

HUDSON, NH, BOARD OF SELECTMEN  
Workshop Minutes of the June 1, 2010 Meeting

1. CALL TO ORDER by Chairman Massey at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE led by Fire Chief Shawn Murray.
3. ATTENDANCE - Ken Massey, Roger Coutu, Ben Nadeau (arrived late at 7:07 p.m.), Shawn Jasper, Rick Maddox

Staff/Others: Stephen Malizia, Town Administrator; Fire Chief Shawn Murray; Deputy Neal Carter, Deputy Rob Buxton, Jim Michaud, Assistant Assessor; Gary Webster, Town Engineer, Pat Nichols

4. MINUTES – None.
5. OLD BUSINESS – None.
6. DISCUSSION ITEMS

A. Fire Department Review

Chairman Massey recognized Fire Chief Shawn Murray.

Good evening Chairman and members of the Board. Chief Murray stated that they were there to present to the Board the Fire Department workshop. In preparation for that, they forwarded a package to the Board for their review. If he could, he gave a quick overview for people at home and went from there.

The Mission Statement of the Hudson Fire Department is to preserve life, property, and the environment from man made and natural disasters while providing emergency medical services, fire and rescue operations, communications, public education, and fire prevention programs. As of today's date, the Hudson Fire Department currently has 65 personnel on its employee roster, including himself, 2 Deputy Fire Chiefs, 5 full-time Captains, 1 Captain on the call force, 4 full-time Lieutenants, 1 Lieutenant on the call force, 26 full-time Firefighters, 19 Call Firefighters, 4 Dispatchers, 1 Fire Inspector, 1 Fire Prevention Officer, an Executive Secretary, and an Administrative Support Secretary.

The two major divisions of the Fire Department are the Operations Division, which is the largest division of personnel. They're responsible for the request for fire and EMS services. The Operations Division is supervised by Deputy Chief Neal Carter. Then the Support Services Division includes the Dispatchers, the Fire Inspector, and the Fire Prevention Officer. They are supervised by Deputy Chief Buxton. In addition to his operations/duties, Deputy Carter is responsible for the maintenance of the apparatus and fleet. Deputy Buxton takes on the responsibility of the buildings and the facilities. So if during his presentation tonight if you will Mr. Chairman, he may defer to them to answer any specific questions the Board may have.

The Town of Hudson's population continues to be projecting a 1.4 per year increase over the next 20 years. If those projections hold true, an additional 6,402 persons will be added to our population by 2020. With an estimated population of 29,330 in 2020, Hudson will continue to reflect a suburban community with urban elements, including non residential and multi-family residential development. They provide protection at 28.5 square miles of land and 8/10<sup>th</sup> of a mile of inland water area. In your package, they also included a breakdown of the calls for 2009. In 2009, the Fire Department had a total of 3,103 calls for service.

The rest of the package contains some dispatching analysis, our roster, vehicle replacement plan, which they'll be speaking to with some rationale for that. They have a facilities update for them. A letter and research on their call force pay, rationale for a mechanic and a staffing rationale if the Board chooses to discuss those and go in that direction.

With that Mr. Chairman if he may, Chief Murray said he'd follow through on his outline. The first discussion topic they have before them is the central fire station and a discussion on the Central Fire Station seeking the Board's direction or discussion on the need for a new central fire station.

Selectman Coutu asked the Chief, as he was going through the packet, that it appeared to him that he was jumping around just a little. If he could identify the pages of the topics he's going to bring up, it would be appreciated. He noticed that they're not numbered. Chief Murray said as typical as it goes, they got mixed up. He will certainly do that. Selectman Coutu understood. If he could at least identify a section if it's in the first half, or near the middle, or something like that so that they can follow along.

For this first discussion, Chief Murray said there's no particular handout. However, he did make a quick time line. Again if the Board would like, he would go through it quickly just for the audience at home so they can see where they've been.

In June of 2007, the Board approved a facility study. In May of 2008, a final report of a comprehensive facility study was conducted of Lenny Smith's Fire Station and they presented that to the Board. That was completed by Pacheco Ross out of New York. May 13, 2008, the Board of Selectmen formed a Building Committee. In October of 2008, the Building Committee report was presented to the Board of Selectmen. In October of 2008, a warrant article was approved to forward a warrant article for \$25,000 to further study land on Derry Street. In March of 2009, that warrant article failed with a 1,907 to 1,111 vote. Since that time, they haven't done much with the central station project to bring forth to the Board for their discussion.

Selectman Maddox didn't think it was going to take them long as the library, but he thought that this was a long-term project. Some money needs to be spent at the station to do some upgrades to various systems – HVAC and some safety issues. He thought that some number needed to come in. Whether it's a fire station or something else, he thought they had to look at those items in the next few years. He would hope that they would look to put some monies, and he wasn't sure he had a number, but something to continue to maintain that building as it will be their fire station for the next years. What that number was, no one had an idea of what that was. Thank you.

Just as a note to that, Chief Murray said that they would recall that they did increase the building maintenance lines. They'll be giving the Board an update on the facilities. They are maintaining the facilities but you're right, there was higher costs coming up. He's going to talk to them as an example the driveways out here need some serious work within the next couple of years.

Selectman Maddox didn't remember the study exactly, but he knew that there were a number of things that Pacheco Ross pointed out. One of them was deficiencies with electrical. Deputy Buxton said there was a very long list of items that were produced by Pacheco Ross. They've taken those items and turned them into a spreadsheet as they worked through the budgetary items and money allows that kind of - like their hit list that they're working down was through the facility piece. So things that were identified by them either small routine maintenance items that needed to be adjusted if later on when they get to facilities you'll hear him speak about maintenance programs that they've put in place. Things that weren't established prior to that since the report was taken what they couldn't extrapolate would be useful information that they could use today and put it into place. That information was not being wasted. It was being used.

With the new radios, Selectman Maddox said he was sure that probably some of the heat load was down from the tubes that were probably upstairs. He's just saying those kinds of issues – air

conditioning for the equipment. Dispatch has a lot more electronics than it had probably 10 years ago. Those type of issues. He thought that they needed to keep the station to where it is functional and safe.

If you'd like Chief Murray to pull that facilities part out, that would probably tie in good with the discussion. They have it in their agenda, but its one out. Would you like to go to that as part of this discussion? Chairman Massey thought to keep the continuity, it would be worthwhile Chief.

So if you look in your packet, Chief Murray said there was a document called "facilities". They have been working to keep the facilities efficient and operational over the last year. For this year's budget, they have expended 93 percent of the building maintenance budget. They talked about some of the completed repairs they finished last year. As they know, they replaced the flat roof at Central Fire Station. That was at a cost of approximately \$17,000. A very timely project because when they tore the roof up, a lot of the sheet metal underneath had actually rotted. That was the cause of one of the major leaks.

Chief Murray said they did reconfigure the dispatch room and split the console up and put 2 smaller work stations so you could at least maneuver around in there now. They just finished some air conditioning work. They had some electric dampers and programmable thermostat put in dispatch because the temperatures were very irregular. The band aid fix of this wall air conditioner that they put in about 7 or 8 years ago just wasn't working. He thought they've seen an improvement in that already.

Robinson Road Fire Station pointing project. Chief Murray indicated that the entire building has been repointed. They're just waiting for the contractor to now come in and seal it. That was a worthwhile project that really sealed the building up nice.

They put some heat tape insulation on the Fire Department Administration Building. They had a serious icing problem in the winter. This last winter really took care of it, kept the ice dams down, and that reduced the damage there.

They've conducted preventative maintenance programs for all of their fire department station generators. If the Board will recall, two of those generators were a result of a federal grant and certainly have paid their value forward with all the power outages and ice storms that they've had.

Chairman Massey asked what the condition was of the one behind Central. When you drive by it, the externals of it certainly looked in fairly rough shape. Chief Murray said it is operating. It does start. They have a contract with Powers & Weld Generator Company. They are maintaining it but it is something, again depending on where they go in the future, they're going to have to do something with. There's a lot of terminals in there that they've been told they're going to have power down the complete building – the whole complex, in order for them to get in there and take the electrical contact terminals and clean them all up. They've never been done before. That's a pretty big project because they have to get PSNH involved. It also meant that he was going to have to come up with alternate power for the dispatch center. Chairman Massey asked if they could just disconnect that from the network and work on it. Deputy Buxton said that generator did not have a disconnect switch ahead of it to chose between generator power and line power. So it just streams through one into the building. That was a change from 20 years ago when they put the generator in. There was no requirement for that bypass switch. That's one of the major challenges with that work. Chairman Massey asked if it was something that would lend itself to (inaudible) that you could put a bypass switch. Deputy Buxton said if they went down that path of doing that work, he would absolutely recommend that they put in that type of switch so if they ever needed to do it again or if they had a failure of the generator, they wouldn't have to bring Public Service in and disconnect from the pole to get the work done.

Again, Chief Murray said that they have a program for the HVAC and the heating units for all the buildings and the fire station. They're being maintained twice a year – the summer season and

winter season. They have an ongoing pest removal for spraying all the building for bugs and rodents to make sure that's taken care of as well as they have an ongoing plymovent which is the diesel exhaust system maintenance programs. They have to change the filters every 6 months and make sure it is all working.

Chief Murray indicated that they still had a few more pending projects to be completed by the end of the year. There are at least 5 or 6 air conditioning units outside of Central that will have to be maintained and get ready for summer. They are going to put programmable thermostats in the administration building. They were hoping to put heat tape over at Central Fire Station above the alcove. That's a major, major ice dam area as well as the other side of the dispatch roof. It's almost a safety hazard as the ice gets so large. Since it worked well over at the admin. building, they're going to try it at Central.

Most recently he has the back stairs to the fire administration building. Those stairs have to be sanded, stained, and the structure stabilized and tightened up its bolts from years ago. So they're going to have that done. The last program Chief Murray said they were working on was to replace the lights at the Firefighter's memorial. They're as old as the memorial is and their original design hasn't held up in the weather. They've purchased weatherproof lights for that very purpose, and they're going to work on that.

For next year's budget, Chief Murray said they were going to have to do some painting at the Central Fire Station. Back a few years ago they hired the Hillsborough County prisoners. That always worked out well. They're only responsible for the paint, feeding them, and they actually went through Central Station in about 5 days from top to bottom. So they'll be looking to do that again in their budget. He has some carpeting upstairs in Central in the hallways and bedrooms that were starting to rip that will need to be replaced.

Chief Murray had mentioned this earlier. They're going to be looking to ask for support of grading and fixing the parking lot at the Robinson Road Fire Station. He wasn't sure how long ago that was paved. It basically needs to be striped down and repaved. Selectman Jasper said it's about 30 years. It's never been touched. Chief Murray said the same goes with the grading and repaving of the driveway out here. They may recall there's no real drainage system out here. There's a dry well. If you'll note when you go by the side of the building, the weight of the apparatus constantly going over it has created the hole in the pavement there plus the general condition of not only our parking lot, but maybe Town Hall's. That will be something they will be asking the Board to consider for next year also.

If memory served him right, Selectman Maddox asked if they were reclaiming and paving right in that area by Robinson. Deputy Buxton said they did today. One of the things at Robinson Road Station is the grading all the way around the building needed to be addressed. One of the things they noted last year when they did the walk with the mason and the pointing, they have several areas that through growth and just time, the grass has gotten so high the water actually flows up against the building. So they need to do a complete take down all the way around the building, including lawn and pavement at some point. Selectman Maddox said it was too late to get that done.

Chief Murray said the other building maintenance or concern for next year was drain and floor repairs up at the Burns Hill Fire Station. The bay floors have cracked. The drains have begun to cave in. So they needed to have some masonry work done up there to restore them so that the water coming off the apparatus and stuff properly drains where it is supposed to. That's some of the facilities challenges they've had. They're planning to go after for the next year or next couple of years.

Given what Selectman Maddox has indicated, Chairman Massey said regardless of when the new fire station is coming, they are going to be faced with these types of maintenance. What's the Board's pleasure relative to giving the Chief any direction for the replacement for Central Station?

Selectman Coutu asked if he was talking about replacing the station. Chairman Massey said that they had the warrant article in for 2009 and it failed. So they did not put one in again this year. Was there some direction that they should be giving the Chief when he's getting ready to plan his budget this year as to what to do about Central Station?

As much as Selectman Jasper hates to say it, he thought until such time as the economy improves and they start to see their revenues rebound, they just need to maintain and hold. He didn't think there was much else they could do. It probably is not a bad time to talk about the situation behind them with all the buildings for sale as a unit. He'll just say while years ago he thought that might be a fairly practical idea, and they actually have and he thought if the warrant article was \$60,000, \$60,000 was not bad. Now he understood the 4 of them...Mr. Malizia said there were 5 properties. He believed they were asking \$1.5 million for the 5. Selectman Jasper said that was \$300,000 a piece. Mr. Malizia said less than an acre of land for all 5, and the values are in the low \$200,000 on our assessed value. Selectman Jasper said he didn't see that as a very practical solution any more. If he were able to come down to nearer the assessed value, you're still starting off at \$1 million before you've done anything. He didn't see that as a solution. He thought they were still better off to look off site and start over.

Though he doesn't disagree with some of the observations that Selectman Jasper made relative to the fiscal constraints that were placed upon them right now, Selectman Coutu thought they finally have to come to the realization that they are as the Chief initially reported facing continued growth in our community. Chairman Massey and Selectman Maddox are both members of the Planning Board are aware of the large scaled projects that are being proposed. There are going to be more residents in the near future coming into the town if these developments were approved. He didn't see any reason why some of them would not be approved. He thought that to continually pump money into a building that they know is a money pit, the way he looks at it, and for them to spend thousands of dollars every year to fix this and fix that, he knows in the immediate future they have to deal with it. He thought it was time that they seriously consider as a Board as a whole setting a time when they're going to look very seriously at replacing the fire station. They're probably the 10<sup>th</sup> largest community in the State of New Hampshire, and Selectman Coutu looks at towns that are less than half their size. Some of them 20 percent their size who have beautiful brand new buildings, and we're still operating a central fire station out of a dilapidated building. The Budget Committee has said on several occasions when they've gone to the building that they can't believe the disrepair that the building is in and something needed to be done. He thought that though they're not seriously cash strapped, but he knows that revenues were down. Selectman Coutu agreed with Selectman Jasper on that observation. However, he thought it was time that they take a very serious look at our public safety, and it's a public safety issue, and they grab the bull by the horns and make a commitment to do something. The either buy land and commit to build a building and bond it and get it done. They have no reservations it appears as a town when it comes to bonding schools. He thought though education obviously was a high priority item, so is public safety. He thought it was time that they take a very serious look and make a very serious commitment. Selectman Coutu said he didn't see any reason why they couldn't considering that they budget 18 months that they can't make a commitment for the year 2012 to go ahead and look seriously at building a brand new fire station for this town and get rid this building and expand Town Hall in that direction if necessary. We're also getting cramped in here. Thank you.

Selectman Nadeau had a couple of things. The first one was do they collect impact fees for the Fire Department? Chairman Massey said no. Selectman Nadeau said if they were to build a new station would they be able to collect it? Selectman Coutu said no. Public safety, no. Selectman Maddox said he thought they could. The formula would be \$27 a house. Selectman Nadeau said the school has plenty of money in capital reserves, but they're starting to use it finally.

Selectman Nadeau said the other one is if they are going to go down that road, he thought that they should maybe for the next upcoming budget year put a capital reserve warrant article for the improvements to Central Station and/or a capital reserve fund to build a new fire station. He'll use a round number, \$100,000. If they don't build a new fire station in 4 years, then they use that

money to renovate the fire station in 4 years. He didn't know if that was something that would be a viable solution. Maybe \$100,000 was too much and they could use it if they did get a new piece of property to do the different things to look at if it was feasible – a feasibility study/building report for that particular piece of property. He did think that it was something they should look forward to in the new budget for the next upcoming year whether it is \$50,000 or \$100,000. It's a start.

Selectman Jasper said he didn't think anything had changed since they got their last study, and looked at locations, and the piece of land they looked at was still available. If they want to go in that direction, then he thought the thing to do was get behind the warrant article they had before, make that happen, and move forward from there. There was nothing that would have changed that plan from that time. He thought that was the most viable thing because they realize that they have a very limited corridor that Central could go it. They identified probably not the most ideal piece of property, but probably the most reasonable one in terms of finances unless the Board decides they want to go rich on buying land. Then certainly there are better locations available. That one could work there with some modifications that needed to be made. They need to make a decision. The best thing to do was to go the way they did and just because it failed once, the Board was not wholeheartedly behind it. With a Board not being whole heartedly behind something, it was not likely to pass. It was very controversial at the time. There was just barely enough support to get it on the warrant. If we're going to move forward, we move forward with something that we can all agree on, back it, and get the steps started. He thought they had a good plan at the time, and if you like another location for more money, that's fine too. We don't need to reinvent the wheel.

Selectman Maddox said he was the one not in favor of that maneuver. He thought \$7 million was going to be the way of the X million dollars for the new library. He thought they needed to be practical. He thought that they also needed to look at the 800 pound gorilla, which was Green Meadow. Whatever happens there, could determine where a lot more calls were going to happen. Does it make sense to put our central fire station on the Nashua border? From his point Mr. Chairman say put X amount of dollars into the Leonard Smith Central Station to maintain a building that was at least not dilapidated, and he didn't think it was that. He thought they needed to look at maintain a 50 year old building. When things shake out, look at different options for land depending on, again, where Hudson's population where those 4,500 new people were going to be or a one square mile area of Hudson which is now Green Meadows Golf Course gets developed in whatever manner may skew the entire thing. He's in favor of putting monies into the existing station to make it a functional, livable, presentable fire station until such time as things were worked out. Thank you Sir.

When Selectman Coutu thinks about their dispatcher working in a small confined area and when he or she has to go the bathroom have to answer the phone in the bathroom in order to carry on with the dispatch of our fire units, he thought that was deplorable for a town of our size and a community of our size. Shame on us for allowing us to continue to perpetrate what's going on over in that building. That building was not worth pumping thousands of dollars in every single year and to get nothing back for it in the end. He thought it was time that they make a commitment to build a new fire station. He thought they could sell it. The idea was there. There's no need to reinvent the wheel, and he just didn't buy any argument about Green Meadow. It's getting boring to him. Whether Green Meadow is developed or not developed is not going to impact the study that the fire department already made with regard to the most proper placement of their central fire station. If that becomes a problem or an issue down at the south end of town, they can try to make provisions for them to build a one truck fire station down at that end of town if need be, or add on to what we have on Wason Road and add another truck over there if necessary.

Selectman Coutu said the response time was for the majority of the population, the study was made, the bulk of our population is in this central area. He thought that they needed to start looking very seriously. Selectman Coutu didn't know where the votes would fall if they were to make a commitment to building a new fire station. As Selectman Jasper said, if they got together

behind this as a unit, they could convince the citizens that this was the right thing to do. Already they're hearing dissension. They just want to keep pumping thousands of dollars every year into a building that's a waste of money. It's a waste of taxpayers' money. As a taxpayer, he resented the idea of being asked to hold off 4, 5, 6, 7, 10 more years pumping anywhere from \$20,000 to \$100,000 a year. God knows what went into that building because we don't know what's going to happen next. Every year it seems to be something different. He just didn't buy that argument Mr. Chairman and it aggravates him to hear people try to stall something that is inevitable that needs to be done, and they need to be committed to doing it. He's ready to move forward with that plan. Thank you. Chairman Massey asked if there was a motion there. Selectman Coutu said he wouldn't know how to put it in the form of a motion at this point. He's not going to make a motion to build a fire station in 2012. That's beyond the scope of his reasoning. He thought they needed to look at it very seriously if they should have another workshop.

Selectman Coutu said the Board should have them come in and talk to them about their plans for the new station, which they've already gone through, and have Selectman Jasper refresh their memories with regard to the warrant article they had on the land purchase and again study the contour of the corridor areas that it's going to cover and how it impacts our community. They can even look and bring in numbers for the potential of Green Meadow what could conceivably go there. They can look at different alternatives and have the fire department make some recommendations. He thought it was time that they take a serious look. He thought it was the number one priority item for this town right now was a new fire station. If we're going to commit to doing anything, he thought that's where they needed to pay attention and that's the direction they should go in. They've done a lot of things in this town for our community. We're being short sighted if they don't realize that with the growth potential that exists today, and they're aware that it's going to grow, the numbers may be even greater than what the Fire Chief was predicting. He didn't know where he got his projections from. He can't wait to see the census number for this year for their town. It's time they made a commitment to build a new fire station. They can look at the numbers. Now was the time to get into it before the economy makes a real huge turnaround, and the price tag goes up to \$10 million instead of \$7 million. Right now they could probably cut it down to \$5.5 or \$6 million. We can look the plans. They're not going to shortcut it, but they could certainly look at curtailing what people might classify as luxury items in the building that they wanted to put up. Brick and mortar and 4 walls and a building big enough to house our firemen comfortably and provide them with the proper exercise equipment that they need to stay in shape, and to be able to house the equipment, and to plan for the future. They don't know what the fire trucks were going to be like in the future. They know they're getting bigger and they have more whistles and bells on them. They need to plan ahead for that.

Chairman Massey said to be careful. The Chief doesn't like to have that. He left the bell off of this last one. He thought that the key here was obviously land. He believed that if they're going to move forward, they really had to make a concerted effort to site the building. He's thinking how best to go forward. It strikes him that perhaps if their liaison to the fire department, Selectman Jasper and Selectman Coutu were to get together with the fire department and by the budget season come back with a forward looking plan for what we do relative to whether they put a warrant article this year for the purchase of the land. Chairman Massey thought personally the study was probably what did them in. They should decide. The amount of money they want to put in for land, then that might be the way you go but if both of you are willing to go forward with that, he thought it would be worthwhile. They're right. Right now they are looking at a whole lot of different thoughts. Chairman Massey thought if they had it on the table and could discuss it, it's different than the hypotheticals they're dealing with.

He gave Selectman Maddox a little antidote. He remembered one time long ago and far away they needed new carpeting in his house. He didn't know if that particular job was going to last. When he said to Barb, we need the carpet and they went and did it even though he didn't know whether the job was going to last or not. You know what, he was on that particular assignment for another 6 years. Whatever Green Meadow happens, it's going to happen. They have to deal with the here

and now. The here and now clearly says they have a problem in the north end with this fire station.

Selectman Jasper regardless of what happens at the south end of town, that's not going to change the needs for central station. That's one of the things they looked at very carefully. You have to have your core facilities in the center of town. You have to have your ladder and your rescue truck. A lot of the things if you put at the south end of town will take you forever to get every place else. Everything needs to come out of here. Because of the road network, while it's nice to say lets go over towards Central Street well then that really screws up your ability to get down 102.

Chairman Massey would like to know would that be a workable solution to have Selectman Jasper and Selectman Coutu work with the fire department. Selectman Jasper said he thought they could do that. He just wanted to cover one piece of ground on that. They chose a piece of land, but it did need to be studied because there were issues with grades, and they had to look at things like that. You've got one dollar value to do that. If you said well lets put a money warrant article to buy a piece of land and maybe that would be included, the problem was you now jump up the other available land becomes very, very expensive.

Chairman Massey said there's 2 pieces that they're talking about right. One is the old Hogan and the other one was...Selectman Jasper said they weren't looking at the Hogan. Chairman Massey said the other one was behind the shopping mall adjacent to it. Again, Selectman Jasper said the price delta is huge. That was the problem. That's why they recommended the \$25,000 to see if that piece of land, which was much less expensive, could work if they could take care of the issues dealing with the grades. So there was a decision that has to be made by this Board. They either say forget that piece and let's go whole hog and spend  $\frac{3}{4}$  of a million dollars versus \$200,000 or something like that. You've got something, if he recalled and it's been a while now, you've got about a half a million dollar delta in the land prices.

Chairman Massey said what they don't know though Selectman Jasper, and he's looked at that property on several occasions, every time he goes by it he asks himself how are you going to get the cost of putting a ramp down that slope, especially since there's a retention basin there. The cost of the land may be only half the price. He understood that was there it was. Selectman Jasper said that's why it was the million dollar question. The retention basis was not on the same piece of property. They looked theoretically at the slopes and how to make all that work. It did not look to be potentially that expensive. That's why they needed to get the engineering money to see what those estimates would be.

Chairman Massey thought perhaps maybe the way to get the engineering money was not with a warrant article but with the operating budget. Selectman Jasper said they would be better off to do that. He thought that would be a better way to go. Again for forward looking, Chairman Massey asked if that was a doable thing to have Selectman Jasper and Selectman Coutu work with the fire department on a plan for them to look at budget time. Selectman Jasper and Selectman Coutu said yes. As a matter of fact, Selectman Coutu said they'll try to come in with a plan. Step 1 through the process. Chairman Massey said that would be helpful. Selectman Coutu said they'd set up a mini workshop, the 5 of them, sit down and look at the approach and then maybe that same day they could go take a look at that parcel of land one more time. Thank you. Chairman Massey said he'd leave that to rest now until budget time Chief.

Chief Murray asked how was that for an ice breaker Mr. Chairman. Chairman Massey said it was always nice to have controversial stuff at the beginning. Just to reiterate then, Chief Murray stated that they were going to form a committee, get together, and discuss that option.

The next thing Chief Murray had was their apparatus replacement program. In your packet, you'll find a couple of documents. The first one was an apparatus vehicle replacement program truck, which was right after the roster and some backup information. The next page after that was



vehicle replacement rationale which he'll speak to. Chairman Massey asked what the difference was between this sheet and at the back of the packet there are about 7 pages of apparently the same document. He did a cursory look, and it looked like they were all the same. Selectman Jasper said they were all dated May 2010. There's one in the middle and 7 in the back. Chief Murray said he forwarded color copies and she must have thought they were all part of the package. He wanted everyone to get a single colored copy. So that's why.

Chief Murray said the other thing they asked for was the facilities vehicle identification list. That showed all of their rolling stock. He'll start out by saying that the apparatus and vehicle replacement program has been what he felt has been successful over the past 7 or 8 years where they did a vehicle apparatus report. They tried to look to the future to see where they were going with all their apparatus. What they did was they updated the list to the present time and where they're at. He'll walk the Selectmen through. They looked at 3 to 5 years from now like they were asked for. So he'll bring the Board forward from there and then he can open it up for discussion then.

Chief Murray will start with 2009, the fire alarm truck. According to the program, it would have been replaced. They didn't do anything with that. They're still in sort of a holding pattern because what they wanted to look in they're getting some final numbers as whether it would be feasible for them to keep one of the tankers that they were going to trade in, strip it down to the chassis and have a new bucket put on that old tanker versus having to replace an entire fire alarm truck. They've had some preliminary discussions with the utility truck manufacturer. They believed it could be done, but they have to look at it a little closer to get them a better number of how they could do that. For right now, they're basically keeping the fire alarm truck where it was and before the bids awarded for the new tanker, they'd come before the Board and present that to them.

Selectman Maddox said he knew that they were going to trade in both tankers, so we'll also going to take a look at what that delta was to trade in one of them and that would give us a chassis with probably relatively low miles. Chief Murray said yes.

Chief Murray said this year they'll be replacing car 3, which is a 2004 Tahoe. As you know, they're replacing the tanker. Currently they're in the final review of their bids before they put it out for vendors. He hoped to get that done within the next week or so.

Again Chief just so we keep it straight, Chairman Massey said that this was where they were going to take 2 existing tankers and replace it by this new one that we have the budgeted money for. Chief Murray said right.

If you looked down at the bottom, Chief Murray said they had the fire prevention van. Their intention was when they replace the current 2004 Tahoe, they are going to get rid of the fire prevention van and they're going to take the 2004 Tahoe and cycle that down the line. So they're going to start getting into a vehicle cycle with the SUVs.

Chief Murray said next year car 2, the other red Tahoe, was up for replacement. They're going to do the same with that as they did with the prevention van with car 4. Car 4 is a 1999 Crown Vic., has high mileage on it, so they're going to cycle that out of the fleet and they'll replace it with the red 2004 Tahoe as a staff vehicle. Those vehicles currently have 50,000 and 60,000 on the 2004. So they'll cycle them out.

If we could just stay with this for clarity sake Chief, if Chairman Massey understood it, in car 3 the existing car 3 was going to become the new fire prevention van. Was that correct? Chief Murray said yes that was correct. Chairman Massey said car 4 would become what when you replace it. Chief Murray said car 4 would become the red 2004 Tahoe. Basically they're getting rid of the oldest vehicles and recycling the 2004s. Chairman Massey asked what the Chief would do with car 2 at that point. Chief Murray said car 2 was going to be replaced with a new vehicle.

Chairman Massey and Selectman Coutu were confused. Would you trade in car 2 for a replacement? Chief Murray said no. If you drew an arrow from car 2 down to car 4, that's going to replace car 4. Chairman Massey said they weren't going to purchase a new car 4. That's what he was trying to understand. Chief Murray said same with the prevention van. They're not purchasing new vehicles. Chairman Massey said they'd only be purchasing 2 cars, one next year and one this year. Chief Murray said that was right. Chairman Massey stated that they were going to wind up with 4 vehicles still. Chief Murray said yes.

Selectman Nadeau said that they use the fire prevention van for Steve Dube, right? Chief Murray said yes. Selectman Nadeau said when they need more manpower to the scene they use the van to bring them from the station. Are the Tahoe's going to be big enough? We have a 15 passenger van and we're going down to a 5 seater. Chief Murray said the van also carries their fire investigation equipment. They'll recycle the command centers, and that will give them the space in the back of the SUV for their fire equipment, and then they have the seating. There's only one bench seat really in the prevention van. Deputy Buxton said in the van there was only one bench seat. The rest of the space was taken up with investigation equipment. So the 15 passenger van has been now shrunk down to basically fit 5 to 6 people in it. Selectman Nadeau asked if everything would fit in the Tahoe. Deputy Buxton said yes.

Chief Murray said they've replaced 2 fire engines within the last 6 years. Now they're coming up into another cycle. The first one would be at least slated as engine 1, the 1997 emergency one. That's slated in 2012. He'll quickly mention the ambulances are in here. They've had a very successful program. He didn't think they had to speak about them too much. This was the rotation that they'll go in. Engine 1 was slated for 2012. If you notice in 2013, they've crossed out tanker 5. They will not be replacing that. The rescue is up there for replacement. In 2014, you have the engine and the ladder too.

Selectman Jasper asked to go back to the rescue. When they replaced one of the engines, they had quite a discussion about what they were doing there. He knows that things didn't really work out the way they had hoped at the time to actually have more rescue equipment on what was then engine 3 and eliminate 1. They kept rescue 1 saying it was there and it wasn't costing them anything. He didn't think engine 3 really turned out to be the vehicle that they were looking for. There still should be a discussion about how many vehicles were there. He felt for a long time that they needed to have 3 engines on line with a fourth in backup. Sort of doing what you're doing with the cars, moving the engines down. Selectman Jasper knew that Freightliners may present a problem there. So it may take them a while to get into that cycle. Those were bought as quick fixes. He thought that they ought to have some long-term discussion about what the operation needs were. They're going more towards ambulance service and less towards actually structure fires and the need for 4 engines he thought was greatly lessened.

Chief Murray said they were having those discussions. Again, remember they're going 3 to 5 years. Now is the time to have the discussions. As you see where these engines and rescues were coming together. They did talk about the rescue. They believe that they thought they could do that also. They've said they were going to run the rescue out until it became cost prohibitive and potentially not replace it. They're still suggesting that. The challenge to the Board was going to be the fire department felt that if they eliminate that rescue – you have the heights rescue and the specialized equipment – as long as they're going to plan to replace the ladder, they can design the ladder to carry that and then essentially eliminate that rescue. They did design the new Pierce. It has Hurst tool capabilities on it. They also modified Engine 4 to have a tool on it also. They're with the Board on that moving forward to reduce the fleet in that aspect.

Selectman Jasper said what they're suggesting was when they get to 2013, they may not be looking at replacing that rescue. They may be talking about how they can redesign a ladder to get the equipment on that and reduce the fleet by one. Chief Murray's suggestion too would be to seriously consider – luckily they've been very supportive of the Board and the Budget Committee in taking some of the money out of the capital reserve fund and then using some of the surplus.

He knows that they can all imagine when they get up to a ladder truck they're going to spend a lot of money. So perhaps they take the advantage of the next 3 or 4 years knowing they're going to eliminate that rescue and not need a tanker any more and maybe bump up that capital reserve a little so when they get to the time of replacing the ladder, it's not going to be a sticker shock to anyone at the cost of where it's going to go.

Selectman Jasper didn't disagree with that, but they're going to be looking at replacing an engine in 2012 according to this – Engine 1. Have you looked into like they've done with the Highway Department particularly on a big ticket item like this the lease purchase? Put a lot of cash perhaps up front and then do a lease purchase over a period of time. Chief Murray asked on a ladder truck? Selectman Jasper said yes. Chief Murray said that certainly was an option. Selectman Jasper thought where that's something that's such a big ticket, they should consider that. Also, and it may not be practical, but when we get closer they can see how both of those pieces of equipment were doing. Where it does have a new engine, they've been putting money into it, will they be able to bump that out at all to try to build up our reserves or was that really going to be it when it gets there? Chief Murray said potentially the same goes with the engines too. It truly becomes a fluid apparatus replacement program. Knock on wood the E1s were holding, but they purchased them as commercial. So 3 to 5 years out they really didn't know where they were going to end up with them.

Chief Murray said the other important thing about the replacement chart was if you looked beyond actually 2014, you noticed that it does start to clear out a bit. Part of their long-term goal was to move the engines out a little as much as they could to lessen that burden. They're hoping that within the next 6 or 7 years this whole plan opens up and it becomes an affordable replacement program for the future.

Selectman Maddox said he was kind of on the same page as Selectman Jasper. The rescue now that you have Hurst tools on the two front line vehicles was not going out any where as much. Was that a vehicle that just sits in that spot? Do they put monies into it and just upgrade whatever needed to be upgraded and not spend a lot of money deciding where they were going to go with the ladder. This was the 2 engines – Engine 1 and Engine 3. Was there a way to take one of those off line and have the better of the two rehabbed, keep that as a backup vehicle, and then look to have a front line vehicle? The chances of them getting an engine and a ladder in the same fiscal year just wasn't going to happen. One of those was going to have to move out. Chairman Massey said unless they considered a lease purchase. Selectman Maddox said it was still \$1.5 million between the two of them. Selectman Jasper said those were both the Freightliners right now. They're not going to rehab those. Chief Murray explained the problem with them was they're age '97 and '99 and they've had major standard changes since then under the new NFPA Standards. Those wouldn't be a good candidate for a full refurbishment. Selectman Maddox said at least one of them as a backup and not spend the money to be able to put – like you said, if they move the ladder out 2 years and up the monies to be able to have half a million dollars in that account. When you go to buy a ladder truck, that only gets them half way there.

Selectman Jasper thought what the Chief was saying was they actually have a fluid situation here. They'll get up to 2013 budget and look and see how Engine 1 was holding up. That may get pushed another year. The ladder may be looking good. They may be moving those because when you go beyond 2014, you've got about a 6 year window there where nothing major was being planned to be replaced. It's not like the problems that you often have where you have a vehicle replacement schedule and when you don't do one, then the dominoes fall over and everything is a wreck. They have some breathing room here to be able to play around with things depending on their condition. That's a great thing, and it's going to give them a lot of options as they move forward over the next number of years.

Chief Murray wanted to bring something else to the Board's attention. In doing the research, Deputy Carter spoke to some of the apparatus manufacturers. Something interesting they found out was they're all used to calculating the actual road miles of fire trucks. If you look at the

vehicle replacement rationale on your sheet, it talks about an industry standard for commercial vehicles for every one hour on an hour meter on a vehicle was equal to 25 miles. Deputy Carter took those hour meters that they have on their apparatus and calculated out some of the miles. If you go back to the first page, Truck 27 – a 1997 Freightliner, it has 48,424 road miles. If you follow the industry standard calculating the hours out, it actually has 87,000 miles in itself too.

Selectman Jasper thought if you think of it, one hour that's at 25 miles an hour. That's actually a pretty conservative number if you're going to use just the hour around town on a fire truck, you're moving a lot better than 25 mph. If they were saying 1 equaled 40 miles and you're saying you have 100 and something, this was a conservative number to say 25 miles. Chief Murray's only point was the severe duty that the trucks pull. They do look to keep them as long as they can but sometimes you just have to cycle them out because of the hours they've run or the mileage that they do get on them. When they come to the Board, there's not always high mileage because they're sitting around in the station but when they are working. It's just an example of where the mileage goes on them.

Chairman Massey thought it was pretty clear. Everybody he thought would understand that when the engine was idling, it's putting wear and tear on the engine and the drive train components. It was not the same as having the entire vehicle have 105,000 miles on it. Selectman Maddox said just the quizzical, number one it's not 25 mph. Its 25 more miles on the odometer. Selectman Jasper said it wasn't changing the odometer...Selectman Maddox was saying its not miles per hour. He kept on saying 25 miles per hour. It's more. Selectman Jasper said its 25 an hour. A lot of miles. Selectman Maddox said most diesels didn't break in until they got 100,000. He was confused. This truck has rolled.

Chief Murray said that was an overview of where they were at. They were looking to see the consensus of the Board. Chairman Massey said it sounded like they were on track with the vehicles Chief. They're going to come back in the fall with a plan on the central station. The old Fuller building was still vacant. It hasn't been vacant for ages. The corner of Melendy and Central – a vacant building across from the skate park. Chairman Massey wanted to get a sense from the Board was whether or not to look at this year creating a capital reserve fund for the equipment replacement. They have one now for repairs. Selectman Jasper said they had 2, one for each. Chairman Massey asked what was the established capital reserve equipment fund. Selectman Jasper asked if they had a capital reserve fund. Chief Murray said that was coming later on. That was the small equipment – self-contained breathing apparatus. Chairman Massey said right. They have one for the big equipment and they have one for the repairs. He was talking now for the small...

Chief Murray said they had the apparatus repair and refurbishment fund for fire apparatus. The second one was something they brought forward 2 years ago when they were going to do the first one and the Board didn't want to put too many capital reserve items on it. This capital reserve fund, if they recalled, they spent a significant amount of money replacing the self-contained breathing apparatus. A thermal imaging camera could go anywhere up to \$12,000 to \$20,000. They have gas detection meters that are \$5,000 - \$10,000. The boats fortunately they were able to use surplus funds to do that. He just wanted to bring this before the Board to see if it was worth creating this type of fund for the future. They have the digital radios that were coming up on 5 years now. You get outside the warranty. This last year the Board approved 3 to 5 replacement radios. Those were all the things that either they could continue to replace during the budget – even the protective clothing they were fortunate to get assistance to firefighters. He just wanted to put it before the Board to see if it was something they wanted to consider for the future.

Selectman Maddox thought maybe he was the lost one but he just didn't think they answered the question on the Chief for direction. Are they looking to replace the 2 Freightliners with 1 front line or were they looking to continue with 2 off the shelf type of set up? He was looking where he was going to be coming. Selectman Jasper thought Engine 1 and Engine 3 yes would be replaced. Chief can answer if he's wrong, but he's had discussions with them. Engine 1 and 3 were the

Freightliners and those would have to be replaced with front line pieces. Then when they got out to the next time Engine 4 would be replaced, it may be a case of moving back at that time and putting that back into sort of a reserve place perhaps and not replacing that one, and then you'd actually be replacing Engine 2 and moving back. Sort of like the ambulance rotation. Chief Murray said to potentially replace Engine 1, and then move Engine 4 out earlier than you would. That would put them in real good shape.

Selectman Maddox said the Chief was planning on buying 2 front line engines 2 years apart. Selectman Jasper said the Chief just stated perhaps not. That's all Selectman Maddox wanted the clarification on. Chief Murray said that was just to show them from the original apparatus replacement program where those things fell according to their age and where they recommended back when they did where they should be replaced. Chairman Massey thought he heard the Chief say Selectman Maddox that it was fluid. Selectman Maddox said it was diesel fluid. He's getting at that they're talking about 2 half a million dollar engines 2 years apart and they're trying to fit a ladder in that same set up. However fluid they want to do, and he knows that the Chief had talked a many a year about do they need 4 engines. He was just asking those questions now to say where should they be headed. Should they replace one of those engines with a front line and another one with a backup unit from the get go so that they can start the plan for a ladder that was going to be a lot of money.

Selectman Jasper said what they had to remember about that schedule was the Chief said it was based strictly on age and when they get there, they're going to determine what it was. All he was showing them was the age of the vehicles. It was a consistent age replacement here. If he may Chief on the Forestrys, they didn't touch on that. They've had a conversation too about one time they had 3 Forestrys. They were down to 2. Do they even really need 2 going forward? With the development in this Town and the lack of significant brush lands, was one Forestry potentially by the time they get out to 2017 going to be all they need? Chief Murray said they've also discussed that too. Potentially they would, if he's still there, drop forestry. The good thing about them was really what they needed was a heavy duty 4-wheel pickup. You could pick up that skid in the back which was \$30,000 when they bought them and just move it over. Selectman Jasper said they were really looking at just a pickup truck. They may not even need that based on how often they actually have 2 Forestrys in service even now. They're not getting a lot of brush calls. He knows they were busy this weekend. Did they have both trucks out on brush calls this weekend? Chief Murray said they did one a couple of Sunday's ago. It depends on what district it's in. They are constantly looking at that though. Can they effectively reduce the fleet and do with what they've been running with.

Chairman Massey asked Selectman Maddox if he had his answer at this point. Selectman Maddox said no. He understanding was its fluid. Chairman Massey asked the Board's direction to the Chief about the capital reserve fund. Was it something that they wanted to look at budget time? Selectman Jasper said absolutely. That was one of the things that have helped them over the years. They have a lot of capital reserve accounts and that has really helped them budgetarily. They don't have the spikes. They have the money there. They're putting a stable amount into the funds and drawing out based on the needs. His feeling was the more capital reserves that they have for those types of plan replacements, the better off the taxpayers. He would say that was something they should look at.

Selectman Nadeau said back in '93 when he first got on the Budget Committee, they had very little capital improvement/capital reserve funds. He always said they were going to have to replace roofs. They're always going to have to replace equipment. They're always going to have to replace the fire arms for the police department. He liked to have a capital reserve account for small equipment for the fire department, which in the CBA is the protective fire gear. If they put \$10,000 and apply for a firefighter's grant for the protective equipment and our 20 percent match is \$5,000, they don't have to wait until the next budget cycle to put in for the \$5,000 to get the clothing. If they get lucky enough to get the grant, they have the \$5,000 to replace their clothes. A thermal imaging camera comes up that they have a chance to get one for \$5,000; they have the

money in the account to buy one because someone was going to give them a match on it. He thought having a capital reserve for small equipment - he didn't think boats were small equipment. Gas meters, thermal imaging cameras, protective equipment, and the SCBAs, maybe you'd call the new boat a small piece of equipment...

Chairman Massey asked if he was in favor of it. Selectman Nadeau said that particular one yes. Selectman Coutu was not in favor of it. He thought they should budget as they go. Chairman Massey thought there was probably a consensus to do it here Chief, so at least bring it forward for the Board to look at during the budget cycle. Selectman Nadeau thought the defibrillators should be into that. Chairman Massey said if you define small equipment generally enough, they could cover almost anything with it. Chief Murray said that was on his list to talk about.

Real quickly on the apparatus replacement, Chief Murray said they're going to have a 1 or 2 year window here and if things are looking good in the fall, they may want to consider bumping up that apparatus reserve fund for the next couple of years in anticipation of the engines or whatever was coming down the road. Chairman Massey said it was going to be driven by your budget Chief. They'll take a look at it at budget time. Chief Murray thought they had lowered it for a couple of years. Selectman Jasper thought yes they did.

Chairman Massey said the next one was Call Department pay scale. Chief Murray said it was a couple of issues. It was on staffing in generally. Again, they were asked to come in with looking 3 to 5 years down the road. They've listed 3 areas. One was the Robinson Road staffing - 12 hours a day, 7 days a week; another area is a full-time mechanic position; and the third year is call firefighter pay.

Chairman Massey said on the mechanic. If they were to move forward with putting in a mechanic's position on the warrant, would you then be able to eliminate all firefighter overtime to do maintenance? In other words, he's looking at this chart here and you have approximately \$38,000 for outside vendors and \$27,000 for inside. If you had a full-time mechanic, how much of those monies would be absorbed by that mechanic? Chief Murray said he was reading off the full-time mechanic rationale. Chairman Massey put it another way. What do they gain by putting a full-time mechanic on since they already have approximately \$70,000 that they're paying for maintenance?

Chief Murray said the mechanic does a number of things. It obviously would lower the cost of what their paying outside vendors to do the work that certified mechanics need to do. As you know, they have 2 firefighters who strictly do preventive maintenance on the fire apparatus. They're not ASE Certified. They can't touch brakes, engines, or anything safety related. That all has to go to an outside vendor. For example in 2009 they spent \$37,000 in labor costs for vehicle repairs to outside vendors. Chairman Massey asked how much of that was for maintenance that couldn't have been done by an inside mechanic. As an example, they spent the money to fix the ladder truck. That would not have been done inside. Rather than spend a lot of time talking about monies right now, he believed it would probably be worthwhile if they were to come at the budget time with a cost proposal that would show how much of that cost would be offset. If all you're doing is going to add another position, then they're increasing and not saving any money on maintenance. That's what Chief Murray wanted to bring forth whether the Board wanted to entertain it at the budget, and they would break it down.

Selectman Jasper thought at this point you're looking at roughly \$70,000 or that can go up or down. At \$70,000, obviously they're not going to get a mechanic with benefits and everything else. At this point in his mind, they're doing what's cost effective. At some point it may not be cost effective. It appears that at the present time, it probably was cost effective and giving the space limitations in there until they get a new station which has the proper facilities for doing the maintenance, it may not in his mind be the most sensible thing in a lot of ways. He thought those two may go hand in hand when they get a new building.

Chairman Massey thought Selectman Jasper was probably on the right track on this one Chief. The next one was the Robinson Road staffing.

Chief Murray said as they know, they've been staffing Robinson Road for about 3 years. There is a talking sheet. Since 2007 they have been staffing it. It's currently staffed with 2 full time firefighters from 7:30 a.m. to 6 p.m. Tuesday through Friday. They have seen a benefit from that. He thought they mentioned they're starting to shift more toward EMS and when that crew is on duty that provides them that backup ambulance when the other 2 are out. Their proposal would be to hire 2 more firefighters which would allow them to staff the station 7 days a week, 12 hours a day. Again, it gives them additional coverage during high call volumes and additional manpower for larger incidents. They would be able to staff the station during weekends and again in the summer when Robinson Pond was most active. Obviously the engine and the ambulance out of that part of town does reduce their response times up to the north end and in that area. They have seen a very positive impact on outcome of medical and structure fires when the engine was manned and able to get there. When the station isn't staffed, Chief Murray said they have up to a 13 minute response time to some of those areas in the very north end of town. Again, in a broader larger goal since it provides the same level of service consistent with the rest of the Town or at least moves us that way.

Selectman Jasper said it was probably a good idea. He thought they're going to have to look and see how the budget is looking and how their revenues are looking. They still have an underfunded police officer and budgeted for half a year. We'll see where that goes. They're looking at issues with the building department. This may be one that depends on how things go gets put off a while. He thought it has worked well and 12 hours would probably cover what they need there for quite a while.

Selectman Coutu said he knows it hasn't come up for discussion and it may not this evening, assuming that they were to agree to his new staffing plan that the Chief originally proposed and was somewhat rejected but welcomed him to come back with it, how would that affect Robinson Road at its present staffing level? Chief Murray said it did not. When those 2 positions were created, the staffing hours were set. So that wouldn't change. It would still be people manning it at the same hours. Selectman Coutu said he was going to have 2 out of that rotation. Chief Murray said yes. Selectman Jasper said they do now. Selectman Coutu understood that, but he thought they were going to be consistent and put the whole department on that rotation. There's another question when the planning comes back.

Selectman Coutu asked if the Chief had done a study at any time to ascertain whether or not Tuesday through Friday were the best manning days for that station as opposed to Thursday through Sunday or Saturday back to Tuesday or Monday. Chief Murray said they did. Back when they proposed to go from the Tuesday to the Friday. It really consisted of looking at their own dispatch records. Selectman Coutu said if he says a study was done and this was – he's not the professional, you are. He assures him that Tuesday through Friday the study was done. That was the time of the most critical needs for Robinson Road. He certainly believed that if that's what his study concluded. Chief Murray said yes it was.

Selectman Jasper was going to say and he didn't recall specifically, but the reason there wasn't Monday through Thursday was most holidays fall on Mondays. So it made economic sense to go Tuesday through Friday.

Selectman Maddox would want to see some hard numbers of what's come out of that station as far as calls and whatever. He would think that this would wait another year to go through the budget cycle and see if they could find a safer grant to at least off set the first couple of years to fund this. He thought he saw on one of the web sites there's another round. He couldn't see putting this on the warrant for March of next year.

The next item Chief Murray said was the Call Department pay scale. He asked Deputy Carter to go back and look at the call pay rates. The call pay rates have not been adjusted for a number of years now. If you look at the letter from Deputy Carter on the next page over there's a comparison of the Call Department's in the local area. Hudson is the lowest paid call force at \$7.50 an hour between \$7.50 to a high of \$6.08 in local areas. It happens throughout all the ranks and through all their tenure. So what he wanted to ask the Board if they would consider allowing him effective July 4<sup>th</sup> to make adjustments to the call pay rates. He felt he has the funding in next year's budget to do so to bring their Call Firefighters up to a more reasonable pay rate for what they do.

Chairman Massey had one question that might help the Board in some level. He looked at this and of the other communities, 3 of the brackets were Pelham, one was Litchfield, and the other one was Windham. Is Pelham on call or full time firefighters? Deputy Carter said they're a combination. Mr. Malizia said these were the Call pay scales just for the Call Officers. Its apples to apples. Chairman Massey understood it was apples to apples but if you're an all Call Firefighter Department, he would intuitively think you'd be making more money than if you were a full-time person and then you had Call Firefighters to supplement it.

The other question Chairman Massey asked was how much was this going to cost the Town if they go with his recommended numbers? Even looking at his recommended numbers, the only one that comes close to the other communities was the Firefighter that's an EMT. There's only a \$.77 differential between those two. All the rest of them are at least \$2.00 difference between all the others. You say you have the money in your budget, where are you going to get the money in your budget? Chief Murray said it was a consensus of the Board that it would be something they would entertain, he'd come in before July with those exact figures on what it was going to cost them and the breakdown of it.

Selectman Jasper said well when you say what it's going to cost, you have the funding within your line item. Chief Murray said yes. He has a \$75,000 Call line for Call salaries. Selectman Jasper said he's not been expending that. Chief Murray said he has not been expending that.

Chairman Massey asked the Board if they wanted the Chief to come back with a cost estimate of increasing the Call Force payments. Selectman Jasper thought that should probably be irrelevant to the conversation. He has the money within his funding. If they think the people are worth this amount, then you pay them that amount. It's not that they're going to use another \$20,000 of the 75. They're either worth it or their not. That should be the question. Frankly, he didn't think people get into this for the money, but they should be fairly compensated. When Selectman Jasper started as a Call Firefighter, they all got \$400 a year. That was \$400 whether you came to 10 calls or you went to 150 calls, and that's actually why they went to an hourly basis because it ticked him off so much that some people were only coming in once or twice a month and other people were coming in 100 times. That wasn't fair. They went to something like \$5.00 an hour or whatever minimum wage was. If the Chief says the money is there and it's not going to require a transfer into that account and this was what they thought was fair, fine. If they thought that was too much, then they should lower it. If they thought it was not enough, then they should ask the Chief how much could his budget take. Frankly, he didn't see if he's done the analysis and based on the hours, the money he has in there, and the hours its been used then what difference did it really make.

Selectman Maddox guessed maybe things are changing. He always thought that these people would do it for free. They want to help their Town. They want to be involved. It wasn't a means to make money. It was a way to help their Town. They wanted to be firefighters. Now we're requiring more and more to have some sort of level of EMT. He guessed there was a rational to look at compensating them accordingly. He thought the only one he would have a problem with was the new hires. He thought that number jumps dramatically. He thought there needed to be an adjustment downward on that one personally. Again, your getting somebody that may or may not last a year may or may not have the skills that they're looking for. He wasn't sure how much it



cost him to outfit and get them as far as being ready to go toward their first call. He just wasn't sure that's a number.

Chief Murray wanted to clarify the \$7.50 number. That is a training hourly rate that they get until they reach their certifications. Then they go to \$10.50. Selectman Maddox said so they're not going to be trained any more or they are going to be required to be trained before they get to that number. Chief Murray said that's while they're in training and probation. Once they're through probation is when they go to essentially the \$10.50 an hour. Selectman Jasper said that was no different than the 11 to the 13.

Selectman Coutu had to say it. Selectman Nadeau reminded him Selectman Jasper, but he thought he needed to be corrected. Back then, you had to feed the horses. But he thought it was bucket brigade from the ship you landed on. Something just came up and he wanted to get to a point that Selectman Jasper made. Selectman Maddox just brought a point up. Just for a point of clarification Chief, going to the Call Department pay scale in 2010 on the new hires. They presently pay them \$7.50 during training and certification periods. After they receive their certifications, they move then to \$10.50 an hour. What Selectman Maddox asked, and he was not clear on the reply just like the Chairman asked you a question a little while ago and the Chief never answered it, are they going to hire them in at \$11.00 an hour or was there going to be a training number prior to that towards their certification? Or are you going to hire them in 2011, they're going to stay in training, and they're going to stay at \$11.00 until they complete one year and move up to \$13.00?

Chief Murray said that was correct that scenario. Selectman Coutu said they'd start at \$11.00, stay at training at \$11.00, get their certifications, and once they've completed a year or a year after certification? Chief Murray said their certification and their probation period, and then they go to \$13.00 an hour. Chairman Massey said it shouldn't say one year – post probation, which is currently 6 months. It could take longer. The general run is 6 month. Chief Murray said it typically takes about a year. Selectman Jasper said with a Call Firefighter that's longer. That's 6 months for full time staff.

[Selectman Coutu] Are you saying therefore that Pelham and Windham hire everybody in at \$13.15 or \$13.50? They don't have a training period? Is that a lower pay? Chief Murray said that was correct. You see what happened was back around 2000 -2001, they had a Call force of 30 people. So what happened was they established that \$7.50 at a training rate. That's where it has been ever since. He suspected part of that was because they had 30 people and they were trying to keep the costs in line back then.

Selectman Coutu asked how effective has the Call Firefighter unit been for our Town. Chief Murray said they are a benefit to the Town. They are a resource for them on their larger incidents when they need extra manpower or to cover the station. It is changed times. They have full-time commitments and families. That becomes a challenge to them at times. Typically if they have a major incident, they are an additional resource for them.

Selectman Coutu wanted to understand the process on the Call Fire Department. We have a major conflagration here in Town and a call goes out for extra people. Is that when the Call Firefighters come in? Chief Murray said yes. Selectman Coutu asked if they get a large response. Chief Murray said they have a Call Force of about 20. You can typically expect anywhere from 8 to 10. When Selectman Coutu looks at the Town budget and he looks at the overtime paid in the Fire Department and who specifically is getting the overtime that can be determined by looking at their base pay versus their gross pay. It seemed to him that several certain people within the department make an awful lot of overtime on the full-time staff. He was wondering where the Call Firefighter was that could save them this overtime. Chief Murray said the overtime was being made covering shifts versus call back. That answered Selectman Coutu's question. That was an oversight on his part. He apologized. You're correct.

Selectman Nadeau had an update to that. If you look at a lot of times when they call for coverage, a lot of times they're calling for coverage between 3:00 p.m. and 6:00 p.m. Most of your Call Firefighter guys or girls work an 8 to 5 job or 7 to 3 job and by the time they get home and get settled in, it might 5 p.m. or 5:30 p.m. before they're able to go out on a call. You might see some of the off duty firefighters coming in for those calls.

[Selectman Nadeau] A good example was when they had the brush fire a couple of weeks back. They did have a good response from their Call Department at that particular call, but it was also on a Sunday at 2 p.m. You look at a lot of the calls when they have back to back calls, they're usually car accidents and medical calls between 3 p.m. and 6 p.m. That's when you see Robinson Road for a prime example. On Mondays when they're not there and you get the back to back calls is when they're calling for station coverage. At least that's what he sees when he sees a lot of the calls coming in for station coverage. It's either Mondays or between the 3 p.m. to 6 p.m. time frame.

In light of the documentation that Chief Murray presented to the Board and some of the remarks made by Selectman Jasper, Selectman Coutu's consensus was that he was in agreement with him that he thought they needed to look at devising a better pay scale. He thought that was a good foundation to work from. What made him raise his hand initially, aside from wanting to tell Selectman Jasper that he was in the bucket brigade, was that as a taxpayer listening to this – he's speaking as a taxpayer, he's listening to a department head say well I have the money in my budget. The first thing that comes to his mind was how much padding goes on in these budgets? That's what it looks like to him. That's what the average taxpayer was going to say. If the money was there, it just raises the question on the budgeting practices. He was concerned about that.

Chief Murray said they've been budgeting \$75,000 a year for the Call Force since he's been there in 2001. It fluctuates. A lot of it depends on what they have going during the year. How many people do they have to train? Obviously how many calls they have and what the response is. Again, their call force numbers have fluctuated any where from a low of 14-15 up to a high of 30-35. That \$75,000 some years \$30,000 to \$40,000 of it spent. Other years he's up \$60,000 to \$65,000. It's not fluff. It's an insurance policy to make sure they have the money if they utilize personnel.

One final comment relative to that Mr. Chairman. Selectman Coutu agreed better safe than sorry. In his budgeting habits was that he always looks at a periodic average whether it's on a monthly basis because he's in the retail business or whether he's doing annual budgets, when he's budgeting out, he will take a 3 year average and he will take the highest 3 years. If you're saying to him that at most he spends \$65,000, he was wondering why he's budgeting \$75,000 especially in the economic times that we're in. It's a comment that he wanted to make. It's not in difference to anything that he does. He agreed with the Chief that they needed to be safer than sorry. In conclusion, he will certainly entertain an increase in pay for the Call Firefighters.

Selectman Jasper said he had his zinger for Selectman Coutu. He didn't disagree with Selectman Coutu. Chief Murray proposes we budget. Selectman Coutu said he didn't have all the numbers in front of him at budget time. That was not Selectman Jasper's only comment. He just wanted to clear up one thing hopefully and Selectman Nadeau did a good job but not totally complete. When you look at those people who are full time who are getting a lot of overtime, a lot of it is shift coverage. There isn't a tone that says all right full timers come in – when they put out a tone for coverage, any firefighter can come in at that point. It's a combination at that point when they request station coverage. He does have a little bit of a problem with one number. That's the new hirer going to \$11.00. Those people because of the training status and the fact that they're really not fully able to be utilized until they are certified, Selectman Jasper thought \$11 was a little high for that and he thought that Selectman Maddox had already made the comment about the training costs and everything. He thought \$9.00 would be perhaps more appropriate, recognizing there hasn't been an increase for some time. He thought \$9.00 would be better. Selectman Nadeau and Selectman Coutu agreed with that.

The last thing Chairman Massey would like to ask the Chief was he seemed to recall at some point in time, so obviously unless the salary schedule never gets fixed, that in order to be a Firefighter you had to have a minimum of EMT1. Selectman Jasper said not on for Call. Chairman Massey said to forget about the Call for a minute. He wanted to understand something. A regular Firefighter has to be an EMT1 in order to be a full-time Firefighter after they finish their probationary period. Is that correct? Chief Murray said yes. Chairman Massey said in that case they typically would go from the probationary to – we don't have 2 salary schedules for a Firefighter and a Firefighter/EMT. It's just a Firefighter. Part of their requirement was they're an EMT. You don't stay on the force if you're not an EMT minimally an EMT. Am I correct? Selectman Maddox said EMT1. Chairman Massey said the first step. Chief Murray said right, but there are some people that are grandfathered from years ago that didn't get EMT1 years ago.

Chairman Massey said a Call Firefighter could either be just a Firefighter or they could be a Firefighter/EMT. Chief Murray said correct. Chairman Massey said the cost of getting your certification seemed to him like a dollar an hour differential. Selectman Jasper said they were paying them. It's not costing them anything to get certified. Correct? Chief Murray said correct. Selectman Jasper said it was their time. Chairman Massey said there's a value to having them certified obviously. Then he's in agreement with the change of the \$9.00 for the probationary hire. He thought that one year threw him when he first saw it. To him, it should probably say post probationary. Deputy Carter said he just went with common terminology that they currently have which is 1 year. Chairman Massey said Chief Murray had the consensus on that one.

Selectman Jasper thought they decided what difference did that make. Chairman Massey thought they at least needed to do the due diligence Selectman Jasper. Yes Chief, come back. He asked if the Chief could do it next week. Chief Murray said they could do that.

Selectman Jasper wasn't sure what the due diligence was. They just heard that it fluctuates. He's going to come back with what it would have cost last year. They can look at the numbers here and they can see what it's going to cost per hour and they can't tell. Was it going to make a difference to anybody's vote if he comes back and says it's going to cost \$10,000 or \$20,000 as long as it was within the budget? It wasn't going to make a difference to him. He didn't see why they needed to waste any more time on this.

*Motion by Selectman Jasper, seconded by Selectman Coutu, that the Board of Selectmen adopt the Call Department pay scales as proposed in Deputy Carter's memo of April 27, 2010 with the amendment to \$9.00 for Firefighter New Hire.*

Selectman Coutu agreed Selectman Jasper. They've heard all of the documentation. It's obvious to him based on the numbers that he's presented to the Board that the money was in the budget. That was his major concern. That concern has been alleviated. It's time they take action. He would still like to see the numbers. He didn't think that the Chief had to present himself, he can present a document to the Chairman and it can be distributed in their packets. If they have any questions, they call the Chief or any of his deputies individually. That's why he's going to support the motion.

For clarification sake, Mr. Malizia said he's going to do all the payroll change notices. Selectman Jasper said effective July 1, 2010. Mr. Malizia was concerned that sometimes they lose track ability and five years from now they ask what they did.

*Motion by Selectman Jasper, seconded by Selectman Coutu, that the Board of Selectmen adopt the Call Department pay scales as proposed in Deputy Carter's memo of April 27, 2010 with the amendment to \$9.00 for Firefighter New Hire effective July 1, 2010.*

Chairman Massey said Selectman Jasper's motion would be as Deputy Carter had indicated. Deputy Carter said that there would be payroll change notices prepared for everybody and they'll sign them.

Selectman Nadeau said the \$13.00 an hour after one year was that after probation. Chairman Massey said it was after probation. Chief Murray said once they've completed their training certification and probation. Chairman Massey said they stay on that until they are a Lieutenant or leave the force or their five year increments they get their...

The only thing Selectman Maddox would ask Mr. Chairman was that now that they're going to increase some of those by \$3, \$4 an hour, he certainly hoped they were going to take a look at the attendance and such that if we're paying these kind of wages, we're not going to just have people on the roster that are not performing at these dollars. Deputy Carter said if they don't show up they don't get paid. Selectman Maddox said but they keep on making more money because their going up every year with the increments and everything else. You could have somebody making \$20.00 an hour that only shows up at 3 events. Chief Murray said he can assure him that they have minimal training requirements, ride along requirements, and they monitor them monthly to make sure they're showing up for call back and all of those. Chairman Massey said they implemented those changes about 3 or 4 years ago Selectman Maddox precisely because of that. Selectman Jasper said no. It goes back further than that. That was the first reason Chief Carpentino wanted to fire him.

Vote: Motion carried 5-0.

Chief Murray had a final item. Again, this was just more of an informational or a heads up. Their defibrillators are coming up at 8 years old. That's probably one of their most expensive pieces of medical equipment at approximately \$30,000 to \$40,000 a piece. They have more than proven themselves. He just wanted to plant the seed in the Board's mind that probably in 2 years they'd be coming forward to replace them whether they did it through the establishment of a small equipment fund or he thought they did a warrant article perhaps last time.

One thing Chairman Massey thought might help, Chief, was when you come and do their budgets this year that they take all of those items that they're talking about creating a capital reserve fund and give some estimate of the range of monies that they're looking at so that the Board could come up with a reasonable number to populate it with. They know on the ambulances for instance the \$40,000 a year probably is no longer sufficient. It's carried them through almost 20 years on the \$40,000 a year. It's been \$40,000 almost from the beginning. Selectman Jasper said its been up and down. Selectman Jasper thought it was \$25,000 his first year. Chairman Massey said it could have been. When you address the budget Chief if you could look at all those items and come up with a reasonable number that would kind of span all of them in terms of an ongoing funding process.

When you're talking \$30,000 a piece, [Selectman Jasper] you're talking 3 of them. Does it make any sense to start and replace one this year and do one a year for three years. Chief Murray said unfortunately the problem they get into was different technologies. If there's any one piece of equipment that needs to be consistent throughout, it is those. Selectman Jasper said they should be mindful of if they create that fund populating it and having the front end for that very reason. Selectman Coutu said they should be looking at a grant for those. Chairman Massey said they're always looking for grants, but they still have to budget it.

Believe it or not, Chief Murray said there was a very small trade in value on the old units. Thank you Mr. Chairman and members of the Board.

Chairman Massey thanked the Chief and said it had been very helpful.

Chairman Massey declared a 5 minute recess at 8:55. Chairman Massey called the Board back in session at 9:02 p.m. They'll take up the next item which is the Assessing Department Review.

B. Assessing Department Review

Chairman Massey recognized Assistant Assessor Jim Michaud.

[Jim Michaud] Good evening. Thank you for letting me come in here tonight to talk about the Assessing Department. In order for them to look at a forward looking review at where the department was, he guessed they should look at where they were right now.

On the first page of the Board's memo this is a listing of the current positions within the Assessing Department. There are currently 2 full-time positions and 2 part-time positions. He's also attached a draft organizational chart in the back of this as well. There is an error on here but at the time he wrote it, it was accurate at the time. We are currently now looking for a replacement part-time position.

In addition to the W2 human capital that they have in the Assessing Department, they also use a variety of contractors to assist them in conducting the work in function of the department. One of those was the public utility valuation consultant that they've been using for some time now since the early 1990s. The other one was a commercial industrial appeal assistance that they get from a commercial industrial appraiser. Primarily that was to assist them in defending their cases before Superior Court as well as the Board of Tax and Land Appeals on commercial industrial property.

In addition, it the department is responsible for the maintenance of the tax maps. They do contract with an outside mapping company. Currently its Aerial Map & Survey and they update our tax maps and maintain items that have changed. As with other departments, they use the legal counsel of Hage, Hodes, PA, for items requiring legal assistance. Lastly, they utilize the services of Patriot Properties which is a valuation software provider that helps them maintain their computer assisted mass appraisal system. They provide them with software updates and any fixes or reports that they are in need of.

As an aside at one point, the Finance Director had done a cost of doing business document. Based upon the department's budget, the cost of the Assessing Department to the average homeowner is \$22 for the entire year. About \$.06 a day. The Assessing Department's responsibilities arise out of statutory law as well as administrative rules sometimes called administrative law. He pulled about 3 ½ pages worth of tasks and responsibilities that the department was responsible for in conjunction with the Board of Selectmen over the course of a calendar year. This was pulled from the Assessing Reference Manual that was arrived at through the work of the Department of Revenue, NH Assessing Association, as well as the NH State Assessing Standards Board. Most of those were applicable to Hudson themselves.

Going forward to Item 1. – Continued projects for the coming year. Mr. Michaud said they've been maintaining an on site cyclical assessment data collection project. As soon as they get done with the prior data collection project that lead to the 2007 re-evaluation, they immediately started going back out to the field, the properties that had sensed been visited about 3 to 4 years prior. That was something that the Board had supported in the budget process in year's past, and it's something that they have continued to do. Beyond that, they were also focusing on scanning of documents both within the Patriot Property Software, Item B, as well as within the Town's network scanning solution content central. This would allow a better handle on where documents are when they need them in a quicker and more efficient manner, as well as allow other departments in the network scanning solution to access their documents.

Item D in conjunction with the assessment record data collection, they're continuing to caption new digital photos of real property in town. The current photos extend from the years 2000 and 2002, except for brand new construction. Certainly when they offer the photos up in the

assessment record, they'd like to be able to offer accurate representation of people's property. They frequently have people coming in saying, "well my house doesn't look like that any more". A picture is worth a 1,000 words and in assessing, they would probably be worth 10,000 words.

Item E continued attention. As they always do to the property tax appeals at the Superior Court level as well as at the Board of Tax and Land Appeal level. While primarily these are commercial industrial properties, it can happen to any one of the appeals that come in front of the department and in front of the Board in any given tax year that these appeals could end up at a higher tribunal. They are actively monitoring work done by the Assessing Standards Board because they are currently working on revocation and suspension standards. It is a board he believed of 13 or 15 people of which 4 are assessing officials in terms of those people that are employed in the field of assessing. There's been some activity on there that has caused some concern in some areas. They've also done a lot of good work as well. But they are continuing to monitor that. He did serve one term on that board.

The Board had approved prior to this year Item G, a 2010 state-wide high resolution aerial photo imagery project. They're monitoring the progress on that. They've gotten back the signed contracts. They understood that they did the fly over during the later part of April, early May. Mr. Michaud had an exact date; he just didn't have it on this document. They're working with IT on what was going to happen with those deliverables when they get there. In other words, how were they going to be implemented so that they're useful? So they're getting what they paid for.

Moving onto the next page in terms of project, thoughts, ideas, and goals going forward, he thought the most important one was when is the Town going to conduct its next revaluation. There doesn't seem to be a day that goes by that they don't get that question from property owners and the like. In New Hampshire in the Constitution, once every 5 years our values shall be renewed if not oftener. So the last time they did it was as of April 1, 2007. They are next scheduled by law to do it for April 1<sup>st</sup> of 2012. At this juncture, that's when he sees the next revaluation occurring. There was some opportunity earlier on to possibly do it sooner. They went through a budget process and ultimately it's coming down to we'll do it on that 5 year date unless the Board feels otherwise. Just timing wise, it didn't seem really effective to do it sooner than that given the resources that were needed.

Dovetailing with that, Mr. Michaud said they currently do have a capital reserve fund for future property revaluation. The principle balance was \$5,000. He wasn't sure what the total balance was now. It's probably not too much higher than \$5,000. They have looked at what the possible cost of that would be. They have some prior memos on this. He asked other assessors what they were looking at in terms of outside assistance. They are looking in the \$50,000 to \$70,000 range in order for them to secure outside resources to help them do a property value update for 2012. In order to get it done for 2012, they'll have to secure the funding come July 1, 2011, which is this fall's budget cycle. He thought that this was something that the Board would see in front of them in the fall. If anyone wanted to interrupt him at any time, he's obviously here to be interrupted as necessary.

Selectman Maddox asked if they would then budget this year \$35,000 because if you're only going to start it in April of 2012, can you split it up into the 2 years. Mr. Michaud said no. It's going to be for as of April 1, 2012. That means that they have to have contracts in place towards the fall of 2011 to get them to that point in order to lock up primarily a commercial industrial evaluation contractor as well as a public utility valuation contractor. Selectman Maddox said that they're not going to do it all before July 1<sup>st</sup> of 2012. Selectman Jasper said they had to. It has to be done for April 1<sup>st</sup> of 2012. Mr. Michaud said for as of. They're going to get the values off during the summer of 2012. The idea wasn't to get the values out in September of 2012, the idea was to get them out in advance of the MS1 due date of September 1<sup>st</sup>. Selectman Maddox said he was just looking to see if they could split it into 2 years. That's all his question was trying to be.

Chairman Massey said the bottom line was they would have been better to have put money in the budget this year. Mr. Michaud said he made a decision in the budget process last year to go for it all he supposed and asked to do an update for 2010. For the viewing public, Chairman Massey asked Mr. Michaud to describe what were the remedies the State has if a municipality does not adhere to the 5 year cycle.

Mr. Michaud said the State of New Hampshire Department of Revenue is under an obligation if a town has decided to not take steps to conduct a revaluation for that 5 year spot. So a value anew minimum once within that 5 year period from the last value anew. So 2007 – 2012. The Department of Revenue will not lightly but they would take the Town to the Board of Tax and Land Appeals and they would have what's called a "show cause hearing" for a reassessment. The cause would be the Constitution was not being followed. The Board of Tax and Land Appeals can and has been done once, he believed it was the Town of Sandown, they can contract with and fine for the DRA's cause and say that's true. They're going to have to do a revaluation. They haven't contracted for it. They have no money for it. The Board of Tax and Land Appeals can order the Department of Revenue to hire a company to do the revaluations, to do the update, and then they can load that cost directly into the tax rate for the 2012 tax rate setting. As he said, it's not done often. If the Town has any plan, if the Town has some money put aside and the voters voted it down, they're waiting for another year, the Department of Revenue was not draconian in that respect.

Selectman Jasper thought that pretty much says it. They probably could put it off a year because while the Constitution says that until very recently, that was probably one of the most ignored sections of the Constitution and it probably still is. He would wonder how many of our 200 plus municipalities are fully complying with this. He's constantly hearing about towns that have variable assessments. The Board of Tax and Land Appeals you probably only get it once (inaudible) only do that when the ratios were way out of whack. He thought that was going to be important and they're going to have to look very closely at their ratio when they get there and make the decision or whether they can risk going another year. It's not only the State; its really any taxpayer has the ability to try to go to court. For them to do it, their tax bill was going to go down substantially and people think oh well we're going to re-evaluate and my assessment is going to go down. My tax bill is going to go down. No that's not likely to be true. That only happens when classes of property are out of whack and the (inaudible) that's probably not the case here. Having your assessment go down doesn't necessarily save you a dime.

Selectman Maddox asked how long had Sandown been since their last evaluation. Mr. Michaud said in what's called the assessment review process which started in 2001 or 2002, there were many communities that had gone a long time – 10 plus years between the last time they updated values, they did a revaluation. That first assessment review process, which is a 4 to 5 year cycle – the whole State goes through this cycle and we'll be entering our third cycle. Our cycle was 2002, then 2007, and now it's coming up 2012. Anecdotally he'd say it was 10 years or more for Sandown. Selectman Maddox said that Litchfield 24 years or something. It was a ridiculous number.

Chairman Massey thought the one thing that Selectman Jasper has touched upon Jim and it's probably something that they really should be looking at the budget cycle, was what at that point in time the ratio be? We're right now about 111 or 110 somewhere in that neighborhood. Mr. Michaud said correct. We're in 10.4. Above 110, Chairman Massey said they're starting to get into the areas where lots of people could apply for abatements and may be successful. Mr. Michaud said they could be at 120 percent and have everybody at 120 percent. There's a statistical measurement for determining how close is everybody at that statistic whether its 90 percent or 110 all the coefficient dispersion. We have excellent equity. Even though we have a ratio that's above 100 just like we have ratios that have been below 100. Equity wise if everybody is around 110, well then we're all fairly over assessed. The tax rate is artificially low by 10.4 percent give or take. He'll tell them because you hear it every day when you're over 100, it's not a fun time and there's not a lot of trust or credibility going on when a community is above 100.

He can rest upon reality and statistics, and then he can look at the public reality. Somewhere in the middle hopefully the Town, he thought, recognizes that they should be restoring property assessments to fair market value towards 100 percent. Yes it will cost money to do that, and yes it may not mean that someone's taxes will necessarily go down but there is something to be said for having a credible approach to our assessing program.

Selectman Jasper said of course we're in a bad time and property values did go down. There is the flip side to this. If we reassess right when the markets hit the bottom and what they saw when they came out of the last one, they could be at 80 percent in 2 years and be in a much worse situation than we are now. So that's the other thing to consider what the market is doing because we don't want to reassess at the wrong time either.

Selectman Maddox said that's exactly what he was kind of looking to get a feel for Mr. Chairman. Yes people come in and say my house is over valued and in 3 years they go my house is worth 20 percent more and you have it listed, and that's what the real estate...again, he agreed that they're going to rely on Mr. Michaud to give them that guidance. If its better to wait a year because you're right, they've hit the bottom and they've started to make the right assessment at the right time makes more sense than doing it in 5 years and then having to deal with we're at 85 percent or whatever it is in 2 or 3 years. It's going to be in his court he thought. Mr. Michaud said he could tell them right now, he will not make any recommendation other than doing a revaluation update for 2012. He looks at the law. He looks at the Department of Revenue and then he proposes and the Board can – the other word...Selectman Jasper said dispose. Mr. Michaud also reminds the Board that the Department of Revenue will probably be making a visit if that decision is made. Chairman Massey said this was one of those cases where he who proposes does not dispose. Mr. Michaud would just caution the Board.

One question. Selectman Jasper said though as you just said if they put \$35,000 into the account, they're going to see they started with \$5,000, they put \$35,000 in, and they're moving to next year. They're not going to go through these gyrations particularly if their equity was good. He thought that was going to be one of the most important things. If business, commercial, residential, raw land and everybody is at 110 percent, then there's no lack of equity within the Town, then there isn't the same push to do it.

Selectman Coutu said that was going to be his recommendation for Mr. Michaud's budgetary presentation. Maybe he ought to consider \$35,000 for them to put into capital reserve to bring that up during the budget process. Selectman Jasper was saying no because he has...Selectman Coutu said they'll make the recommendations. Selectman Jasper said he had to come in with the \$70,000. They're going to make that decision. He has to follow the law. Selectman Coutu said that was right too. He'll come in with the \$70,000, and then they can opt to put \$35,000 in. Selectman Jasper said he needed to come in with those ratio numbers, the equity numbers...Mr. Michaud said he would.

Moving on to Item B. Mr. Michaud said the Department currently 42 percent of its staffing is part time. The Department has made continued efforts to try to change its part-time status employees, the 2, to full-time status one at a time. We've been unsuccessful in terms of the voters with that warrant article sitting out there on its own. They've also been unsuccessful subsequently with asking the Board to put it on a warrant article. Nonetheless, he didn't know of any department that has statutory responsibilities where 42 percent of its staffing was part time. It wasn't a part time responsibility. It's a full time responsibility. They've made the decisions they've made in terms of selection of staff based upon the current staffing. He's not here with that paragraph. It's not a full fledged – this was the rationale for this part time to go full time, and this part time to go full time. They are one of the more understaffed departments on a full time basis in Southern New Hampshire for a community our size. They all know that property tax is king. It is a very difficult process going through a revaluation, through exemption requalification process that they've been through this year and doing that with part time personnel in addition to the two full-time personnel. He also acknowledged at the end of paragraph B that this fall's budget cycle given the



general economy might not be the best time to pursue that. He thought it would be remiss if he were not to just keep brining that topic and subject up that many, many departments find a need for full-time staffing. They're not alone in Hudson in that need.

Selectman Maddox said it was a challenge to get people to vote for somebody in assessing. Was there a way that they could hire outside Mr. Michaud say if they put \$15,000 into a professional services line item to be able to bring in somebody from Patriot or whoever to assist where necessary? Mr. Michaud said that was a possibility. He hasn't look at that outside of what they already have for outside contracting. He hasn't looked at doing that. That was something that he could look at. He will say that this was a very dynamic process. It isn't like they have a need for 500 more hamburgers to flip. They're talking about a very dynamic process between taxpayers, our administrative rules, and out statutes, and having kind of a management control over employee versus non management control over a 1099. There's a different. We're not bringing in the contracts to fight fires or to police our streets. We're dealing with confidential data, financial data, dealing with our residents, and it's something he can look at if the Board wants him to look at it.

Selectman Maddox was just looking because the Board was, Mr. Chairman, to do something with re-evaluation and there was going to be a need for more support. He just thought this might be an avenue that they can look at that would facilitate assistance to the department without going on to the ballot to change a designation at this point. Thank you Sir.

Selectman Coutu applauded the idea. However, again, they have a department head that they all respect and have a great deal of admiration for. He certainly can sympathize with the workload that's quite cumbersome upon that department. You have two full-time people and 2 part-time people. The growth is ongoing in our community. He thought it was time, again in this situation, was necessary for them to bite the bullet and they need to sell it like they did the VacCon truck. He would support his position of wanting to change one of the part-time positions to a full-time position. He thought they could market it. He thought they could convince the voters it's the right thing to do. He thought Mr. Michaud has in the past 2 years at least on one or 2 occasions eluded to the fact that its not the best job in the world to have being an assessor in a community because you're dealing with people who are trying to save money every day and you can't always give them the answer they want to hear. It's an unfortunate circumstance for him, but his does the job admirably and very professionally. He's certainly impressed with the product. Selectman Coutu would support him coming in with a recommendation to change from part time to full time and going to a warrant article. He thought they could sell it. He thought they could convince the voters it's the right thing to do and it's the right time to do it in light of the work load that he's going to have in the coming and with the growth of our municipality and the additional buildings that he's going to have to work on and assess on a regular basis. Thank you Mr. Chairman.

Chairman Massey asked if there were any other comments from Board members. He thought Jim that it would at least be worthwhile from the budgetary process to look at both options. The one that Selectman Maddox suggested and the one that Selectman Coutu has was based on where we are budgetarily. They may be able to do full time. They might see that it's the right thing to do this year. He agreed with him, it has been very difficult over the years to get these positions approved by the voters. There's certainly other ways they could think about doing it, but he didn't want to go down those roads if he didn't have to. Looking at from a budgetary purpose, we could have both thoughts when Mr. Michaud comes with his budget.

Item C. Mr. Michaud said the department was currently using 2 Chevy Impalas. They don't have a lot of capital equipment. This is probably one of the only pieces of equipment they'd have. It's just to maintain that they have 2 assessing vehicles for their use in the future. This was more of an update of what the mileages were in the 80,000 range. The maintenance bills and repairs have not been extraordinarily high or low. He's not looking at this fall to replacing those. He certainly would look at in the future whether its 2013 or 2014 depending upon the amount of mileage and the amount of repairs they have in the future that they might be looking at another department whether its police department or other for replacing those vehicles. It's not something he's

looking at for the fall off this year because it just didn't merit it. He didn't want to say the "G" word, but item D he'd be remiss if he were not to mention that as development may occur over the future in the Green Meadow area and on that site, it could be a very significant valuation challenge. Again, just to inform the Board that he thought that kind of extraordinary valuation challenge will need some outside assistance no matter what form that takes no matter what form that takes. If it's a traditional residential subdivision, it's not going to be an issue. Something other than that...Chairman Massey said just from a timing perspective, when would be the point in time that if such a development were to appear on the – they can maybe use the original Sagamore Crossing or whatever it's going to be called as their example. At what point in that process would you have had to go to an evaluation process?

Mr. Michaud said right now there's a concept called highest and best use involving the value of real estate. At some point, the highest and best use changes from its current use, which is legally permitted as a golf course, to something other than that – a more intensive use. That can occur when the Planning Board approves something. That can occur when contracts start exchanging hands and pre-Planning Board approval. Today Mr. Michaud has nothing in front of him that shows him that the highest and best use has changed on that. Even today's proposed uses in the newspaper are not legally viable in the State of New Hampshire. He's not going off half way here and saying well he's going to value it as a gaming...Chairman Massey asked when does the valuation have to be done. Mr. Michaud said April 1<sup>st</sup> was his magical...Chairman Massey said is when the development was completed or...Mr. Michaud said what the status as of April 1st of 2012 is. If they come in front of the Planning Board with some intensive use and it's moving along in the process and it's looking promising and he's talking to the Planning Board, he keeps just turning away to anyone that's on the Planning Board. We talked to the developers. We talked to the attorneys and it starts to look like this is going to happen, it's contemplated within appraisal theory under the highest and best use that a future use which is being actively considered that that use of that property has effectively changed. Now they no longer should be looking at it as a golf course facility, but they should be looking at it as some hot more intensive use. Mr. Michaud will know it when he gets there. He doesn't know it until he gets there. Obviously, he has not done this before in the Town of Hudson. He does look at active developments and see what changes are occurring at the Planning level or even Zoning Board level.

Chairman Massey said the key sounds to him like they want to capture the increased valuation as soon as possible because it translates to tax revenue. Mr. Michaud said it translates to treating every taxpayer fairly and equitably no matter if it's up or down. Chairman Massey said they'd have to be prepared for it. Mr. Michaud said it could be a contingency item. It could be somebody's putting money into a kitty kind of item. However it was, it's going to take more than zero dollars to accomplish that evaluation analysis.

On the last page, Item E, Mr. Michaud said that the Assessing Department was eager to work with the IT Department and any other department that wants to host GIS data out on the public domain whether its first on the counter displays in the building, which was his preference for rolling it out initially, and then subsequently rolling out the GIS data on the internet such as other communities have in their area Nashua and other areas around the country. He thought it was a great product. It was great to put the information out there. It empowers people. He likes rolling it out slowly. There will be some costs involved in that. He didn't have the estimates. That's not something he's worked out with IT yet. They'd like to host it on his counter. They have one of the largest counter spaces in the building available for the public, and it seemed to be an actual nexus with their real estate data, tax maps, GIS, and he had to think the personnel that they've been involved in working with it since its inception here.

Moving onto Item F. Mr. Michaud said things that the department was looking at was a product that was offered by Patriot Properties and their product is called an Integrated GIS/AssessPro software interface. They don't have a full time GIS department. They know this. What Patriot is offering is a method for the department to utilize GIS within its own software such that he can say give him all the ranches within 1 mile of this subject that sold and its going to give him a map.

It's going to blip them up with dollars per square foot just as one example of what this software would allow them to do. If they did have a full-time GIS department, then this was not something that he would be recommending the Town to invest in. They don't have that. He didn't envision they're going to have that. He's looking for a tool that's going to free up IT for him giving them all sorts of projects and tasks and will allow them to graphically represent market data within our own system. Nashua uses it. Other communities use – Patriot Properties has applications in. It's not just Patriot Properties. It's any valuation, mass appraisal, software provider such as vision appraisal. They also have this application.

In conjunction with that, Mr. Michaud was also looking at something that had been proposed in the past which didn't make it through the budget cycle. That's to have a tough book or a laptop in the field not as a data collection tool, but as a data analysis to while you're in the field instead of having all of that paper. Nothing's going to replace that paper but having their database out in the field was going to make it a lot easier to field review when they're field reviewing property. Was it impossible to do it without it? No it's not impossible to do. They'll keep doing it the way that they have been doing it with paper. When tasks to look at things that would change their day to day operations, those 2 items would change their day to day operations in the positive. They wouldn't be the first ones to do it. It's met with positive results in other communities from other assessors that he respects.

Selectman Coutu asked if one tough book would suffice. Mr. Michaud said he would start with one. He didn't know the answer until he saw how effectively they use one. It's possible that one was going to be more than enough. He wouldn't propose two. He would propose one. If down the road 2 or 3 years from now they really could use 2 because they have a new full time person that was converted from part time. Selectman Coutu said he was thinking along that line. Mr. Michaud said that's not the case. Its hard to crystal ball that. Selectman Coutu said at any given one time when you have a person going out in the field doing reassessing or reviewing a piece of property as a result of a citizen coming in and saying that my basement isn't finished and its recorded as finished or he didn't have that shed. That's what you would use the tough book for primarily for that purpose. The tough book has the ability to retain information as opposed to them going out with cards in their hand and pieces of paper. Tough book would retain the information that we already have in house. Would it be tilled into the tough book prior to them going out? Mr. Michaud said yes. It would have either a copy of the entire data base or they can load 10 tax maps worth of data. It's hard to measure a house when you're holding onto a lap top. Ultimately you have to have a piece of paper out there. That was the property record card. It certainly would encourage the appraiser to do the data entry in the field and see what the results were in the field before they even leave the property. Did he measure it correctly? Well it looks on paper like he did. What if it doesn't close when you come back to the office? They train folks to make sure it closes before they come back to the office. Invariably, that will happen. You have to go back out. If they're already out in the field with it and doing the data entry, when they come back, they don't have to do the data entry when they're in the office. They'll sync it up to their system and then it will override the data that's currently sitting on the server.

Selectman Coutu asked if tough book have the software necessary to do the computations in the field as well. Mr. Michaud said that's the hardware. The software is the Patriot application. So it's a proprietary software. They don't sell that for zero. There's an initial startup fee, and then there's a yearly maintenance fee. There's a yearly maintenance fee and a yearly startup fee with both of those items. That's the big money. Selectman Coutu said it provided a formula for them to make the adjustments in the field based on what their observations are and what they compute into the system. Mr. Michaud said its like he'd be sitting at his desk instead he'd be in the field with the same data. Selectman Coutu said they'd basically will be coming in with a finished product.

Chairman Massey asked if the Board had any general questions. Selectman Maddox said he would hope that Mr. Michaud would put this list that they've put together for them on his

assessing web page. It gives people more information as to what is done and some of the dates that they are looking to do something.

[Chairman Massey] Jim as always whenever you come in we have a good time. Mr. Michaud thanked him. Hopefully he met the directive that the Board issued for tonight. Chairman Massey said he and his department does, as Selectman Coutu observed earlier, they operate under a handicap that most other departments don't operate under. He thought they did it with a lot of panache and a lot of curb appeal for the customers that come. For that, the Board thanks them and hoped to see many more of him.

7. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Maddox – I have a remark Sir. Can we wait until a later meeting to do these? Do we have anything pressing? He had nothing tonight.

Selectman Jasper – He had 2 Benson Park items, which hopefully will be very, very brief. The first was when they adopted the rules and if you want to have 15 people or more in you come to Steve to make arrangements. One thing he didn't think they thought was included but wasn't clear, his belief was that they did not intend to include classrooms from Hudson schools. If they want to take a field trip from Biology class or the third graders when they do their Hudson history tour and they want to have lunch there, he didn't think they intended for the schools. His intent, and he had that question posed to him tonight via e-mail, and he said he would bring it up. To him, the Hudson schools were free to go in and use the park as a Hudson resource. He didn't think that applied. Chairman Massey asked the Board if they had a problem with that. Have at it.

The other item was on Eagle Scout projects. Selectman Jasper's belief was that unless it's something that goes beyond just a restoration that the only time the Board would want to see the Eagle Scout here was to make the final donation of the monetary value. There was one that came about invasive plants. That doesn't need to come to the Board and won't because its labor. The other that's coming up was the ticket booth, which will have monetary value and is doing a fund raiser. The Board doesn't need to see any of that stuff unless it's something totally new that the Benson Park Committee feels should come to the Board. Is everybody okay with that?

To that point Mr. Chairman. Selectman Coutu said he was glad he brought it up. For the past 5 meetings he said he was going to be saying something, and he heard it for the last time the other night. He said he's definitely bringing it up. Then he said he'd wait another meeting. Selectman Jasper brought it up, so he's going to continue in that vane. Selectman Coutu said he respects all the work that they do at the Benson Committee. He gets sick and tired of hearing well the Selectmen need to know everything so they have to go to the Selectmen. You keep reminding them that that's not necessarily true. They're being made to look like the bad guys here. They are not the bad guys. He trusts that Selectman Jasper, and he's sure they all do, who's the senior member of the Board of Selectmen. If anybody has knowledge of what should and shouldn't come before the Board, he trusts that he uses his better judgment, and he's not seen him do otherwise especially most recently on the Benson Committee. Selectman Jasper has reminded them. Selectman Coutu even text Selectman Jasper at the last meeting and said that it does not have to come to the Board. It seems like they want every little thing has to come before them. They're operating under this fear that they're going to jump all over them. That is not the case. That's not what their intent was. He thought that Selectman Jasper needed to guide them in that direction and let them know that it doesn't have to go before the Board because he knows that he's going to get criticized if it needed to come before the Board, and it didn't come. He trusted his judgment in that respect, and he thought that was the way it should be approached from here on out.

Selectman Jasper said he appreciated that very much. He thought that's where there was some miscommunication at time and the butterfly garden was one of those. He wasn't at that meeting. He will try to bring back to the Board just a quick overview. Here's a project that going on. This

one is an Eagle Scout project, ticket booth. It will be a restoration of that. It's going to be hard to get into a detailed policy, so the Board was going to have to let him use his judgment and whoever represents the Board there in future years. He didn't think they could have anything hard and fast. He thought what they needed to know was that when somebody has donated something that has been purchased when that project is complete. Some of those things may take a long time. Today when it's done or over at least within a year period, that's going to be his recommendation. Some of those things may go on for years. At least once a year if there's a particular project it needs to come in for acceptance to the Board.

Again to that point Mr. Chairman if Selectman Coutu might. The classic example, and they had this discussion yesterday was the 9/11 Memorial. Once they come before the Board and they have the set of plans that he suggested that they present to him so that they can make a rational decision on whether or not they're going to approve the project once it gets beyond them and they said yes go with it, then it goes to the Benson Committee for review. After that, all Selectman Coutu wants to know was how much was the value of this thing in the long term in the end. The Board agreed with the concept and where it's going to go, and what they're proposing. Then they have to go to the Benson Committee. Maybe Benson Committee might want to send it back to the Board for a final if there's any modification but he didn't think they needed to review these things 5 or 6 times. So he trusted Selectman Jasper's judgment in that respect. Selectman Jasper thanked him, and that's all he had.

Selectman Jasper wanted to give the Board a quick report. Things were very calm. Thankfully it was not as he had feared that they would be overwhelmed on the park opening and keeping it low key. He thought served its purpose. The parking lot was never overrun, although a few people did park in the Maddox Madness Parking Lot, but it wasn't really necessary. Things went well. The police are still having a little bit of difficulty remembering to open and close, but those kinks will get worked out. Everybody seemed to be very impressed with what's gone on in there. It was a successful first weekend.

Selectman Nadeau – He had just one thing. He'd like to thank the American Legion and all the people who put all their time and effort into getting their Memorial Day Parade together for them. As usual, there was always one snag. This time we had two. The first one was the traffic, the road not being shut down, and the traffic coming up 102. That's something they can work out for next year. The other one was the usual sound system problem. He hoped that they will work on this, and he knows that this will be coming before the Board soon.

Selectman Coutu – There were 3 snags Mr. Chairman. The Chairman of the Board should have been allowed to make his speech considering this was the shortest ceremony he's ever seen. Selectman Nadeau said everyone commented on how nice and quick it was. Selectman Coutu said he had a lot of people say to him how come the Selectman Chairman didn't make his speech. Chairman Massey said that the orders of the day did not include it.

[Selectman Coutu] Two quick comments. One he was very impressed by the number of people who showed up for the Memorial Day Parade. He and the Chairman were a little shocked to hear a comment was made to them as they were exiting from the parade that this person was impressed that all 5 of them were present at the parade. Since he's been marching in it, it's always been a full compliment and the Board back in the day, there were years were only one person showed up for the parade. They were quite shocked to hear that. It was well done. It was well organized. He was very impressed.

Selectman Coutu will resurrect Benson Park and let them know as they probably all know, he went to Benson Park. He chose to go at 6:00 p.m. on Saturday. He spent about an hour there. There were 11 cars in the parking lot when he got there. There were cars from Massachusetts and New Hampshire. With the exception of one elderly couple, the people that he observed in the park were all families. He stopped and talked to a couple of them. They were very, very impressed as he was. He spent one hour. He walked all of the trails. Please, please tell Mr. Tate our heartfelt

thanks. It wasn't like he did 20 miles of road in there, but the improvement was noticeable. The grading that our crew did on all of the trails was impressive. The view of the pond was absolutely magnificent. The grass will eventually grow. It needs a lot more water. He was very, very much impressed. He stood overlooking the pond. He couldn't help be filled with a little bit of emotion about how well worth it this whole project has become. To think that what they were able to do in one year, and this was going to be an ongoing project and they're going to grow from this, he expected to see significant changes between now and our official opening in September. He's never seen such a group of dedicated people. He knows some people in Town. Maybe at least one on the basis of the Thumbs Up, Thumbs Down, doesn't think it's a worthwhile project. This has historically been a landmark for the Town of Hudson. It's kept them on the map for many, many years. It lay dormant for so long. They finally acquired it, and they're going to make it a show piece for the State of New Hampshire. People are going to come from various parts of our State and other States to want to come and see this park. It's going to be a feature attraction that's going to cost them absolutely nothing. He was so impressed even though at the beginning they've had their problems and accusations of who was micromanaging and who wasn't. It's a reality and it's going to grow from there. He has a great deal of trust and confidence in their Benson Committee and with Selectman Jasper as their liaison when the Benson Committee at the present time. He was very, very much impressed. When you have a couple of families coming up to you and telling you this is going to be a great place to bring their kids to have a picnic. He's just impressed. He's so grateful that the people have volunteered to get this done and set this up for them. He's proud of his Town. Thank you Mr. Chairman.

Chairman Massey – I have 2 things tonight. The first one was this is the first year that he decided to take advantage of it. Along with Selectman Nadeau, he spent from 9:00 p.m. until 2:30 a.m. with the police on their sobriety checkpoint down near Wal-Mart. It was worth it to observe the dedication that these officers put into doing this. The care and concern they had when they did wind up stopping people and the effort they went to try to help these folks, he was really, really impressed with that. He also came away with a clear understanding of why we want to do this. He's glad that the Town has a reputation that you don't want to be drinking and driving through this Town. We had one individual come up and instead of stopping for the traffic director who was deciding whether to put you through the program or not, and I'll explain in a second how that was decided, they kept driving through the areas. The police had to take extraordinary effort to stop this vehicle. As it turned out, the individual was arrested for DUI. He thought their blood alcohol content was over 1.0.

The real one that really just kind of said to Chairman Massey, people just don't seem to get it any more. The individual came up into the thing and had a can of beer and was drinking it as he was talking to the officer. You look at this and say, "Tell me this isn't true." It was actually sad. This individual really has problems just from the little you could tell. They got the individual off the road. That was the important part. They didn't belong on the road, and they got off the road.

To all of the officers and to Captain Avery and Captain Tousignant who managed it. He said "thank you". He thought it was definitely worth the effort on the part of the Town to pull this off. He thought it was well worth it for the Town to do this. If people get the message that they just shouldn't be drinking and driving, what a great thing that was. Even if they did one person that night that that got that message, he thought it was well worth it.

Selectman Nadeau said they did have a lot of positive comments with people coming through thanking the officers for doing this. The other thing was he State of New Hampshire Liquor Enforcement had their trailer there, which was a huge RV where the police officers were able to process the person right there without having to bring them to the station. From years past when he has gone to this and seen how it was done, once you take the officer away with that person, it takes probably 2 hours to book and process them. They were doing that right at the scene so you didn't have to have the booking officer at the station doing the paperwork there, waiting for the bail commissioner. The bail commissioner was already there because there were so many people

that had to be process, which was not a very good thing. Again, it was just a real opening experience to see what actually was done and how good this process was.

Selectman Nadeau also would like to thank the State of New Hampshire Liquor Enforcement Department for providing them with the vehicle that was used at the checkpoint.

Chairman Massey said he would like to write a letter to Continental Paving Company. They supplied at their own cost the electronic sign that was used to alert motorist that there was this sobriety checkpoint. We'll send Continental a letter saying thank you very much.

Since he's already gotten an appreciation from Benson's, Chairman Massey thought it still would be appropriate to send a thank you from the Board to Tate's Paving. He saw some of the work they did when he walked the property on Saturday. It was quite nice.

Lastly, Chairman Massey thought it was time to think about it, and he didn't want to get into a discussion tonight as to how and when, etc., but he believed this year September 11<sup>th</sup> is on a Saturday. Since it's going to be on a Saturday, they needed to decide what time it was going to be and some of the other logistics on it. Perhaps next week they can have it as an agenda item to fix the time on Saturday that they would have the memorial.

8. NONPUBLIC SESSION

Motion by Selectman Jasper, seconded by Selectman Coutu, to enter nonpublic session under 91-A:3 II (b) the hiring of any person as a public employee; and RSA 91-A:2 (a) Strategy or negotiations with respect to collective bargaining, carried 5-0 by roll call.

Nonpublic Session is being entered at 10:05 p.m., thus ending the televised portion of the meeting. Any votes taken upon entering open session will be listed on the Board's next agenda.

The public is asked to leave the room.

Motion by Selectman Coutu, seconded by Selectman Nadeau, to exit nonpublic session.

Open session is being entered at 10:48 p.m.

Motion by Selectman Maddox, seconded by Selectman Coutu, to hire Alfred Marcelle as Appraisal Technician (part time) within the Assessing Department at \$18.24 per hour, effective June 14, 2010, in accordance with Step 1 of that position classification within the AFSCME Local #1801 Contract. Mr. Marcelle's 6-month probationary period is contingent upon him obtaining the status of Certified Property Assessor Assistant with the State of NH - DRA within his six-month probationary period, carried 5-0.

Motion by Selectman Nadeau, seconded by Selectman Coutu, to hire Morgan Miller as an engineering summer intern for the period starting June 2, 2010 and ending August 20, 2010 at the rate of \$12.00 per hour, carried 5-0.

Motion by Selectman Jasper, seconded by Selectman Coutu, to hire Tim Linehan as a summer intern for the Conservation Commission for the period starting June 7, 2010 through August 20, 2010 at the rate of \$12.00 per hour, carried 5-0.

Motion by Selectman Jasper, seconded by Selectman Coutu, to authorize the Chairman of the Board of Selectmen to sign on behalf of the Town a Memo of Agreement between the Town of Hudson and International Association of Firefighters (IAFF) for 24 hour shifts per Chief Murray's Memo dated May 27, 2010 as amended for Robinson Road, carried 5-0.

9. ADJOURNMENT

Motion to adjourn at 10:53 p.m. by Selectman Jasper, seconded by Selectman Maddox, carried 5-0.

Recorded by HGTV and transcribed by Donna Graham, Recorder.

**HUDSON BOARD OF SELECTMEN**

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Kenneth J. Massey, Chairman

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Richard J. Maddox, Vice-Chairman

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Roger E. Coutu, Selectman

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Benjamin J. Nadeau, Selectman

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Shawn N. Jasper, Selectman