing something whether it's a motor vehicle stop or an ambulance attending to someone at an accident, is to move over more than one lane to create a large alley or a large walkway for the officers or firefighters to be able to traverse back and forth from. Having been out there a few years and stopping cars, they come right close. He's had some come by him 6 inches from him. He remembered one time a pipe he could just barely see it in the darkness. He could just see an outline of something and he ducked. It was a construction truck with a pipe hanging out the side and it almost took his head off. It glued his feet to his boots. He couldn't even move when that thing went by him. It startled him. So that's why the Move Over Law is there to move over towards the center of the road to get away from the emergency vehicle.

Selectman Nadeau said the other thing was yielding to fire and police vehicles. People did not seem to be moving over at all when the Fire Department was coming up. They just kept traveling in their straight path. He sees that all the time with the Police Department coming down here. Nobody has a tendency to get out of the way any more. He did notice an officer pull somebody over the other day that did not yield to the fire truck, which was good. You do see them out there and they're more proactive with the do not block intersections and that type of stuff. He's had a lot of positive comments with the Police Department lately, which is a very good thing.

Chairman Massey had two comments. First of all, where are they with CALEA accreditation right now? Chief Lavoie said it was an ongoing process. Chairman Massey said they're one year into the three year cycle right now. Chief Lavoie said they were a year and a half into it. They're planning on having a mock next summer. One of the benefits that they're going to have is Captain Tousignant's self motivation to immerse himself in the CALEA process in the accreditation to get a better understanding of it. He's been working hard at getting up to speed in learning what's involved. They're doing very well in that area and he's confident they're going to have another successful re-accreditation next year.

Chairman Massey would like to echo all of his fellow Board members. Reflecting on something Selectman Jasper said, if they go in the way back machine and think about what the Town was looking like in the 80s and where we are today. He thought it was a credit to Chief Lavoie and all of his officers that we have a Town that we can be proud of. It is reflective on the fact that people don't want to be driving in our town if they're under the influence because they know they're probably going to get stopped. He thought it's just a credit to his department. On behalf of the Board, thank you, and convey that to all of Chief Lavoie's men and women in the department. Good job.

Chief Lavoie thanked the Board for their time. They appreciated the conversation.

Chairman Massey declared the Board in recess at 8:35 p.m. The Board resumed at 8:45 p.m.

B. Information Technology Department Review

Chairman Massey recognized IT Director Lisa Nute.

Good evening. Lisa Nute was there representing the Information Technology Department as the IT Director. Their mission is to provide the Town of Hudson, its employees, and the public with accurate, timely and secure information via technology and customer focused communication services. Tonight she wanted to give the Board a little bit of a quick overview and some of their major accomplishments for the viewing public. Also to talk about their current focus on workload, staffing, their facilities, and lastly some of their equipment and software needs and some things that the Board will hopefully will be seeing in the upcoming budget if allowed.

Ms. Nute wanted to remind the Board where they've come from and very quickly talk about FY08 and FY09. Their focus 3 years ago was to address infrastructure deficiencies, and there were a lot of them on the Town Hall and Fire side of the network, and to fix some major problems that they found. All departments weren't even on the same operating systems or versions of applications. In just 2 years, they brought technology up approximately 20 years. That was a major feat and the whole infrastructure underneath all that had to be fixed as you know. Her IT staff was putting in individually between 50 and 60 hours a week to try and accomplish that in the first couple of years, and to try to just get ahead. They were just constantly putting out fires and had to fix things before they could put them properly in place, and put them the way they should

have been all along. She's very proud of what they've accomplished to date and to the credit of her staff John Beike and Vin Guarino who are a major part of their accomplishments.

[Lisa Nute]. They did connect Town Hall and therefore Lenny Smith Central Fire Department and Fire Admin. to Highway, the Animal Control Facility, and Police on the other end of Town with fiber optic. That was a savings of at least approximately \$12,000 a year. That project paid for itself in just 2 ½. They minimized points of failures to 1 or 2 versus many points of failures. Savings there were in wasted energy and replacement of equipment that they really didn't even need. So they've just made things more streamlined and efficient. That's a credit to Vin.

They replaced the phone system with digital technology and not only did that improve intradepartmental communication, but they saved approximately \$23,000 to \$24,000 by doing that and brought in house e-mail here. Although that wasn't having a direct cost savings, it really has done a lot for our departments communicating more efficiently and effectively amongst each other.

Ms. Nute said their focus this time FY10 through FY12 was to continue to implement technology that will help them practically minimize our down time and to get us back up relatively quickly in a disaster recovery. She's still not where they really want to be but they are working toward that with everything that they do. As Mr. Maddox had said a balance between what we can afford to do every budget cycle and the bare minimum of what they really need to be able to get to where they should be to restore crucial systems. She would like to assure the Board that as taxpayers themselves as Chief Lavoie said, they always do what's in the best interest of the taxpayer and with the money that they have they give the residents the best bang for the buck.

Some of the projects they need to do in this current budget and not necessarily budgeted items, but just proactive things that they need to do. She's already upgraded the exchange server with 2010. They need to work with the Town Clerk and the Sewer Department this year to allow credit card payments in that Department as she'd like to do. They really need to upgrade the GIS server and the web interface. They desperately need to replace both the police and fire Exacom. Those are the recorders that record all incoming calls as Chief Lavoie had referenced. They need to begin their client upgrade to Windows 7 town wide. The reality is that maintenance software, maintenance costs of the software, is just constantly increasing. Shipping cost increase on their supplies. To offset that, Ms. Nute did find a new vendor that never did cartridges before but now they are in the business of providing full fledged HP cartridges at a greatly reduced price. The very end of this last budget and now this budget, she's seeing a huge difference in their costs. That was a concern of Ms. Nute because again shipping and just the cost of the cartridges just kept going up. She tried to get more of a handle on it by taking over for all departments the ordering, including fax machines now. She's finding this vendor or having them now delve into this was very beneficial for the Town. That has saved her as far as trying to offset some of the other additional costs that arise with supplies.

Another thing that Ms. Nute was going to talk about as they talk about it later is she'd like to try to reduce their replacement costs on work stations. She'll get into that when she talks about equipment. One thing she'd really like to ask the Board to consider. She hasn't always been successful in the last few years of budgeting. Of course the default budget just threw a monkey wrench in the whole thing when she was the hardest hit department. When she tried to save in areas and they see a return on their investment, it's very beneficial if rather than just drop down to a lower level if they could take some of that savings at least in part and roll it back into additional technologies or improvements. Again, that often can also give them a return on investment. They'll be better prepared because technology as you know just doesn't stop and there is no end. Ms. Nute had mentioned that they were spending 50 to 60 hours in the first couple of years to try and just get ahead some of the fires and things. She wanted to just keep on going because she's going to take them now in a different direction, which she didn't want to go. She's going to stick back to the agenda.

Ms. Nute would like to talk about work load and staffing. That's where she's leading to. What she was going to say was she felt she was a delusional when she first took this job not that she didn't know what she was getting into but initially she felt like if they just keep - poor Vin. He was the one who was up there in the 60, 63 hour work weeks. She always felt like once they get past these problems - and there were problem after problem when they first got there in trying to fix things, she felt that if they got over that hump things will settle down and they can focus more on immediate support of people. They have such a long wait time for some of the staff that they support and she feels bad at that at times. The reality is its never ending. All they were doing was burning themselves out. The projects don't stop. The work load doesn't stop. What she found now that they have some very good things in place and people see that they're a very efficient IT Department, they're demanding more. Technology's out there and they should be using it. The Assessor now wants to do some additional things she believed he mentioned in his workshop. It's great. It's a whole other program they need to help implement, and something to maintain, and something to help and budget

for, etc. More and more wireless devices. People really needing that e-mail out there in the field with them. They should have that. Its additional things that they have to set up, maintain, and to assist the users with. Once the Town Clerk technology gets put in place, that's going to be a big project and a lot of work implementing credit card payments. Then it doesn't stop. It's now something that they have to maintain and upgrade every time that more software versions come out, etc.

GIS. The Planning Board uses GIS a lot. Conservation Commission uses it. They're only touching the tip of the iceberg on what that system could do for them. There is so much more it's capable of. She'd like to be able to do more with it. They just don't have that kind of staff. Ms. Nute started doing a survey and she didn't get enough response back to really put something together for this Board ahead. She still hoped to do something like that. There are a lot of communities around here who have a full time person doing nothing but the GIS. There's another community nearby that not only has a GIS person managing the application and pumping out things that the town could really use, they also pay to have it to outsource the server end of it. There's a huge advantage to them keeping things in house. It's cheaper in the long run and it's better. This community they've already heard from the IT people where it's not in the best interest of them, and they're having difficulties doing certain things because they farmed that out. There's a lot to do is what she's trying to say.

Chairman Massey wanted to stay with that. He has no doubt that if left to their own devices every member of our staff would want to implement the latest and greatest stuff. It's always been his experience - and he'll just give them a little antidotal to kind of give you the thought process. He used to tell the sales reps. that he worked with who were out trying to sell the software that he was developing if you walk into a company and the project that you're trying to sell them isn't one of the top 3 projects that they have to implement this year, you're wasting your time. Even though they have 20 things on their plate, the only thing they're going to spend their money on this year are those top 3. Obviously that number varies. The point he's making is they have all the requirements and he's got a staff that has a finite amount of time. You have 2 separate functions. One is to maintain the existing software. That's the number one priority. The second priority is to do new projects. If you have to respond to everybody, you never get anything done. Is there any thought right now on actually working on separating the operations and maintenance function from the new activities and to budget the amount of time that you're going to be able to allot to that? If you reach that budget and somebody wants to put whatever they want to do in, you have to say you're next year kind of thing. Maybe some conversations along that line.

Ms. Nute said she basically was talking things they have in place. The GIS server for instance is several versions old. The operating system she thought was 2000 server that's running that really needs to be 2008 and beyond. They need to keep up with all their applications in keeping them pretty much on the same platform at least relatively and prepare for those. The web interface she believed is a need but that is more of a want. She did tell some of their outside Boards that use that it eventually is on the radar. She can't make that her priority. That was her exact answer to that person. Our focus is what's budgeted for which happens to be the credit card project next and keeping these servers up to date, and upgraded, and move along with that. They still have some virtualization configuration and things to do on their servers. As you know that was a recent project and has been very beneficial for the Town. That is her focus and generally her answer. She turns down vendors every single day. She can't believe how many vendors they get who call looking for business in the last couple of years, especially that's really increased.

Another area Ms. Nute said is even on the police side. Chief Lavoie mentioned how there's more and more computer crime. That's more and more demand on her staff as well because they assist when they have computer questions, computer needs, they're taking evidence, and they assist with that whole end. So that's a whole other area that's just gotten busier for them. The whole reason for the conversation is she is kind of bringing them toward a couple of different solutions that they could do and she'd like the Board to really keep an open mind and allow her to budget for it. Ideally they really could use a part time lower end tech. to help them with the day to day chores going to investigate the troubleshooting because a user didn't give them a whole lot of information. You try to pull out as much as you can ahead of time. You do what you can remotely from your desk. There comes a time when you just have to go travel down to that department and take a look at that printer and replace the printer. She has things in boxes that are just sitting there waiting. Fire is in need for this and that. PC replacements and things like that just kind of sit as they can get them implemented because you have so many other things on a day to day basis. They do get a lot of support calls.

As you know, they had the opportunity to utilize a UNH intern. She definitely is on their radar to contact them. She will be contacting the head person there as well to partake in that again. We were one of the only agencies that didn't pay their intern. The whole rest of the UNH class got paid except for ours. She thought that he got a lot out of it. We were really lucky in the quality person that we got. It was for too short of time

though. That intern was huge for them. It was definitely a give and take. He definitely got some great experience she thought and helped them a lot with putting some of the PCs out there, doing some troubleshooting, did some web work for them, and it was a win/win situation. So he definitely will be doing that again. If Chairman Massey's recollection was correct, he thought there's a recent Supreme Court ruling within the last 60 days that unpaid interns is a no no. Ms. Nute said that was her...Chairman Massey said he was just telling them that the Supreme Court ruled recently. He was fairly certain he read that. So you might want to check into that.

In lieu of a part time employee if Ms. Nute could at a minimum budget for a summer intern similar to what Community Development does, what Engineering does to get a college student whose looking to go into that field and help them out with additional knowledge and to fill in what they can and what they're missing. It would give them an opportunity to say the PC replacements that are on a cycle, printer replacements, and things like that. There are a whole slew of things that they could hang on to and keep them totally busy for an entire summer. She'd really like to have the Board allow them to consider doing that. Thank you, she will look into that. She did feel bad. He did an outstanding job. At a minimum, she gave him a gift certificate to Best Buy. She felt so bad with not having anything in the budget to do that with. It was very beneficial for us and she'd like to continue that.

Chairman Massey said a piece of the ruling was it was also addressing those people who are paid to be an intern. There's actually a cottage industry out there for people that will match you with a job as long as you're willing to pay several tens of thousands of dollars to get the internship.

One thing Ms. Nute hasn't stopped exploring she did mention to the Assistant Superintendent at the School Department, one year eventually she really sees the Town benefitting by combining resources. If they could manage the year with we've got this down time at the school maybe, and they're not going to be happy that she's saying that, but they have a ramp up time before school starts. They have to make sure the labs are wiped out at the end of the school year, and then they probably save their projects for the summer. Right now she thought they're going through some virtualization and things. We also have projects. If they could maybe share resources like that rather than always needing to hire out for the expertise and the value added resellers that they hire. That's where you could take the Vines and the Johns and their knowledge and give them to the school to help out while she takes some of their technicians and they get through some of it. Down the road, she still thought that it was worth exploring as she had mentioned to the school.

Facilities. Ms. Nute was fortunate that the Labor Department didn't go into their computer room. They really need to address the computer floor in there. They've got the corners of the panels - the computer floor is raised on metal rails and then the panels come off. In the corner of them all its laminate that's all been popped. It's been like that when she came. It's taped down. Wayne gets in there and screws down the computer floor, which should just be accessible and rubber mats. It's a tripping hazard. So as they pop up, she's killed herself almost more than once in there. She wouldn't necessarily have to replace the entire floor she didn't think. She's exploring right now a company that she's taken pictures of and have sent that to them where they might be able to find just those panels that fit on that and just the main walkway at a minimum if they could replace those panels that would be good. Worse case scenario, they can't fit them and they end up having to do something with the entire floor. She didn't foresee that.

Selectman Maddox asked why they needed the raised floor. He's in computer rooms all the time. That was for large cables and for air conditioning. Most computer rooms today are going without a raised floor. Is that something they may be better off doing for the long term? Ms. Nute said they could look at removing the whole thing, but you do have cords and wires. That is the computer room. So you do have already network cabling underneath that floor. All Selectman Maddox was saying was most computer rooms today that he goes into all the time is they've gone to overhead racks. Big huge cables from the 60s aren't there any more. So those raised floors he bet maybe 1 in 10 now have them. Most of them are just going to VAT on the floor. Ms. Nute said that was another option. Selectman Maddox said he was sure there were companies that sell them used. All these computer rooms at Digital and all the big companies are taking that up and probably storing it in a warehouse somewhere. Before they go and spend a lot of money revamping something they may not need any more because the air conditioning isn't being fed through the floor are you? Ms. Nute said she didn't know. She has the thermostat on the wall and she didn't know where that ended up.

Selectman Jasper asked if that would be a tremendous amount of man hours to rewire that. Ms. Nute said they'd have to take out shelving units, cabinets, and Finance shares that room. So there's storage of things in there, remove all of that, probably remove half the floor, then take servers down or move what they can with them still up. You'd have to piecemeal and try not to take computers down. It would be a big job removing it as well. It's something to consider.

Chairman Massey thought Selectman Maddox's idea of used equipment..Ms. Nute said the company she looked into they match and try to find what you need. She just didn't know what the cost of it was going to be and what they're going to charge her to do that.

Again, Selectman Maddox said if there's a need for it for the air conditioning but, again, he didn't think they were pushing much air through that floor. It was technology in the 70s and 80s and is slowly going away because of the cost of just those types of reasons.

Under bullet b., Ms. Nute was going to talk about the air conditioner and the need to think about a replacement. Since then, a rodent took care of that for them. It's totally dead. If Chairman Massey understood correctly, it was an outside line or was it inside? Ms. Nute believed a circuit board inside the unit was shorted. Chairman Massey asked if Selectman Maddox had woken up and found a mouse on your car engine. Selectman Maddox said no, he just drives away and that's his problem. He did hear though that bounce or any one of those fabric softener sheets inside the unit will repel them. \$3,500 later, we probably should buy a box of Bounce for the Town.

The other thing Ms. Nute said was eating her, she knows that Town Hall is way down on the radar for a new facility. She was happy to hear them acknowledge that the basement is not the best place to be working. When the Police Chief was talking about priorities in facilities and said at least you're not in the basement any more like IT. It is problematic as well that we have very poor signal in here. We have wireless devices, cellular devices that they need to configure, set up, install, and they can't do it in their office. They need to go out at the picnic table or find an area sitting in a hallway somewhere trying to configure something just so they can have a signal. They need to do something like an antenna on this building to boost it for them. There's been time wasted initially until they realize it's simply because we're in a cell block for offices that they couldn't fix the problem. As soon as they walk up, there it is.

Chairman Massey said he was aware of the problem with cell phones because he experienced it. His particular carrier is not exactly the best on the market in this area. He's surprised that you could actually put an antenna that would pull in the carrier signal. Ms. Nute said that John Beike was telling her about it. She needs to look into it more. Supposedly an antenna of some sort to boost the signal for them down in the basement. They just talked about it this past week in their IT meeting. She'll get some more information and see if there's something they can do to alleviate the problems they're having. When she talks to the fiber guy for instance, she can't bring something up on her computer and talk to him at the same time because she keeps losing him. You'll see Vin sitting at the picnic table or her hanging out the back door to carry on their conversations with the vendors and just to conduct their business with other people because they keep dropping their cell. Remember you were down in the basement and you and Mr. Massey trying to talk on your cell phone cells. Chairman Massey said he's lost his signal several times down there.

Selectman Maddox said to look at a new vendor. If they can't service Hudson, why are they using them? Chairman Massey said there are certain parts of Hudson where he gets 4 bars and other parts like his house, he gets 1 bar. Ms. Nute said it was simply because they're in with a cell block. It used to be a jail cell where their offices are. They've also noticed a difference when you go from this meeting room to the other. You can't get across where that old building stopped. That Community Development section in the Planning Board meeting room is all new. She thought since the 1950s this building was built. That was added on. So there's cell block where it used to be the end of the building. They can't put a router in here and see that signal in the other meeting room.

The last thing Ms. Nute wanted to talk about was equipment and software. As you know, they put in money to capital reserve fund to try and get that fiber optic out to Robinson Road to give them some return on investment, get rid of leased lines out there, bring them in on our phone system here so that they can have a direct connection to the fire department at Lenny Smith Central. So you'll see that recurring in this budget again. She thought it was a 2 or 3 year cycle they had them on.

Ms. Nute would like to as a way to offset some of the maintenance costs that keep going up, look at a cheaper alternative to our work stations. They currently budget an average cost of about \$800 a PC, and they have their replacements on a cycle of 5 years. That should be about 22 systems a year that they replace. During the default budget, she could only afford 20. So she's behind a couple. There's different technologies you can do, but this is a zero client it's called. Rather than the typical box you're all familiar with of a PC, this is what would be under that desk. This would be an alternative technology to the typical PC. This particular one is zero client. There's no technology in here but an IP address. If you noticed on the back, you've got the plug for your monitor, a USB for your mouse, and since there is no intelligence in this, it's all maintained on one server virtualized in the IT area. The benefit of something like this is that our neighborhood offices, for instance right now, if we have a problem down at Fox Hollow, Elmwood, or Wal-

Mart, we have to physically go out there, replace whatever happens to be wrong with it - the DVD drive, or whatever, and upgrade the software while you're physically on site there. With this, all that management there's still the same amount of work for IT, but they don't have the travel time to get out and you're upgrading one system here with the latest application and the operating system software, and this is all that the client needs out there in the work station to connect their mouse. It will be a little bit of learning curve for our users. It's just a little bit different, but they would all just get their desktop like normal. She won't tell the Board that this will work everywhere. They are testing it right now. Like she said, there are other technologies. There's also what's called Thin Client Technology, and it works similarly where you get just a minimal piece of equipment at the desk. You plug in your monitor and your mouse to it, but all the intelligence is being run back here.

Chairman Massey asked if that was being referred to in the industry as "cloud computing"? Ms. Nute said no. This is virtualization the next phase. They've done virtualization with the servers. They're running all of their major applications off of minimal servers, and it's all through software that they're keeping them separate. This is the PC side now of doing something very similar where you're managing it from one location where IT is and the equipment is minimized.

Selectman Jasper said when you say the equipment is minimized, everything runs off of an existing tower? Ms. Nute said yes. Selectman Jasper said no different than what you have now or do you have to buy another piece of equipment to run everything off of? Ms. Nute said no. Selectman Jasper was wondering what the mother is. Ms. Nute said just one bigger system. So one bigger box that all of you know are running from this. Selectman Jasper said a year or so after they went off the VAX which was that, we're now looking at going back to similar...that's what he was afraid of.

Selectman Maddox said, again, Dr. Wang was right. That's what he was trying to push. Again, all the maintenance out in the field is your problem. Keeping the software up to date and all of this if this makes sense at some point, you're right. It was all centralized. You had a terminal and you just talked to it. Everybody wanted their own PC. That just creates a whole plethora of maintenance issues when somebody adds a piece of software that isn't company approved if you would. They do something and their machine goes down. At least everything here you make an upgrade to Windows as far as a security upgrade, it's done universally. You don't have to go to 27 different PCs.

Chairman Massey told Ms. Nute that the hardware you do have to go out if there's a hardware problem. There's the technology today that would allow you to download all the software from a central position and when somebody needs an update, they just click on an icon and their software is updated automatically. You can restrict being able to load software onto the system. He thought that's where they were with being able to...he knows right now that if somebody has a problem, you can attach to their PC and you can actually tandemly they can see what you're doing and you can see what they're doing. So you can do remote diagnostics right now. Ms. Nute said they do that every day. Chairman Massey asked if they had the other ability today. Ms. Nute said they do, but you can't always do that with everything. The laptops for instance when those get updated, John manually, physically goes and has to go to every single laptop. Chairman Massey asked if he could do that remotely today. Ms. Nute said no. Chairman Massey asked if the technology existed to do it remotely. Ms. Nute said he would have to explain why they can't on that. With the IMC, that's not possible. It might be because we're going through the virtual pivot (sp.?), but she's not quite sure why but they can't do that with everything. You still have to go out if you have a monitor problem, but it's minimized.

Chairman Massey said the other piece of it, and it's something Selectman Jasper kind of touched upon, if you have a centralized server that's handling all of this, and then you're going to have to have more storage on that device. Each device they're going to have to have their files maintained. So you've just moved all their files from a remote disk to a central disk. Have you done any cost comparisons between doing it this way? Ms. Nute said it was correct. Like she said, they're testing this. She also didn't know the affects of speed. She didn't know. It may not work for everything and more than likely won't work for everything. Certain systems they might be able to with minimal applications that they run, etc. They haven't seen the affects yet on how fast can those users still get to their applications that they need to do. They're exploring the other technologies too.

Again Mr. Chairman, Selectman Maddox said they as Americans want the fastest, bestest, and greatest. Most people use 1/10th of the power of their computer. They can now compute in the billions of calculations per second. They're just not using typing a word document. So this makes a lot of sense. He didn't think the equipment that we have can probably serve 10 people but everybody wants at their desktop the fastest and latest and greatest, which again becomes problematic. He thought this was probably not a bad thing in the long run. Chairman Massey suspected that if all you're doing is word processing and spreadsheets, this

would be ideal. That's why he thought Lisa was right. There are some people out there that probably could benefit from this. You're right about the speed. Ms. Nute said they're talking about \$400 versus \$800.

Selectman Jasper's concern would be again now we're putting all of our eggs in one basket if you will. If something happens to that one..Selectman Maddox said there's no more one right? Selectman Jasper said there is but it's a virtual server. Ms. Nute said she could assure them that they would have redundancy and they would make sure that that would not be an issue. Selectman Jasper asked if everything would be connected through cable. There would have to be through cable lines. So right now if a cable goes down some place in town due to a storm or something, part of the town might be down. In this case if the cable from Town Hall is affected, then everything is down right? Ms. Nute said that they would definitely need the network up here, and you'd definitely need the system running this to be up, but it runs on an IP address. As long as it can find that IP address on the network, its just like running..but if your network goes down for instance, Selectman Jasper said Friday night for some reason something went wrong in the switching stations and took 3 days for them to figure out why we didn't have any service for their phones or their internet at home. Selectman Maddox said they were taking all of their data was going over their fiber loop. Ms. Nute said their local data was and not internet. Chairman Massey said the internet wouldn't change that.

Selectman Jasper said whatever they're using right now they have multiple locations and multiple PCs. So something happens some place, you still have your - even if you don't have the network, you have your word document, your files, and everything. What he's saying was if something happens and you can't get a signal out of this building, the whole Town is down. Ms. Nute said if she were to implement this in the Town Clerk's office for instance, you're still physically connected over the network and that should not be an issue. Selectman Jasper said it's not a wireless technology. Ms. Nute said no. What Selectman Jasper was saying is Robinson Road station, or the police station, or any of the substations, or the Highway Department, or the Rec. Dept. if there was a pole down here and the wire broke, the whole rest of the Town nobody has any capability.

Chairman Massey said if you have a centralized server and these devices are connected to it, then if for whatever reason the connection between this device and the server is dropped they wouldn't be able to do any work. Today if the connection is dropped, they can at least do word process, spreadsheets, and all of the office work and they couldn't do anything that required internet connection. Selectman Jasper said right but they can access all of their files, all of their own information, and anything that they had stored. Ms. Nute said that was correct. Selectman Jasper said if Town Hall burns down and everything is gone for a period of time, he was very concerned about the idea of having everything relying on one location. Ms. Nute said sometimes that's actually a good thing too because if you have everything on one central location, which we are backing up and making redundant on the other end of town, it's easily restored that way too. So it works the other way as well. Selectman Jasper said as long as you have the wires to do it and is backed up off site. He understood that its just it could be a situation where there could be a number of hours or more before you could restore that connection depending on what the calamity was, depending on where you're backed up from, where you have your redundancy, you might still have that same interruption from here to the remote locations as you do from your backup location to the remote locations correct? Ms. Nute didn't understand his question.

Selectman Jasper said he didn't know where the secondary site was. Ms. Nute said the police department. [Selectman Jasper] Let's say the police department is a secondary site and the wires are down on Route 111; they're down here. Now the fire department can't access anything. Ms. Nute said a duplication is where they're going with this. He's kind of getting off of it for the moment. The ideal situation is they have duplicate here as there and vice versa. Selectman Jasper understood but everything goes down here and you have nothing at Town Hall. If the wire is down on Route 111, the police department and highway department may be fine, but Town Hall and fire aren't. You're still dependent on having a good connection from point A to point B. If you lose the connection between point A and point B, you have nothing at point B.

Chairman Massey wanted to pick up with Selectman Coutu for a minute. Selectman Coutu said she answered his question not fully but. He understood the concept of the backup from police to here. Do we not pay somebody for a service to be able to store backup in some warehouse somewhere that does this service. They provide just backup and they hold all the information and we can retrieve it at anytime. Ms. Nute said that we don't use a service like that. Selectman Coutu said that we're using only our internal hardware to back everything up. So if both of them were to fail, or fry, or burn, we would lose everything? Ms. Nute said that's not a likely scenario. Not only are we redundant on each end, but then within the police department and within here, we have redundancy in place as well. You would have to lose not just one place here, two storage places here for instance, 2 over there is not likely. In one of our worst storms that

we've had, they had no problems with the fiber optic between the buildings with the worst ice storm they had, through accident sitting pool, it's pretty indestructible.

Chairman Massey said the issue remains, and that's probably something he thought she's going to probably going to be looking at if for whatever reason the network is down, then anybody that's connected via one of those devices, their work stops. Ms. Nute said if they thought about where they'd like to put that remotely for anybody who's not in the building, there's very minimal that there's going to be a problem with people using this within this building. If you look at the remote sites that they want to put it, Elmwood Village for instance, Fox Hollow, the officers if there's a problem out there so they go run a PC back down there and connect like they were before. Chairman Massey thought she might want to do a little bit of cost benefit. If he understood correctly, they're doing approximately 22 PC replacements a year which translates to 110 PCs. If only 10 of them were going to use this technology, you're not talking about enough money to go to a centralized system. It seemed to him that this only made sense if a significant number of all those PCs were connected via this technology.

Ms. Nute said Robinson Road, Burns Hill, the Nashua District Court office, and then they could work on one of the offices there. Like she said, the bottom line was that was something they'd like to explore. This could be very beneficial as far as cost savings. It's not a savings for maintenance wise; they still have the maintenance and the overhead. It is time saving for them having to travel out there and it's worth exploring she felt. They'd like to again do their tests and she'll come back to the Board with a cost analysis and let them know if they feel is worthwhile or not.

Selectman Maddox thought that made sense. Even for this building if the chance of us having a power failure you're on UPS, the generator kicks in. They still have computer ability here in this building with that scenario. The only problem would be is if your computer room was struck by lightning. You must be doing some sort of redundancy to the police department, so you would have the ability to pull all those files back. Again, this seems to make sense even to him inasmuch as you have a reduced cost, a reduced overhead for maintenance time. Just for software maintenance, he thought it made a lot more sense. That's where he's coming from.

Selectman Jasper was not saying it didn't make sense, he had concerns. He was wondering how they're going to run the test because you need a larger...well how do you run it with...Ms. Nute said they'll just take a regular PC they have as a spare and run the software on it and try it. It doesn't have to be a big system. Chairman Massey said that Selectman Jasper touched on it earlier and it just triggered in his head again. We're in this classic centralized decentralized centralized component but he would tell them this, at the time the central versus decentralized was really in its focus, this type of device was never even anybody's. It's quite possible now with this technology that centralized makes some sense for certain types of office workers. He thought on that basis, it was worth exploring for cost savings.

Selectman Jasper guessed it would take a long time to get through his skull after hearing for 10 to 15 years how bad the VAX was and how we had to get off the VAX as the centralized system was no good. Now just after we got off of it, now everybody is telling his they have to go back on it.

[Chairman Massey] Let's be clear about the VAX. The reason we got off the VAX was twofold. Number one the cost of maintaining that system was escalating and more importantly, Digital was going out of business. So we would have been forced off that VAX no matter what. None of the other vendors were really into centralized any more. Selectman Jasper said he understood that. It's just that he was telling him that it was drilled into his head in this Town for so long even when it was relatively new, nobody liked it.

Selectman Maddox said he wasn't going to like cloud computing. That box is probably in companies being connected to another company's excess server space. This is at least in house. It's secure within ours. The outside wide is going to cloud computing where if X, Y, Z company has extra computing power if you would, is leasing it to you. So your stuff is on somebody else's...

Chairman Massey told Ms. Nute that it was worthwhile obviously to explore it for its potential cost savings from both the local costs and the maintenance costs, which is probably the far higher cost involved.

The last thing Ms. Nute had under equipment was the recording devices. As Police Chief Lavoie alluded to, our Exacom system is what they're currently using in both police and fire. They went in approximately the same time. They replaced the old reeled reel and it's going on 8 years right now. By the time they could budget for this, it will be a 9 year old system. Fire in particular is having some real issues. They've had a number of service calls on it. They're fighting a bill right now to see if they can help them out with that. Every piece of his recorder is recording equipment seems to be having problems everything from the cable on up.

It's in bad shape and needs to be replaced. There are way better technologies now. They did have a demonstration on one. They brought the Fire Chief with them, and they have come a long way in 8 years. A very nice capability. Its now digital capability. They are looking at the potential to do something maybe with one bigger unit that they can share over the fiber optic. That gets into what happens if something is severed. So that's not ideal but maybe if they had a smaller system on the other end for just some emergency backup, they could do something like that. So they're exploring the cost of both of those ways of doing business. Of course if they were a joint dispatch, that would be a moot point. They do need the duplication right now with the way the dispatch systems are.

Selectman Maddox had a couple of questions. Are we all on one operating system throughout the Town? Ms. Nute said pretty much. They've got Assess Pro and they're coming out with a new version of Assess Pro. It can't be run on server 2008. They do have that problem where you have a vendor with their application just isn't compatible. Selectman Maddox was just talking more Windows. Are we all on one XP or whatever you're on? Ms. Nute said yes. They are all on one office. They're using the latest Outlook for their mail. They're using the one previous version on all of the Word documents and Excel spreadsheets and Microsoft Office stuff. The only reason they didn't bring everybody up to the latest is because of the training issue. They hope to do all that all at once. This fiscal year they're looking at starting the upgrade to Windows 7. Selectman Maddox said at least that's an accomplishment. Again, years ago Ms. Nute had people on Windows 3.1 and everything under the sun. At least that issue was resolved. Hopefully your troubles are all consistent with one operating system as opposed to 3. Maybe we sit and wait for our operating system for another couple of years and let it all stabilize out. Everybody was going to Vista and it went no where. Maybe its time to enjoy the stability of what we're on and then when it needs to be like the serves you're saying you're at 2008. Ms. Nute said the majority of them are 2008 now except for a couple of applications. Again, Selectman Maddox said if they don't put that pressure on the IT Department and stay with a stable platform to be able to give you time to do some of these other items. It makes sense to him.

Chairman Massey asked if Ms. Nute has ever given any thought to having some of the folks use Open Office as opposed to the Microsoft Office Suite. Ms. Nute said she has not. Chairman Massey said he's used them and they're getting pretty robust now. They cost about \$10 to download the software. Ms. Nute said she'd never say never but it's something to explore. Chairman Massey said he wouldn't recommend it for a lot of people; it might be for the casual user rather than paying a Microsoft license. The Open Office Suite might be worth it. Ms. Nute said she'd look into that.

Selectman Nadeau asked if the web site that they paid for all up and running? Ms. Nute said, "What you don't look at our web site?" Selectman Nadeau said he didn't but people have asked the question. He hasn't looked at it probably in a month or two. Ms. Nute said yes they are. Of course it's a non-ending project. It's ever evolving. They are in there practically every day. She does have a photographer out there. In fact, Captain Morin is working on fire department photos for her now. Ideally they would like a different banner on every department and board. So things like that they'll just use outside experience to put some banners and things like that together for them. For the most part, they are done with the consultant and doing everything in house. She did give back a little bit of money that the Board had given her. They decided rather than the clerical support, they did do everything in house. Jen Riel from Finance has been instrumental in helping them do that. They did train Donna now, so she's posting all of your minutes and agendas right away. She maintains the calendar. This is one of the main reasons that they decided to revamp the web site and rewrite it so that they could empower the users to keep their own information up to date. It's way timelier than having to go to them when they're strapped for time to get things up as fast as people would like. This has worked out very well in that regard.

Selectman Coutu said he didn't think there was going to be too many more questions but he just wanted to say from a first hand observation that considering the size and scope of the job that Ms. Nute has each and every day, she's somewhat of an unknown within the municipal government until somebody has a problem. You're isolated by virtue of your locations, which is down in the basement. Not the most comfortable place. He's been in there when it's been very hot, and he's been in there when it's been very, very cold. She and her staff are assigned a job, and it expected that you work X number of hours a week like all other municipal employees. He can attest to the fact that between Ms. Nute, Vin, and John Beike that each of them collectively or individually work far in excess of what you're expected to work in order to accomplish your job. You do so on the basis of loyalty to your Town and its obvious to him in having gone to the police department and seeing John there first hand. His interactions with Ms. Nute and with Vin, and he just wanted her to know that from his perspective, he appreciated the service that she's providing this Town. He thought that the taxpayers of the Town of Hudson are getting their monies worth out of the 3 of them in terms of their physical labor and intelligence and ability to keep this system up and running. He knows that she's had a lot of very petty little problems that she has to deal with every single day which takes away from some of the bigger picture that she'd like to see accomplished. Selectman Coutu wanted Ms. Nute to know that he

appreciated the work that her department does and hopefully some day somebody will come with a creative way to either move Finance out of there and find them a bigger location and give them that area so that they can expand and have the room. He doesn't know how they can work in those conditions, and he didn't know if the Department of Labor made any comment about that location down there. To him, it's appalling. He applauded Ms. Nute or having the patience to continue to work in those confines and to do the job that she's doing. Ms. Nute said she appreciated Selectman Coutu recognizing that.

Selectman Maddox thought he was going to look into the Able Network to find somebody to do some work with clerical in that department. Chairman Massey said he didn't realize he was going down that road. Selectman Maddox thought they talked about it a couple of months ago or whatever. Chairman Massey said it obviously fell through the cracks. He knows that Selectman Nadeau has talked about some Able Network capabilities in a couple of other departments. Let him send correspondence to Able Network directly and see...Selectman Maddox thought they talked about it and it would be a good fit because they're trying to train people. If you could teach them to keep some of this stuff up and do some of the clerical end of it at the very least or maybe some of the computer repairs that you're talking about.

Chairman Massey asked Lisa Nute to write up for him a very small job description of what she'd want that person to do. Ms. Nute said that this was a volunteer...Chairman Massey said no. The Able Network is a federally funded program that puts 55 and up people on jobs so that they can learn a job and go look for another job. They typically are on the job. They know of at least one case where they've been there for 3 or 4 years. You need to provide them with a job description so that they can match the labor pool with the need. If Ms. Nute could just write him up a small job description, he will forward it to the manager of the local office and see if they can help them. Ms. Nute said it would probably need to be a small scope of expertise. Chairman Massey said right. It would be the skills needed and the typical work that they would be doing.

Chairman Massey wanted to echo Selectman Coutu's comments. He knows that he's come here late at night and one or more of them have been there. He also knows that when he's had problems, they've been fairly well taken care of them. When he reflects back where they were 4 or 5 years ago, they have come a long way. He thought it's a credit to Ms. Nute, Vin and John. Thank you. Selectman Jasper said, "Ditto".

7. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Nadeau - A couple of things. For those who didn't go, he did not go but he did see the check when he went to the Library this week from Hannaford. They had their grand re-opening on Saturday morning and they donated \$2,500 to the Library for one of their new programs that they've started. Chairman Massey said he went through the checkout stand at Hannaford's at 8:30 and they had already given out their 300 coupons. They were giving out for the first 300 shoppers starting at 7:00 a.m. a \$5 up to \$250 coupon. Selectman Nadeau said he got there at 11:30 and they were all gone. Selectman Nadeau said that the check is over at the Library. A couple of them went to Gerry Carrier's retirement luncheon over at the fire department. After 23 ½ years of service, Fire Firefighter Gerry Carrier retired.

The other thing is Old Home Days is coming up. Not this weekend but the following weekend, August 12, 13, 14, and 15. He went to the dump on Saturday and they had an amazing amount of traffic going through there as usual. All the bins were full.

One of the other donations that came into the Library in the last week in a half two weeks was Jean Serino made a donation to the Library. They'll be an article coming up in the HLN. It was in memory of Ralph Kelly. For those who don't know him, he ran the answering service here in town for many years. They'll be a story coming up in the HLN about that.

Selectman Coutu - He really had nothing, except that Selectman Nadeau had to open his mouth. The Fire Chief said they had plenty of food for Carrier's retirement until Ben showed up. Chairman Massey can attest to the fact that Selectman Nadeau was a bird. He had very little to eat.

Selectman Maddox - He has had the pleasure of going to a number of meetings to meet the candidates. New Hampshire has a history of really retail politics. He thought that it was healthy. If you just watch the television ads, you really don't meet the person. Why is he bringing this up you ask? Very few people get to see what - 12 to 15 people in a room get to meet the candidates. One of the problems they're having is trying to find a place to have these get together. He knows he thought he was on the Board he thought in his second year, so its 4 or 5 years ago. The Board of Selectmen revamped their policies for use of these meeting rooms. He would like the Board to take a look at that item. He understood at the time the concern, but he thought if there was a political party that's on the ballot being able to use Town facilities to help our citizens hear their positions, understand where these people are coming from, it makes us a better informed

voter. He would hope that they could take a look at that some time in the future for the use of the meeting rooms and maybe be able to use these for meeting candidates and the like.

Chairman Massey said he would like to double check. His recollection was that political parties can have meetings in here because they always used to meet here. Selectman Jasper said there was a change that precluded a number of things like that, which he did not agree with. To that end while he certainly agreed with that anyhow because he thought there was a great opportunity to have things televised, but he's actually had conversations about and its something they can do now is use the studio on Old Derry Road and have their meetings there in a better way to have them taped. He agreed with him. It's a restriction that serves no good public purpose. Chairman Massey wanted to put that on Selectman Jasper's and Steve's desks and come back with a recommendation. Selectman Coutu said to do what. Selectman Maddox said right now you couldn't use this room. Selectman Coutu said he didn't want political candidates in the Selectmen's meeting room. It's a waste of taxpayer's time and money. He's seen the candidates. There aren't two of them put together that are worth a nickel. Selectman Maddox asked how would he know that if he didn't get to see them personally. Selectman Coutu said he's listened to their BS and their ads on TV. Its hocus pocus.

Selectman Jasper - He hated to bring up a sore subject, but he will. Doug Robinson has volunteered if it will help the situation to inventory the Benson Park hats and t-shirts. He didn't know what the Board will do with that information but the whole idea was to move some of them at Old Home Days. If you want them inventoried and a number for next week if that's going to change anybody's mind, that's still enough time to get them out there to be able to be sold. Otherwise, they will sit at the Highway garage until the 3 of you figure out what to do with them. That's an offer that's out there. Chairman Massey asked for a consensus of the Board to let Mr. Robinson inventory the hats and t-shirts. Selectmen Coutu and Maddox said sure. Selectman Jasper assumed Doug was watching from home, give him a call tomorrow.

Selectman Massey - Only had one thing tonight. He spent approximately 2 hours on Thursday of last week with Mr. Pearson and Ms. Graham with the New Hampshire Department of Labor inspectors who came to inspect all town properties to see if we are in compliance with all the various labor, OSHA, etc., etc. requirements. There were a lot of things that they pointed out that are going to be very short money to fix. A couple of things are going to require the Board to think about whether they want to do it and if they do want to do it, how they're going to fix it. They did everything except the Community Center, the Recreation Department, the West Road Landfill, transfer station, and Library. So they're going to come back on August 19th to finish that. Then they will write a report to the Town that will specify what they are going to recommend in the way of suggested changes. Some of them were as simple as all the exit signs are going to be checked to see that they're light bulbs are light and all of the emergency lighting is going to be checked. There were a couple of them that were either low on their battery, etc. They looked into every nook and cranny in this building. Town Hall was actually the only building that Chairman Massey was with them. There wasn't any place in this building that they did not go into. They made a lot of valid observations. Chairman Massey thought they'd see the results of it when they get their report. It is something that they have to do. It's every 5 years. We'll see what they come up with in their recommendation. We know kind of the areas that they're going to be doing. Until they actually write them, it will probably be premature to say much about it.

8. NONPUBLIC SESSION

Motion by Selectman Coutu, seconded by Selectman Jasper, to enter nonpublic session under RSA 91-A:3 II (d) and 91-A:2 (a), carried 5-0.

Nonpublic Session is being entered at 10:03 p.m., thus ending the televised portion of the meeting. Any votes taken upon entering open session will be listed on the Board's next agenda.

The public is asked to leave the room.

Motion by Selectman Jasper, seconded by Selectman Maddox to exit nonpublic session, carried 5-0.

Open session is being entered at 10:45 p.m.

9. ADJOURNMENT

Motion to adjourn at 10:46 p.m. by Selectman Jasper, seconded by Selectman Coutu, carried 5-0.

Recorded by HGTV and transcribed by Donna Graham, Recorder.

HUDSON BOARD OF SELECTMEN

Kenneth J. Massey, Chairman

Richard J. Maddox, Vice-Chairman

Roger E. Coutu, Selectman

Benjamin J. Nadeau, Selectman

Shawn N. Jasper, Selectman