

HUDSON, NH BOARD OF SELECTMEN
Minutes of the October 28, 2008 Meeting

1. **CALL TO ORDER** by Chairman Ben Nadeau at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.

2. **PLEDGE OF ALLEGIANCE** was led by Town Moderator Paul Inderbitzen.

3. **ATTENDANCE**

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

Staff/Others: Steve Malizia, Town Administrator; Priscilla Boisvert, Executive Assistant; Paul Inderbitzen, Town Moderator; Don Jutton, MRI; Ed and Karen Mercer; Jeremy Griffis; Paul Gangi; Sharon and Randy Davis; Tom Dichard; Gina Votour, HLN

4. **PUBLIC INPUT**

Paul Inderbitzen, Town Moderator - Upcoming General Election Activities, November 4, 2008. Mr. Inderbitzen said he wanted to touch base with the Selectmen, as well as get some publicity about Tuesday's election. The state sent the town 13,000 ballots, so they expect a record turnout. It would be great if they use them all, but it makes for a very long day. The absentee ballots are running at an extremely high rate, around 700-800, which will take them quite a bit of time to process. They can open them at 10:00, but legally, they can't take anything out and work on it until 1:00; he couldn't understand the rationale of that. He asked what the Legislature was thinking. Selectman/Representative Jasper said not to ask him; he voted against it.

He said Selectman Massey has been working with the Police Department about the outside end of things, which is the purview of the Selectmen. The gravel area has been graded. There will be one officer at Adelaide and Lions and one in front of the building, augmented with the Police Cadets. They will help to get people into spaces and out of them, because that was a big hang-up the last time—but it is still going to be tough getting people in and out efficiently. Selectman Massey said there will be no parking on Lions Avenue.

Mr. Inderbitzen said inside, they can still have only eight stations. He tried to reconfigure things, but there's no way to get 10 stations across, but they can get two people at each table, so they are going to break eight books down to 16. Hopefully that will give them two lines inside and he severely restricted other stuff inside. There will be one way in the main doors and people will be leaving through the side doors, which will be strictly adhered to so they don't get cross traffic. There's no need to go back to see the Supervisors because they're not changing parties or anything at that meeting. It will be tight, but they hope to process people as quickly as possible. He thinks he has enough people coming—Ballot Clerks, Assistant Moderators. He may have to pull four or five of them off extras to handle the absentee ballots because that takes a long time. He and the Clerk did 40 or 50 in September and it took them a couple of hours. It's going to be a big job, which they will be doing through the day and probably into the evening. He thinks he has enough people. There is a meeting on Thursday at 7:00 with the Ballot Clerks and he'll have his instruction sheets. A couple of new people have signed up, which is good. They will do the best they can, but he asked for patience and cooperation from the public as they are all working through the process. He thinks parking will be the major concern, getting in and getting out. If they get another election like this, they may need to look at what they can do.

Selectman Maddox asked if the books at each station were going to be broken up half and half so you could still have a line of M's when there's nobody in the N's, or are they both going to have the books for both. Mr. Inderbitzen said no, they are not going to have the books for both. He had to print two sets of books, and they print out in sequence. The Supervisors don't want to deal with two sets of books, so they are going to be divided. If it's a little quiet and he has to pull people off, somebody can handle both books, if they had to. They are going to try to do it with two lines coming into each table and split it as evenly as they can. If they have to split it in between letters, they will, but they will have signs up ahead, what letters are being covered at each station. Selectman Maddox said at the Primary, the I's through J, or whatever they were, were outside all day, so he was just saying that's going to be a problem inasmuch as they get to the table, if everybody is in the one book, the other person is going to be sitting there, so it's going to be somewhat of a challenge to get people to move up and know how it's broken down even further, but if that's what they've got to do.

Selectman Maddox said his other concern was, on a day like today, if Mr. Inderbitzen has looked into some sort of awning to go out because they had people out into the street to Lions Avenue for probably two, three hours during the whole day, at various times. Mr. Inderbitzen didn't know if that was something that's available or not. Selectman said if it's a day like today, it's going to be ugly. It's something to look at, maybe. Maybe he'll take a look to see if there's something they can... Mr. Inderbitzen said maybe people who do tents can do an awning thing that will go out to cover the front a little bit, but they don't want to cover up the handicapped parking spaces.

Selectman Jasper said the outside is the Selectmen's domain, so if Selectman Maddox wants to explore that, that's an item for Other Business.

Mr. Inderbitzen said he didn't put anything in the papers about this, but thought this publicity was sufficient. He asked for people's cooperation and patience. Everybody will get a chance to vote, who wants to vote. It will be a long night. They still have write-ins, which he didn't understand, when there are enough candidates for everything, but they will still have to count the write-ins at the end of the night and tally them up. He will have a simpler sheet; the Clerk has a better sheet than he had on how to list them. The Secretary of State wants all of those, so they will be doing that at the end of the evening, as well. It seems the ballots are an odd size, too. They are long because they wanted to get everything on one side, so they may be harder to handle. Wayne, the Custodian, fixed the ballot boxes, the ones with the broken hinges, so they will be able to pile up the ballot boxes because they have to empty out the machines each time. He and the Clerk tested the machines today and everything is

working fine. The tape that prints out isn't that long, but there will be a lot of numbers. They should be in good shape. It will be a lengthy day for all of them. They will do a run-through on Monday, when they set up, to see how things go.

There were no other speakers under Public Input.

5. CONSENT ITEMS

Motion by Selectman Coutu, seconded by Selectman Massey, to accept consent items A-D, carried 5-0.

A. Water/Sewer Items

Sewer Abatement Request, Ref. No. S-09-03, S-UTL-09-06, M/L 148-040-070, for \$18.50, w/recommendation to approve.

B. Licenses & Permits

- 1) Request to hold fundraising activities, Buddy Poppy Days, at SAM's Club on November 7 & 9 by the Nashua Ladies Auxiliary Post 483 to benefit veterans and their families.
- 2) Petition & Pole License 9AA9WA, Replace one pole, 292/42, on Pelham Rd, w/recommendation to approve.

C. Acceptance of Minutes

- 1) Board of Selectmen's Workshop Minutes of October 7, 2008
- 2) Board of Selectmen's Meeting Minutes of October 14, 2008

D. Calendar

- 10/30 1:00 Trustees of Trust Funds BOS Mtg. Rm.
- 10/30 3:00 Swearing-in/Awards Ceremony @ HPD
- 10/31 6:00-8:00 pm Trick or Treat in Hudson
- ~~11/03 7:00 Board of Selectmen in BOS Mtg. Rm.~~
- 11/03 6:30 Hudson School Board in CD Mtg. Rm.
- 11/04 7:00 a.m. - 8:00 p.m. General Election - Voting at Hudson Community Center on Lions Avenue
- 11/05 7:00 Planning Board in CD Mtg. Rm.
- 11/06 6:30 Recreation Committee @ Oakwood Facility
- 11/10 4:00 Hudson School Board in CD Mtg. Rm.
- 11/10 7:00 Conservation Commission in CD Mtg. Rm.
- 11/10 7:00 Board of Selectmen in BOS Mtg. Rm.
- 11/11 Veteran's Day Holiday - Town Hall closed
- 11/12 4:00 Hudson School Board in BOS Mtg. Rm.
- 11/12 7:00 Planning Board in CD Mtg. Rm.
- 11/13 5:30 Sewer Utility in BOS Mtg. Rm.
- 11/13 7:30 ZBA in CD Mtg. Rm.
- 11/17 6:30 Hudson School Board in BOS Mtg. Rm.
- 11/18 7:00 Cable Committee in BOS Mtg. Rm.
- 11/19 5:00 Water Utility in BOS Mtg. Rm.
- 11/19 7:00 Library Trustees in BOS Mtg. Rm.
- 11/19 7:00 Hudson Seniors in CD Mtg. Rm.
- 11/20 7:30 Budget Committee in BOS Mtg. Rm.
- 11/24 6:00 Budget Committee in BOS Mtg. Rm.
- 11/24 7:00 Green Team in CD Mtg. Rm.
- 11/24 7:00 Recycling Committee in BOS Office
- 11/25 7:00 Board of Selectmen in BOS Mtg. Rm.
- 11/27 & 28 Town Hall closed for Thanksgiving Holiday

6. OLD BUSINESS

A. Votes taken after Nonpublic Session on October 14, 2008

Motion by Selectman Massey, seconded by Selectman Coutu, to place William Oleksak on Step 1 of the Zoning Administrator wage schedule in accordance with Article XXVIII, Pay for Temporary Assignment, of the Hudson Police, Fire and Town Supervisors' contract, effective September 23, 2008, carried 3-1. Selectman Maddox voted no.

Motion by Selectman Massey, seconded by Selectman Maddox, to hire Tom Tollefson as the 08-09 Teen League Basketball Director for the fee of \$750, carried 4-0.

Motion to adjourn by Selectman Massey, seconded by Selectman Maddox, at 10:30 p.m. carried 4-0.

B. 2nd Public Hearing on Proposed Ordinance 08-02 Claveau Landing, Limited Entry & No Commercial Vehicles

Chairman Nadeau stated that the first public hearing on this item was held on October 14, 2008, at the Board's regular meeting. Tonight, the Board is holding a second public hearing and will vote on Ordinance 08-02 at the meeting on November 10, 2008, in accordance with a legal opinion, outlining the process.

Chairman Nadeau opened the public hearing at 7:15 p.m. and asked if anyone in the audience wished to speak.

Ed Mercer, 93 Highland Street, said he was co-chair of the Advocates for Ottarnic Pond, and this was his second or third meeting to speak in favor of this ordinance. It would be added protection for the landing so they wouldn't have additional vandalism during the night and also, as recommended by the Police Department, when vandalism does strike, or there is another dumping occurrence, there are some avenues to which they can pursue and prosecute, accordingly. The Advocates have worked a number of years on reclaiming Ottarnic Pond to eradicate the invasive weed problem. Hopefully, they will get additional funding for next year to go for a second round of treatment. It's a beautiful area, but the weed problem has choked over 80% of the pond. The informational kiosk has been vandalized numerous times and, just within the past month, several additional dumping incidents and vandalism has occurred. They feel it's in the best interest of public safety that this ordinance is adopted.

Paul Gangi, 97 Highland Street, said he was an abutter and he was all for it. He is also a member of the Advocates and a lot of them put the kiosk together. It's a shame to see it get beaten up during off hours. If it takes a couple signs to give the authorities permission to act on vandals, he's all for the signs.

Karen Mercer, 93 Highland Street, said she was co-chair of the Advocates for Ottarnic Pond. One of the problems with the location of the boat ramp is that it's quite far removed from the road. It's a narrow dirt road and as it heads towards the pond, there's an area for parking boats and trailers on the left hand side and you cannot see that from the street. That's where cars would be parked if they were boating, or that were down there for other reasons. The police can't just drive by and do any surveillance. If the dusk to dawn sign was posted, and the police made a trip down to the boat ramp, if anyone was down there, the police could investigate and it would provide more protection to that area. It's a security issue.

There being no further speakers, Chairman Nadeau closed the public hearing at 7:20 p.m.

Selectman Maddox asked if the Police Department has the same problem at the town forest and some of the other boat ramps and items. If it's a police issue, wouldn't it be town wide? Selectman Jasper said the town forest is gated and locked and doesn't have any public parking, so that wouldn't be an issue. It's right there are the street and there's nothing to vandalize in the town forest. Merrill Park is also gated and locked. Robinson Pond boat landing is open so you can see every vehicle that is there. The beach area is gated and locked. The only other area he was aware of is Musquash, which has a similar situation, but not in a terribly populated area so, to date, they haven't had any issues there. The problem is this one is right in a populated part of town where there is lot of younger people, who may be walking there, as well. If they have to deal with Musquash in the future, they will.

Selectman Massey said there has been dumping in the town forest. There is also the problem with ATV's and one of the recommendations of the Conservation Commission is seriously considering bringing to the Board is to have the town adopt the statute that allows ATV's to be fined for illegal trespassing and he believed the fine was \$1,000. They are concerned because when ATV's go down into the Musquash Pond area, there is a lot of erosion that's occurring, especially when the ground is wet and they are concerned about the dumping that has occurred. They may be talking about an ordinance for all those areas, to give the police the enforcement mechanism that they need.

Selectman Maddox asked why they were doing just this one. Selectman Massey said because of the significant vandalism that is occurring there because of its remoteness. The others don't rise to the same level of attention. He will take this as an action item for the next Conservation Commission meeting to ask them if they want to do anything with those three areas.

Regarding the ATV's at Musquash, Selectman Jasper said that was a concern he had a number of years ago and had encouraged them to work with the Highway Department and do whatever needs to be done, but nothing ever came of it, so he didn't go any further. What's going on down there with the ATV's is inexcusable, but people who were charged with overseeing it didn't seem to have the same level of concern that he did.

C. Police Chief Candidates

Town Administrator Steve Malizia said five internal resumes were received for the position of Chief of Police. The Board signed a contract with Municipal Resources, Inc., and invited the president, Don Jutton, who was going to be working on the search, to speak to the Board regarding the process, questions and discuss some refinement the Board may want to make to the search.

Mr. Jutton said MRI has been retained to work with the Selectmen in the selection process. The first step, through Steve's office, is to schedule a time to speak to each Selectman one on one on the phone. That is used to develop an ideal candidate profile, to identify major strengths, background, education, experience that each of the Board members feel is critically important to the position. They use a profiling system, called Cleaver Profiling, which will create a numerical ideal candidate. Each of the candidates will be asked to complete a management style profile, which will be compared and contrasted against the ideal. Nobody is ideally suited for any position, so it's not ultimately used as a decision-making tool, but it gives them a sense, as they move through the process, of strengths and weaknesses of the individuals and what they bring to the table. In the course of the conversation with the Board members, they will also try to identify, from the Board member's perspective, the three to five most important critical issues that they all think the police agency is going to have to be addressing in the next five years. They will shape that into a challenge statement, which they will then share with each of the five candidates and, from that, they will

create between three and five essay questions that are specifically directed at police agency management, challenges of policing, public safety that's related to this community, and they'll distribute that to each of the candidates and give them 15 days in which to respond.

The professional panel MRI will be providing, subject to change if the Board disagrees, is as follows: Dave Kurtz, Police Chief in Durham and, among other things, a CALEA accreditor; Mike Magnant, Portsmouth Police Chief; Bruce MacDougall, Methuen Police Chief (ret), Director of the MA Police Leadership Institute at Lowell Tech; Alan Gould, current MRI Chief Operating Officer, past Rye Town Administrator, after retiring as their Police Chief and, prior to that, rose through the ranks as Police Chief in Salem; and Hudson Fire Chief, Shawn Murray. Mr. Jutton said MRI will provide the citizens' panel with information up front and give them a little coaching in terms of preparation and one of their people will sit in with them, as a facilitator, to monitor the process. They will also be provided with sample questions, but they are not precluded from forming their own questions. There are certain questions they can't ask under Federal law, so MRI will make sure they understand what they can and can't ask. They will also get copies of the resumes and the essay responses. They will then go through the process that is normally conducted in a one-day session, and then the following day, MRI will provide the results of that process. It becomes the town's at that point. Normally, they wouldn't recommend interviewing all five, but that's up to the Board. They normally deliver three or four, depending on how people score in the process. Normally, they would provide someone to sit in on the Board's interviews, but he didn't think this body felt they needed that, but they will assist in updating the job description, with establishing terms and conditions of employment and developing goals and objectives for the first year.

Selectman Coutu asked, with regard to the essays, what the time frame was in which MRI would be providing them with the topic for the essays, in terms of aligning it with the interview process. Mr. Jutton said they are normally given 15 days to respond to the essays, and then they are reviewed and ranked, so it will be about 20 days before the interviews take place.

Selectman Maddox asked for a list of the names so they could do some research on their own. Mr. Jutton said sure, he'd e-mail it out. Selectman Maddox asked what the Board would get from MRI at the end of this. He referred to Mr. Jutton's statement that the Board would be given the top four candidates out of five. Will they be ranked as "strong in this for Candidate A, as opposed to B?" Mr. Jutton said the professionals would do a ranking of the resumes, which is based upon experience. They will review and rank the essay responses and then they will review and rank them as part of the interview process, so the Board will get each of those rankings and will also get the ratings of the citizens panel. MRI will also provide a summary narrative of the management style profile. They will provide a packet on each of the candidates.

Selectman Coutu said he wanted to get a clear understanding on the essays and asked if the essays would be ranked and if the questions were going to be based primarily on the criteria that the individual members of the Board have established or would like to see in terms of what they have for a Chief and those areas of critical importance they need to see the Police Department get to. Mr. Jutton said they try to shape them toward issues or concerns that are directly related to the police agency. One of the questions might be to ask them to address their philosophy of leadership, grooming of personnel and career advancement for people underneath their direction. He just heard the Board talk about issues of vandalism—and he didn't know if that was a pervasive issue or problem, so they might be asked to talk about that, in terms of reaction, as well as pro-action. Yes, they would try to better understand what the Board sees as challenges in the next three to five years and frame questions that are on point to that, and they will circulate those, if the Board wants. Some boards want to see the questions ahead of time, and MRI is happy to comply with that. The Board can be as involved or as uninvolved as it wants to be, prior to the process. The Board members are asked, however, not to be engaged in one on one discussion with any of the candidates, and they advise the candidates to avoid that kind of interaction.

Selectman Coutu asked, if at the time the final produce is presented to the Board, if such things as the essay questions and the citizens' panel ratings be made available. Mr. Jutton said yes. The Board would be provided with a packet on each of the candidates that are interviewed, which will include the essay responses. They will have the professional panel's ratings and rankings and how they scored relative to the candidates' educational background, experience, etc., as it relates to the resume. The Board will also have the candidates' views with regard to essays and they will have the rankings from both panels, with regard to the interviews. They try to present a balance. Some people do extremely well and are glib in an interview situation, but they can't link two words in a sentence. Other people are very thoughtful and insightful in their writings, but they get in an interview situation, and they freeze up. What they have found, over the years, is that most people get hired because of their experience, education and how well they do in the interview, but that's not why people get fired. People generally get in trouble, not necessarily by what they do, but how they do it, so it's attitude, behavior, style, etc. MRI tries to get beyond the beauty contest and give substance, in terms of what they are likely to encounter when dealing with these people down the road.

Selectman Massey said the professional panel and the citizens' panel would be doing separate interviews, so he asked if MRI would be working with both panels to come up with a final, single recommendation. Mr. Jutton said n, because the roles and responsibilities are very different. The professional panel's job is to make sure the candidates pass muster from a professional perspective, if they have the knowledge, skills, ability, understanding and the background to do the job and stay out of trouble. The citizens' panel is more about, "Does this person share the values, have the right attitude and approach that fits in this community?" The citizens' panel is more about fit, about

values, ethics and standards. The professional panel is more about the professional elements that determine whether or not they can do the job or their level of confidence that they can or can't do the job.

Selectman Massey asked how the Board was going to be able to assess that there is a ranking of individuals, as opposed to this panel believes this is the way they should be looking at these five candidates and this panel thinks they should be looking at a different perspective. How does the Board make the leap that the two, when put together, are the way they should be ranked? Mr. Jutton said to understand that none of the candidates may be the ideal candidate for the Board, or all of them may be ideal in one fashion or another. What they will know if from the perspective of the citizens' group who they think best fits. They have the option of saying nobody fits. They will be given an interview form that addresses 10 or 11 key elements. They are asked to fill that out during the interview to capture their immediate reaction, as they are going through the process and instruct them not to discuss amongst themselves the candidates between candidates or during lunch break. They aren't to be talking and comparing notes. After they have completed their interviews, the facilitator will quickly walk back through Candidate #1. "Do you remember Candidate #1? He said this. He had this attitude." They are then asked, individually, "If you were the person making the decision today, who would your first choice be, your second choice, your third choice?" If they answer is none, there is no obligation to fill out one, two and three. After they've each completed that, it is collected, so no one knows who has ranked who, how. They then say, "We've just made you the Board of Selectmen. You all have to pick one of these candidates to be the Chief of Police." Some of them want to rank them, some of them want to debate, whatever. Then they say, "We've offered the person the job and he rejects the job. Now, who do you pick?" They will generally come back with three.

The professional panel doesn't do it quite that way. They ask the professional panel how many candidates they feel they are. Four? One? None? The professional panel is asked to challenge the candidates. Do they know what they are doing? Do they have a sense of the profession? Do they have what it takes to be successful in the role? They've had circumstances where the professional panel has come back and said they think they should re-advertise, but it doesn't mean the Board has to. What they are careful of, in terms of how they package the information, the only ones who will know who the top candidates are from the process is the Board. There's nothing worse than announcing to the community that Fred was really the third choice, because Fred then starts out with a strike. What they try to do is make sure people understand that they are weighing a number of different factors and while Candidate #1 may score one on this, he comes out number three on something else. They will try to present the Board with as much solid information as they want. Some boards want to sit with the professional panel, understanding this is the town's process, not MRI's, although they are facilitating it. Boards are invited to participate as observers. Some boards want to, as a group. Some individual members want to. All MRI asks is that if the Selectmen are going to monitor the process, because some people like to see how it works, that they let MRI know in advance so they can tell the candidates that the Selectmen's role is simply as observers, and then the Selectmen are asked to honor that so they don't interject themselves into the process, at that level. Once it becomes the Board's process, they can do whatever they want with it, and it varies by community. Some boards want to interview the candidates alone; some boards want MRI to participate in the process; some boards elect to split the process and have MRI participate in the first or second half of the process. Some boards make a decision instantaneously, and MRI immediately goes into negotiations. Other boards want to cogitate on it for a week and maybe invite somebody back. Some boards elect to go to another process, in terms of some sort of more in-depth process. After the packets are handed off to the Board, it's anybody's guess.

Selectman Massey asked, if Selectmen sit in during the interview process, what MRI would do to minimize or eliminate the possibility that the candidate plays to the Selectmen. Mr. Jutton said if it's blatant, they will be called on it. Selectman Massey asked if, in Mr. Jutton's past experience, he has seen that invites command influence with the individuals. Mr. Jutton said he hasn't witnessed that. The Selectmen are asked to sit behind the candidate, not facing him. The Selectmen are not participating in the discussion or the process, so it would be pretty obvious if the candidate starts to make a pitch to the Board of Selectmen. The facilitator would say, "Hey, wait a minute. They're here as observers." They've never had that kind of issue. He'd be much more concerned about lobbying now, about candidates reaching out to the Board now, trying to garner favor up front. That's pretty typical. If they were to advertise nationally, unless the Board tells them otherwise, they'd put that statement in to the candidates, indicating that any direct outreach to any of the elected officials would constitute reason for potential removal from the process. And they've done that, in some instances. It's a call on the Board's part. This is a little more difficult in view of the fact that these are all internal candidates, working here, and they are likely to run into them on a regular basis. If somebody starts to lobby a member, they should rebuff them and say fair is fair and, at the end of the day, they will have at least four unhappy people, and possibly, five, if they decide they want to see more candidates. While there may be one happy one, there will be four not so happy, and they have to bear that in mind.

Selectman Maddox said he wanted to make a comment and, hopefully, the only time he will have to do this. He was much more confident, after hearing what Mr. Jutton just told them, in what MRI will provide as a service. He was pleasantly optimistic; it happens once in awhile. He sees a process, he sees a procedure, he sees a history—a lot of good things in expending these funds. Mr. Jutton said it's a bargain at twice the price. He asked Mr. Malizia to provide him with the Board's telephone numbers, since he prefers to talk with each candidate, as opposed to corresponding by e-mail. He asked for suggested times to call the Board members, saying he'd be in touch with each of them next week. Everyone thanked Mr. Jutton.

D. Sale of Town-owned Property, 6R Power Street, Map 167/Lot 007

Town Administrator Steve Malizia said on August 26, the Board authorized the sale of town-owned property by sealed bid. The parcel was advertised, as appropriate, and the one bid that was received was opened on October 17, and it was for \$1,000.

Motion by Selectman Jasper, seconded by Selectman Maddox, to sell the town-owned property, located at 6R Power Street, Map 167/Lot 007, to the high bidder, Christine Potzner Trust, for the sum of \$1,000, carried 5-0.

E. Assistant Town Administrator Position

Town Administrator Steve Malizia said 45 resumes have been received. He would like to have a selection committee to reduce the number of resumes to a more manageable number of qualified candidates, probably no more than 10, to have a sub-set, of him, a Board member and a Fire Chief to interview the candidates for a first pass, to then cull that down to about three to four candidates for the Board's consideration. Forty-five candidates is a heavy load. He'd like to get some input; didn't want it to be a one-man show. It would be appropriate to have a Selectman, possibly two, or another member of the professional staff, to help cull through the resumes and conduct the initial interviews to get it down to a more reasonable number for the Board to consider.

Selectman Jasper volunteered to be involved in the process. Selectman Massey recommended having one Selectman, the Fire Chief and Town Administrator and accepted Selectman Jasper's volunteering to be a member of the committee. Selectman Maddox said, since this person's primary function, at least to start, would be in the land use area, as liaison to the Community Development Department, he'd like to join Selectman Jasper. He is undecided about the Fire Chief because he is already on the Police Study Committee. Selectman Massey thought a committee of three was sufficient. If Selectman Massey wanted to be part of it, it wasn't necessary to include the Fire Chief.

Motion by Selectman Massey, seconded by Selectman Coutu, to appoint Selectman Maddox and Selectman Jasper and the Town Administrator to vet the 45 resumes.

Chairman Nadeau asked how many candidates the Board wanted the committee to bring back. Selectman Maddox said seven. Selectman Jasper said he understood the committee would vet the resumes down to about 10 and the committee would interview them, then bring forth three or four candidates for the Board to interview. That's where he'd like to see this go. Selectman Massey said his only concern with the second piece of it is if the two Selectmen agreed on who the Board should see as a whole, only one other Selectman was needed to meet the bar. It wasn't insurmountable, but it did present an interesting scenario. They would have to convince only one other member of the Board. Selectman Jasper didn't see that as an issue. When the committee brings three or four names forward, they might not have agreed on who the top one was, or maybe they are undecided on who they feel the top one should be. Selectman Maddox said if the committee feels that only seven would cut the mustard, there's no sense in adding three, but if there were 10 good ones, they could bring that list to the Board and, possibly, the Town Administrator would call his counterpart in Merrimack, or some other town of Hudson's size, to eliminate one of the Selectmen, to get a view of a town that already has an Assistant Town Administrator and maybe look to see if they can utilize that resource because this is a position they've never had and they are gauging where they want to go with this. That person is going to be the land use person, but they need to look at the bigger picture, also. Selectman Massey said he'd be more comfortable keeping it in-house. Selectman Jasper said they'd have to play it by ear, to some extent. He's not sure this would merit three rounds of interviews. He thinks he, Steve and Selectman Maddox can narrow it down to 10 interviews. Mr. Malizia said there are people that are not qualified. He was looking for some different perspective that the Board members may offer. He has even Googled some of them, and they are not qualified. He thinks the Selectmen will find it fairly easy to get down to a reasonable number, 10 or maybe even 11. The whole Board can interview the whole 10 if they'd like, or the committee can and bring three to the Selectmen. Selectman Jasper thought if there were seven great people that they felt the Board ought to meet, the committee will come forward with seven, but they have got to start the process and see where they are going with it. Selectman Massey said that's what he was thinking. He didn't have a problem if the committee thinks there are seven good people that the entire Board should interview, but if they're only two, that's OK with him, also. Chairman Nadeau asked if everyone was comfortable with that. (No audible response.) Selectman Jasper noted that Selectman Coutu looked pensive. Selectman Coutu said he was, but would let it go the way it is.

F. Hudson Senior Committee Report (Part-time Senior Services Director)

Town Administrator Malizia said this item was taken up by the Board at the meeting on October 27, 2008 and was forwarded to the warrant. It was an item on this agenda just in case they didn't get to it earlier.

Motion by Selectman Massey, seconded by Selectman Jasper, to adopt the job description for the Senior Services Director, as presented and dated September 23, 2008.

Selectman Massey said the description is a combination of two things. Many of the items in there was based on the work the Older Persons Advisory Council put together and, taking that as a base, the Town Administrator applied the town's own requirements to it and, as a result, crafted something that was useful for the town that incorporates their thinking, but also incorporates some of the things the Town Administrator felt should be part of the job description.

Selectman Jasper said he will vote for this, but could see two schools of thoughts. One would be they approved a job description, but the position wasn't approved yet and the other would be to question how they know what they are voting for if they don't have a job description. After this is approved, they may have a different Board of Selectmen, and they may wish to tweak the job description, after it is approved, but before it is posted.

Selectman Massey thought it was important that the job description be a part of the submission packet for the warrant article, so when the Budget Committee is looking at the money, they can see the rationale. Selectman Maddox said this job description was a draft, and they will probably look at it more in depth, once it's approved, and make some minor changes. He is OK with the basic concept.

Vote: Motion carried 5-0.

G. Economic Revitalization Zone—Clement Road Industrial Park

Town Administrator Steve Malizia said on October 14, the Board approved a request to the NH Department of Resources and Economic Development to designate the Sagamore Industrial Park as a revitalization zone. A comment was made at that meeting to request that Clement Road Industrial Park be declared an Economic Development Zone.

Motion by Selectman Coutu, seconded by Selectman Massey, to request that the State of New Hampshire Department of Resources & Economic Development designate the Clement Road Industrial Park (bordered by Route 111 to the west, Sullivan Road to the north, and including properties located on Clement Road, Constitution Drive, Hudson Park Drive, Wall Street, Park Ave, Industrial Drive and Commercial St) as an Economic Development Zone.

Selectman Jasper asked what the criteria were. Mr. Malizia said under-utilized or unused property is the criteria the town is looking to go under for designation. Mr. Bergeron said this may affect Entegris' decision to come to Hudson and suggested the town request Sagamore Industrial Park be designated as an Economic Development Zone, which provides either a business profits tax or business enterprise tax credit of up to \$200,000 over five years. There was a list provided at the last meeting of 10, 12 towns and cities have these zones and the criteria that the town is looking for is under-utilized or unused industrial properties. When the Board approved the request for Sagamore Industrial Park, the question was raised if Clement Road Industrial Park would also qualify. Selectman Jasper asked if they've actually looked at the utilization of the buildings and the land. Mr. Malizia said yes, and it was actually Mr. Bergeron who suggested the town make the request regarding Sagamore.

Selectman Maddox asked if they were putting the first application in peril by trying to get too much at once. Chairman Nadeau said he's spoken with Mr. Bergeron within the last week and he asked him that question, and he said no. They could even create a third zone, if they wanted to. Selectman Jasper assumed they would need some sort of data to base their decision on. Did the state come in and do the analysis, or does the town have to say, for instance, "there are 32 parcels of land and 10 of them are vacant and un-built land and of the remaining 22 buildings, five are not rented and four are rented below market rate." Does the town know anything about the economic situation of the areas being requested? Mr. Malizia said Mr. Bergeron had forwarded this information to his attention for the Board's discussion, which took place at the last meeting. When he sent the information back to Mr. Bergeron, requesting the designation, he asked what else they wanted from the town, and he has not heard anything back. He filled out the 2-page application and asked if anything else was needed, or if Mr. Bergeron had already taken care of it. At the last meeting, the Board directed him to come back with Clement, which is what is before them.

Selectman Jasper said he'd hate to put in an application and find out there aren't any vacant buildings in the Clement Industrial Park. Chairman Nadeau said there are vacant buildings there. When he spoke with them, he was told current businesses could apply for this, if they wanted to expand their employee base or if they wanted to do certain things. They fill out an application, and if it falls within those criteria, they, too, could get this tax credit. If the town didn't request Clement Industrial Park be declared an Economic Development Zone, the businesses in there couldn't apply for the grant through the state. If the town gets accepted, businesses within the park will be allowed to apply.

Vote: Motion carried 5-0.

7. NEW BUSINESS

A. Request by Hills Garrison Playground Committee to use the Community Center and Waive the Fee

Chairman Nadeau recognized Jeremy Griffus from the Playground Committee. He said he was employed by Hudson School District at Hills Garrison Elementary. They have been organizing a number of fundraisers and would like to do one big one each year. Last year, it was the Wacky Olympics, which was a huge success. Their events are open to the community to get people involved. This year, they'd like to have the fundraiser at the Community Center because the gym at Alvirne isn't available, and the fundraiser is called, "Are You Smarter than a Fifth Grader," similar to the game show on television. This would involve students from the district and, hopefully, they can get some competitors. It is still being worked on, but they'd like to do it on January 9, and they'd like to use the Community Center and request that the rental fee be waived. They will be responsible for setting up and cleaning up the hall.

Motion by Selectman Coutu, seconded by Selectman Maddox, to approve the request by the Hills Garrison Playground Committee to use the Community Center on January 9 to hold a fundraiser, "Are You Smarter than a 5th Grader?", and to waive the rental fee, carried 5-0.

Selectman Massey asked if they still have to pay for the custodian, if they waive the fee. Mr. Malizia said he's paid only if he is used, but the Playground Committee is going to do all the work. Selectman Massey said he's yet to see a request to have the fee waived be denied. It's time for the Board to revisit the fees for using the Community Center. If the organization wants to use the facility, they should at least pay the custodian, if they don't do the work. If they are always going to say yes, this is just creating something for them to work on. Chairman Nadeau said just the other night, they didn't waive the last meeting for the Alcathon group. Selectman Jasper agreed with Selectman Massey. If the Board waives the fee for someone to use the hall and that organization uses the custodian, they need to pick up the fee for that because the town is already incurring costs by providing heating and lighting. Steve should vet that out before it gets to the Board.

B. Authorization for Fire Department to Donate Equipment

Chairman Nadeau said he spoke with the Fire Chief today, who explained that this equipment hasn't been used in six years and it's just sitting at the Robinson Road Fire Station because it was replaced with newer equipment. The Boy Scouts could use this equipment at their summer camps.

Motion by Selectman Jasper, seconded by Selectman Coutu, to authorize the Fire Chief to donate four surplus backboards to the Hidden Valley Scout Reservation and to Camp Bell for their use on the waterfront, as outlined by the Fire Chief in his memo of October 21, 2008, carried 5-0.

C. Violation of Hours at Hudson Speedway

Town Administrator Steve Malizia said on Sunday, October 19, the Hudson Speedway conducted races that were scheduled from 12:00 noon to 5:45 p.m., but they went past their scheduled time by over a half over and probably would have gone longer, if they had not been alerted. The Town Code provides for a fine of \$100 for violating their license by going past the designated hour on a school night.

Motion by Selectman Jasper, seconded by Selectman Coutu, that, per section 264-8 A of the Hudson Town Code, the Board of Selectmen is issuing a \$100 fine to the operators of the Hudson Speedway for violating the hours of operation on October 19, 2008.

Selectman Jasper said he was the complainant. Back when this schedule was set in 1983, there was a lot of discussion about the times. They were allowed a 15-minute leeway in case things ran late, because the actual ending times were 10:30 and 5:00. Sometimes they go over a little bit, which doesn't bother him, but this was a particularly loud week. With all of the windows in the house closed, it was still reverberating by the sound of the Speedway. At 6:00, he called the police. They checked and called him back, saying they are finishing up one race now and have two more to go. Selectman Jasper asked the police to let the Speedway know they were in violation. They got back to him again and said they were going to finish up that one race and have one more race afterwards. It wasn't a case of just finishing up a race; they started another race after their hours of operation ended. With that disregard for the ordinance, he thought it was appropriate to issue this fine.

Selectman Coutu said this wasn't a new enterprise. These people are well aware of the rules and regulations and the existing Code, which prohibits them from doing this. That did show a total disregard and he wholeheartedly supports the Board taking action in order to, hopefully, the Board is going to be forceful in upholding the code, as it applies to their business. Selectman Massey said he'd support this, but a \$100 fine is an insufficient incentive for someone not to violate this. This is not a new enterprise; they've been in town as long as he has. On some nights in the summer, he can hear them, and he lives in the south end. The sound carries that far. Selectman Maddox said the fines were established in 1984. When renewal time comes next year, they should remind them of this violation. Selectman Jasper said he was quite concerned when they said they were just going to run another race. If they have any problems with them on this fine, or any issues in the future, then they take the 15-minute leeway off. He gets up and goes to work in the morning, so he likes to go to bed at 10:00, so when they are racing till 10:45, he can't get to sleep, and then they've got to deal with the traffic afterwards. It's after 11:00 before he can get to sleep and that's just not acceptable. He thinks they ought to be done by 10:00.

Selectman Coutu said if it affects Selectman Jasper, it affects a lot of people in that neighborhood. It's about the neighborhood and the quality of life that this disrupts. He lives a little closer to the race track than Selectman Massey, but they can hear it in the south end of town. Selectman Jasper said they hear, "You people all moved in there and you knew it was there." His father is now the only person left on the road who was there before the Speedway.

Vote: Motion carried 5-0.

D. Public Hearing on Street Acceptances—Hudson Hills Drive, Scenic Lane and Shoreline Drive

Chairman Nadeau opened the public hearing at 8:20 and asked if anyone wished to speak. There being no one, he closed the hearing.

Motion by Selectman Massey, seconded by Selectman Jasper, to accept Hudson Hills Drive, Scenic Lane and Shoreline Drive as town streets, as recommended by town staff.

Selectman Jasper asked what the deadline was for street acceptances. Mr. Malizia said December 1st.

Selectman Maddox said his concern, when they looked at it at the Planning Board level was, most of the time when they have street acceptances, most of the houses are finished on the roadway and at least two of these, the houses are at least only 50% complete. He was concerned about damage to the roads, but the Road Agent assures him that they will take out the curbing and there's a bond in place to deal with it. Something the Planning Board should take a look at. Most times, the developments were always finished before they put the final coating on, and then they accepted the road. This road will have probably still 50% of their houses built, with excavators, cutting driveways in, some amount of patching, possibly, utility stubs, whatever it may be, into the road the Board just accepted. The Road Agent said it was fine, but probably something the Planning Board should look at in the future, if this is a trend. Selectman Massey said his recollection is there is a \$5,000 curb bond that's required for those that cut back into the pavement. Selectman Maddox said yes, but if you have to replace some granite and do an overlay because they took an excavator off the back of a truck and put it into the lot, you can eat that up in no time at all. Something they should take a look at.

Selectman Coutu asked if these streets were off of Webster. Selectman Maddox said two of them are. Selectman Coutu said with regards to the memo from Gary Webster to John Cashell, dated July 31, it indicates a bond of \$74,000 was being held and the developer was in the process of reducing it to the minimum two year maintenance period that will expire June 17, 2010. He asked if that relates to what they both were talking about. Selectman Maddox said yes and there is a maintenance bond for the roadway construction, if there's a defect in the construction. There's some question if the developer, who may not be the builder, has put up a performance bond for the construction or integrity of the road, but a builder goes into a particular lot and damages the roadway, can they use that maintenance bond for the repairs. There are some questions, because they are in a different economic and development type of setup. Selectman Coutu asked if he knew what the minimum was from that \$74,000. Mr. Malizia said it was \$29,945, which was in the backup information provided.

Vote: Motion carried, 5-0.

Chairman Nadeau declared a recess at 8:25 p.m. The meeting was called back to order at 8:35 p.m.

E. Budget Deliberation Carry-overs from Previous Meetings

Chairman Nadeau said before they take up Other Business, he wanted to go back to the budget for the default numbers and a couple other things they wanted to look at, at the end of last night's meeting. The Town Administrator provided everyone with a packet of information. Mr. Malizia said one of the documents was a summation of the activity the Board has taken to date. The next single piece of paper that he passed out was at the request of the Chairman, who wanted to know the travel cost. He went through the budget items to determine where town meals, transportation and lodging were. And there are two documents that represent revenue. One has the actuals for 06, 07 and 08 and the 09 budget and the 2010 estimate. The other document that the Finance Director prepared was FY08 through September compared to FY09 through September. He believed those were the documents the Board asked for. In addition, last evening they were handed the default budget. He had extra copies, if anyone needed one.

Default Budget

Selectman Massey said, for the Board's consideration on the default budget, it is \$90,171 less than the current proposed budget, which represents 3/10-ths of 1% difference between the two budgets. Selectman Maddox asked if he was talking about FY09. Selectman Massey said Fiscal 2010 budget that they've been working on is \$90,171 greater than the default budget that would be on the warrant. Right now, the warrant article would carry two values. One is the budget they are working on and the other is the default, and the difference between those two, if they did nothing else and the Budget committee did nothing else, would be a difference of \$90,171. If the budget, for whatever reason, was defeated, they would be \$90,000 less than what they are currently working with.

Mr. Malizia recommended the Board approve the default budget. This year's default budget is \$26,886,556. Selectman Maddox so moved, seconded by Selectman Massey, which carried 5-0.

Chairman Nadeau said the next item in the packet that was handed out was the Revenue Comparison Report. Selectman Jasper said this is where they need to spend some time. He referred to 4216 Certificate of Occupancy Permits. That number is less than half for the first three months, which were the big construction months of the year. He referred to 4218 Building Permits, which is off by about a quarter. They took in \$127,000 in 08 and budgeting \$130,000 in FY10. \$150,000 was estimated for this year. He asked if year to date was actuals. Mr. Malizia said revenues that have hit the books through September 30. Three months. Selectman Jasper said if things don't get any worse, that may not be a bad number. He asked about the overlay. In 07, they only had \$44,000; in 08, they had \$29,000; the last big year, 06, they had \$299,000 and then they went into reassessment and things became closer. They budgeted \$303,000 which is 1,000% increase over the actuals, so he was wondering if it was realistic to go up another \$100,000 when they already budgeted for 1,000% more than what they anticipate. \$100,000 is a big number.

Selectman Massey said the Assistant Assessor indicated to him the number was about \$400,000. However, in anticipation of any additional requests for abatements, he thinks that number could go even higher. He wasn't thinking it would be less; he thought it could be higher. Selectman Jasper asked based on what? Selectman Massey said based on the fact he's currently got 47 properties that are under challenge and he is anticipating more in the next year. Selectman Jasper said he understood that, but they've been pretty successful in defending those. Selectman Massey asked if they put the additional \$30,000 in his budget that he was requesting. Chairman Nadeau said yes. Selectman Jasper said he was having a hard time believing that in two years, they are going to go from \$30,000 in overlay to \$400,000. That does not seem to be possible. The actuals in 08 were \$30,000. They budgeted \$303,000 but the previous year's actuals were only \$30,000. Selectman Maddox said because they just reevaluated. Selectman Jasper said they are only two years off from that, but 1,000%. They need to get a better handle on how they get to \$400,000 because that's a huge number. Selectman Massey said rather than make a decision tonight, he'd take it upon himself to talk to the Assessor and they can revisit it next Monday night. Selectman Jasper said they're not meeting on Monday night. Several Selectmen said yes, they are. Selectman Jasper said not on the 3rd; they cancelled the workshop meeting because there was nothing on the agenda. They really need to do their homework on this number because it has such a huge impact on what they are doing. They can bring the number as a recommendation to the Budget Committee. Selectman Massey said he'd get more information from the Assistant Assessor and they can carry it forward as a recommendation to the Budget Committee.

Selectman Jasper said there was another action item they were looking for, which was to look at the allocation of the audit fees amongst the town, sewer and water. He didn't think they got anything back on that. They were going to apply the audit as a percentage to each budget and see how those numbers would wash out. Selectman Maddox thought they left it as it was. Chairman Nadeau thought they asked the Finance Director to check those. Selectman Jasper said it was either sewer or water that was being grossly undercharged and the Board wanted to look at those numbers. Selectman Massey asked what the total cost of the audit was. Selectman Jasper thought it was \$41,000. Selectman Massey said the audit was \$36,345. Mr. Malizia said in the Water Utility, there is a specific line for the audit and that line currently is at \$4,000. In the sewer, it's part of the fee, the 40k charge. If they wanted to allocate some more into the Water Utility, they can do that. It's simple enough to do. Selectman Jasper said for lack of any other reason, just as a dollar percent. Selectman Massey said he'd calculate it out. Selectman Maddox said 18 tabs are the town side and one for water and one for sewer. He didn't see how the audit would be percentage-wise by dollars. Sewer and water are high dollar items, but they are basically pass-throughs. The formula may be tweaked a few dollars one way or the other, but to base it on the dollar volume that's going through seems a little... Mr. Malizia said they are transactions—purchase orders, billables, payables—all subject to audit and is part of the audit report, so there is a correlation. It's not just for the general fund; it's partially attributed to the sewer and to the water and to the trust funds, which the town pays for. You could make a fairly creditable argument for water and sewer. They have assets and those actions do get audited. There is a cost, but it certainly isn't going to take the whole \$10,000. It's some percentage.

Selectman Massey said they are currently charging \$4,000 to the Water and \$2,000 to the Sewer. If it was done strictly on a dollar volume, \$29,300 would go to the town portion, \$2,000 to the Water and \$5,000 to the Sewer. Selectman Jasper said it's fairly close.

Selectman Maddox referred to Planning Board fees and said it is at 0% for the first quarter and the estimate is to take in \$25,000—and they're going into the slower season. He and Selectman Massey have seen the Planning Board to be much slower now. That income is not there and that ties in with the Certificate of Occupancies, building, etc., and at some point, that is all going to be tied through. Selectman Massey said in Fiscal 06, they collected \$45,000. In Fiscal 07, \$20,000 and Fiscal 08, they've collected \$2,400 and in this current fiscal year, \$25,000 is budgeted. It's problematic they will hit \$25,000 just looking at the trends. (Talking back and forth.)

Selectman Jasper said he has a problem with Construction Inspection Fees. For some reason, that was bumped up \$10,000. Last year at this time, they had collected \$1,590 which was 15% of what they were estimating. They've bumped that up by 50% and they've only collected \$630, which is only 3.2%.

Motion by Selectman Jasper, seconded by Selectman Maddox, to reduce 3290-4334 Construction Inspection Fee in the revenue line by \$15,000 from \$30,000 to \$15,000, carried 5-0.

Selectman Jasper said he had some concerns about shared revenues. They bumped up the 09 number to what the actual 08's were in the Highway Block Grant. Generally, the Highway fund doesn't go down too much, so they're probably alright with that, but they ought to be aware of it. They are pretty good on ambulance. His big concern is Business Profits Tax 4810, because that is way off right now. Hopefully, things will wash out. (Talking back and forth.)

Selectman Massey referred to ambulance net revenues. They've never been below \$413,000 in the last four years and year to date right now they're at \$125,000 which would extrapolate \$500,000.

Motion by Selectman Massey, seconded by Selectman Maddox, to change 3401-4730 from \$375,000 to \$400,000, \$420,000 a net increase of \$45,000.

Selectman Massey said the lowest amount in the last four years they collected was \$413,000 up to a high of \$430,000. Through September of 2008, they have collected \$125,000; through September of last year, they collected \$135,000, so they are tracking pretty close to the same results. Selectman Maddox asked if Ambulance Receivables affected that. Chairman Nadeau said yes, it does, and he thinks that line will go up steadily. Selectman Maddox asked if they estimated for that. Selectmen Massey said no, they have not. Selectman Maddox said so that wipes out the \$25,000. Selectman Jasper said no; that's a charge against revenues. They don't budget for that. It's an uncollectable and it's actually lower this year than it was last year, and that's uninsured. The amount that's insured generally doesn't have a lot to do with the economy. Chairman Nadeau thought it will have a lot to do with the economy. People are out of work and can't pay their bills. Selectman Maddox asked if Selectman Jasper was saying that the \$35,000 in FY 06 doesn't come off the \$413,000. Selectman Jasper said you budget your number of trips, your billable, loaded miles and then there's a charge for what they don't collect and they don't budget for that.

Selectman Coutu asked if year to date was for July, August and September. Mr. Malizia said yes, one quarter. Selectman Coutu said if this trend continued, they'd be looking at \$500,000 and rates aren't going down. Selectman Jasper said the \$400,000 may be low and suggested going to \$420,000 which is what they collected in 08. They did go up on charges in the early spring. Selectman Massey said, considering the uncollectibles, he was comfortable staying with \$400,000. Selectman Jasper said one number has nothing to do with the other. Selectman Massey said it has in that at the end of the year, they could be in a deficit. Selectman Coutu said one is income, money that's going to come in, and the other is just uncollectible. Selectman Jasper said they are collecting at a pace for \$500,000. Selectman Coutu said over and above that, there is \$32,000 that they won't be able to collect. Selectman Massey said municipal finance is different than personal finance. When they get measured at the end of the year, it's not on how much revenue was taken in, it's whether or not they spent to the bottom line. On that basis, he could support \$420,000.

Vote: Motion carried 5-0.

Selectman Jasper asked if Steve should talk to anyone at DRA before putting in the Business Profit Tax numbers. Mr. Malizia said they've gone by trend. Selectman Jasper said since they are talking about next fiscal year, so they should probably leave it alone. Selectman Coutu said there was some concern expressed about 4201 Motor Vehicle Permits, but they are above where they were last year for the same period. They are on target, which is fortuitous, if the trend continues.

Motion by Selectman Massey, seconded by Selectman Coutu, to adopt the revenue estimates, as amended.

Selectman Jasper said with the caveat that they will be revisiting for the purpose of looking at overlay. Selectman Massey agreed.

Vote: Motion carried, 5-0.

Chairman Nadeau said he had a question last night on Out of Town Travel, so the Town Administrator put some numbers together for them. The ones he had concern with were the out of state conference where a lot of money is spent on travel. Some of them are in Assessing, Planning, Zoning, Building, Police, with the exception of CALEA, Fire and Recreation. There was one on the list for the Town Clerk/Tax Collector, but that was in North Conway. He didn't think it was justified to spend \$7,000 for these trips. The reports they get when people get back from the trips aren't enough justification, either. Selectman Jasper said they shouldn't make a judgment on the reports because it's not worth his time to see what they learned. He's not sure that's a good gauge for what they actually learned. How much time do they want staff to put in to write a report on what they learned. At some point, it becomes counter-productive. The best way would be to bring them in and ask them to verbally justify why they should go, which they haven't done, at this point. It's a little unfair to be pulling these now, which have been in the budget for years and years and years. That is not a reason to continue it, but they have professional staff, who continue to be developed. He goes to a conference every year for his fraternity. It's more for the undergraduates, but he always picks up something of value. The interaction with other people who are doing the same job you are can be invaluable. If they are going to do this, they need to talk to the people who are going. This is relatively short money and this is something they've been allowed to do. To take it away can be a real morale buster; it can be a problem.

Selectman Coutu said while he might agree with Selectman Jasper, there are a lot of town residents who can't afford to go on vacation, and that's a morale buster, too. They have to concern themselves with the situation they are in. He's not saying these conferences are luxuries; he's been to many himself. Some are a total waste of time and nothing but a big party. There was an occasion here or there where he might have picked up something of some use that he could bring back and use, especially in the first of personnel management. However, to ask the department heads to sacrifice for one year in order to have some costs savings is not asking that much. He could support trimming the travel in the amount of \$7,680 for this year.

Selectman Jasper the zoning conference was only \$150. The Board doesn't know enough about these things to just cut them. If these are local, to give their people an update on what's going on, the changes to codes and state law, that may be a very well spent amount. Selectman Coutu said they subscribe to all kinds of publications that provide this on a monthly basis, to each of those departments. Selectman Jasper said reading isn't always the same as being

there. He appreciates what they are saying, but he'd put a lot more credence in that if they hadn't put \$50,000 in for a someday-senior-center-maybe. They can cut this out, but there's enough money to recommend putting in \$50,000 in the bank for someday, and they have enough money so they can recommend \$25,000 for a new part-time person. He's not picking on the seniors. He thinks those are good things, but he's not finding the rationale and thought process on this Board to say this has got to go, but here are brand new things they've never done before to the tune of \$75,000 that are more important than other things. He didn't get that thought process at all. Chairman Nadeau said they are warrant articles and will be brought before the voters. Selectman Jasper said but they are recommended by the Selectmen; it's the Board's stamp of approval that they are putting on \$75,000. He didn't have a problem with that, but when they get down to this level, cutting \$7,500, he didn't get it, when 10 times the amount is 'no problem.'

Selectman Coutu didn't think these conferences are worthwhile going to. Selectman Jasper said he can buy that; that's acceptable, but he wished they had asked the department heads when they were before the Board to give them the opportunity to defend why they are going. Selectman Maddox agreed; they were picking on paper clips. He wanted to attach bigger dollars, but they got into the weeds. The other problem is they are talking about FY10. The issue is starting today, any out of state travel has a rationalization that goes to the Town Administrator and says, "Is this something that needs to be done?" Start now. Don't wait until July of next year. Who know what that will be? But they know where they are now. Any trips that are out of state should be rationalized. If the Town Administrator feels that that is a realistic expense that should be incurred, go. If there's any question of, "Is this the year to do that?", he'd have the authority to say not to go. For \$8,000, if they can show that it makes sense, wherever it may be, they can incur the costs if the value is justifiable. Maybe the Town Administrator asks for a two-page synopsis of what they learned, gives him something to look at in subsequent years. Probably half could be let go and half kept, but the Board didn't need to get into this. That's why they have a Town Administrator.

Chairman Nadeau called for the vote. Selectman Coutu asked what the motion was. Chairman Nadeau said it was to cut \$7,680 of travel. Vote: 2-3, failed. Selectmen Nadeau and Coutu voted in favor.

Motion by Selectman Maddox, seconded by Selectman Massey, that all out of state travel, from this day, will be reviewed by the Town Administrator and approved by him, prior to that being taken place, and that the Board be notified of his decision.

Selectman Jasper thought they ought to take it a step further, that the Board be notified of the decision in time to review it—at least be notified of the decision. Chairman Nadeau thought that was reasonable. Selectman Maddox said he didn't have a problem with, as a follow-up, the Town Administrator notifies the Board of his decision. Selectman Massey, as the seconder, accepted that as part of the motion. Selectman Coutu said he had more faith in the Town Administrator than to have him come before the Board to haggle over why he allowed the travel. The Board should support whatever decision the Town Administrator makes. Selectman Maddox said that's what they were going to do; they just wanted to be aware of what the decision was.

Vote: Motion carried 5-0.

Elimination of one Secretarial Position in Community Development Chairman Nadeau said the next item carried over from last night was one of the secretarial positions in the Zoning Department. As they can all see, the revenues are declining and this is an area where there is a huge decline. He asked what the rest of the Board thought. Selectman Jasper said it's going to be hard to tell what's going on in 2010, but he didn't see things picking up and probably the boom days are over for construction in town. They're in the process of developing the last of the large pieces of land. There's a few pieces on the Merrimack. Something different could happen with the Friel piece, but he didn't see that happening for years. Right now, there's a lot of people twiddling their thumbs, based on the revenues that are coming into town. He didn't think they could justify a staff of this magnitude in that department. Just last year, he successfully convinced the Board not to add any more staff to that department. They've got the Building Inspector, a part-time Electrical Inspector, they're going to have a Zoning Administrator, the Assistant Town Administrator will be supported by that position, in part, but there's probably some support that can be given by the Secretary in the Selectmen's Office. It'll be like give positions with three secretaries. He could be convinced this is something they should do. If they do need to eliminate the position, they'll need to put some money in there for part-time because there will be vacations to cover and they can't go down to one person. Selectman Massey thought there were four secretaries. Chairman Nadeau said there is an Administrative Aide and three Secretaries. Selectman Maddox said there is an Administrative Assistant; there's a number of different titles.

Mr. Malizia said there is a person assigned to Planning and a person assigned to Engineering, then there are three other people. One person works the front counter and answers the phones, and there are two people who deal with building and zoning issues. Selectman Jasper said some of the slack can be picked up by others, as well. Selectman Coutu said when the Board decided to reorganize the department and hire a Zoning Administrator, he thought there was a consensus to allow the new Zoning Administrator to assess the needs of the department and make recommendations he felt were justified to the Board of Selectmen. The Board reserves the right to change their minds at any time and take any action they deem necessary, but knowing the constraints of the budget and the shortfall in revenue in that area, he was willing to continue to listen.

Mr. Malizia said it was the Assistant Town Administrator position that was going to do the assessment of the department. Selectman Jasper said that was correct, but he wasn't thinking about the budget at that time, only the reorganization. Whoever they hire for that position won't know the Board said that, so he won't be harmed by it. He'll come in knowing that as of July 1, there is one less body, and those are the resources he or she would have to work with. He sees the drop off of activity in that area that is so great. They've talked about secretarial pools in the past for that area, making a better utilization of the resources as they exist there. That's something that could possibly be done. Yes, Engineering is downstairs and there is one Administrative Aide, but does she have to be downstairs all the time? He didn't know, but they can't forget that is a resource to that department.

Selectman Massey asked for the opinion of the liaison to that department. He thinks there is a case to be made, so he would give strong weight to the liaison's thoughts on the matter, because he is closer to the situation than the rest of them. Selectman Maddox said he wished he could give the same justice to the Community Development Department that Selectman Massey did to the Police. As a Selectmen, they need to look at all of the number of dollars. He'd have preferred to eliminate a position that was vacant in the Police Department, but he can't disagree with all of the statements made. He is torn because they made a statement that they would let the Assistant Town Administrator look at the staffing, but based on the numbers before them, he had a hard time supporting them. As much as it pains him, his job is Selectman, not liaison. He will, therefore, be supporting a motion to remove a position.

Selectman Coutu said he is a businessman and they had the opportunity tonight to review the revenue, and in the end, that revenue dictates the amount of activity that goes on there. His business is one where revenue generates employment and if his revenue picture looked as gloomy as the one he looked at tonight, he certainly would be cutting staff in his store. It's just common sense to continue to allow the department to be staffed as heavily as it is doing a disservice to the citizens of the town and they have no choice but to remove one position.

Motion by Selectman Massey, seconded by Selectman Jasper, to reduce 5581-101 from \$179,786 to \$149,786, a reduction of \$30,000, by \$34,318, with association rollups (\$40,454) and associated benefits.

Chairman Nadeau said he had a larger number. Selectman Massey said he wasn't looking at the salary of a specific person. If they were to cut, how would they cover the overtime? Chairman Nadeau didn't think they needed that much overtime. Selectman Jasper said they'd need to create a line in there for that, but he forgot that they had five clerical staff, so he didn't think that was as valid a statement as he thought. Selectman Coutu said they also have a floater. Selectman Jasper said they'd still need money for that, but that money should then be put into part-time. Selectman Massey said if the number wasn't \$30,000, what should it be? Chairman Nadeau said \$50,000. Selectman Jasper said they've got to break it up by line. If you take the lowest salary, \$34,318, then they have to do the associated rollups—FICA, medical, dental. Mr. Malizia said it's \$40,454. Selectman Jasper said there's got to be some built-in flex benefits. Chairman Nadeau said that's how he came up with \$50,000. Selectman Jasper said if they take out the position, \$34,318 and associated benefits, then Finance can weed through that. Selectman Massey said that would be his motion.

Mr. Malizia said not everything is revenue driven. He wanted to point out that there are complaints and concerns that have to be dealt with. They also do zoning infractions that don't generate any revenue. They do a lot of functions. He respects that the Board is trying to balance that, but that's not always the case where people are five deep at the counter, complaining about their neighbors, their neighborhood, or some other infraction. Whether the Board thinks they've done a good job in the past or not, it's not all revenue-driven; it's people-driven, and people need to respond to that. It's not, "Take a number and we'll get back to you." They are trying to improve the function of that office. One of the thoughts when they brought on the new position was to straighten things out. He'd be remiss not to mention that they may come back to the Board at some point to say they need to improve customer service and their relationship with the community and this resource is needed. If they cut it out, it won't be there. He's not over there every day. While it's fairly easy to toss out a position, they have to fight long and hard to get a position in town. They go through hell to get any kind of new body in.

Selectman Jasper said this is still an authorized position. This person will be able to operate some number of months with it and some number of months without it. He or she'll be able to form a recommendation and come back. Given the number of bodies over there and given the activity, virtually everything else has gone away, even if there is a line at the counter. People may come in to complain, but they don't have people coming in for permits. \$630 worth of inspections in three months. That's horrendous.

Selectman Massey wanted the record to reflect that this motion does not eliminate the position; it just de-funds the position for FY2010. They've had other cases in the past where they've had an open position, such as the Fire Department, where they took that part-time position and brought it over to Assessing. This is not the elimination of a position. It's a de-funding for Fiscal 2010.

Vote: Motion carried 5-0.

Fire Department Relocation Study

Selectman Jasper said he had told them he wanted to come back to take about this as, unfortunately, he was unable to be present when this was discussed. He did not have hard and fast numbers at this time as he had hoped to, but

it's appropriate to talk about putting in a place holder to get that better number. When the Fire Department came in to ask for \$40,000 to look at both pieces of land that are under consideration, one doesn't really need any study. It's a flat, clean piece of land, but has a very expensive price tag attached to it. That may be negotiated down, but in doing that, they need to evaluate the other site, which the Board was well aware of, and see what the associated costs are of bringing that up to par, if that balances off, which parcel is more realistic? Regardless of the economy, they need to prepare to do something because that station, as has been determined via studies, is undersized and needs millions of renovations. He proposed,

Motion by Selectman Jasper, from Administration, Other Professional Services, 252 to add \$25,000, seconded by Selectman Maddox.

Selectman Jasper said that number was based on nothing be a somewhat uneducated guess. There was \$40,000 for two parcels, but in conversations with professionals, one really doesn't need to have any money spent on it. The other one has got a slope, which is too steep for the ladder to come up on. There are two buildings on either side. That's going to change the driveway dynamics, if that happens, which would necessitate a cloverleaf, so the driveway would be accessed from the back. There's a lot that's got to go in to see that happen. They have to study that, do some preliminary engineering to see if it's feasible to do the whole thing, and find out if that, then, makes sense to purchase that property. They can just forget that property and go and spend \$1/2 million on another piece of property. He didn't see that happening. He asked for this money as a place holder to the Budget Committee. If that number goes up substantially, then that may be a non-starter and the Board could recommend pulling the whole \$25,000 out, or that number could go down. He didn't think it's going to be higher than that; he thought it would be less, but trying to use an uneducated guess, he didn't want to come in and underestimate the number to the Board and then have to ask for more. This is as high as it goes. Evaluating all the sites, they need to move forward. They were planning on looking at a lot more this year. That's what the committee's charge was. They recognized the economy and instead of asking for a couple hundred thousand for land purchases and a couple hundred thousand more for buildings, all they are asking for is to fully evaluate the site and next year, after evaluating the economy at that time, to be ready to come back and recommend a site, but they can't do it without some money.

Selectman Massey said there was a huge retention basin right in front of Derry Road. Secondly, it's his understanding that it's a paper street and asked if it abutted the abutting properties. If it does, since that street has not been in existence for over 20 years, the abutters would own to the center line of that paper street. Selectman Jasper said the detention pond was under the power lines and that's well away from what they were looking at. Those are the things they need to evaluate on the site. To the best of their determination, and based on the plans that were developed when there was a previous plan on there, the paper street was entirely within the property line of that piece of property so the outmost edge of the street is the property line. These are the things that have to be looked at. There's going to be negotiations and discussions with the three neighboring properties to determine whether they can make this happen. That doesn't cost money, but they need to develop a plan to show them what they'd like to do and see if they can get by. There are a lot of unanswered questions and regardless of the economy, this is probably the best way to go because of the questions that have come up and need to be answered. He'd love to say there's a better piece of property that he thinks could be obtained more reasonably than this piece, but that may be the saving grace on this piece of property. It has so many difficulties, it ultimately can become more affordable to the town than some others.

Selectman Maddox said that last statement scared him. When you buy a parcel that has so many difficulties, they become difficulties. He's a little concerned that this study would tell them nothing but worse news. He's not sure he wants to put it in the budget. This is something that should go on the warrant. Do the townspeople want to spend \$25,000 for a study for a future \$6 million fire station? Would it answer some of the questions the library fell into? If it's going nowhere financially, why would they want to spend \$25,000 for a parcel to study that they don't own? Selectman Jasper said, at some point, you can say that about almost everything in the budget. When it gets time to decide whether to buy the property, you put it in there. You can make that case to put \$25,000 in a warrant article, "Shall the town raise and appropriate \$25,000 for the purpose of studying the feasibility of locating...", then OK. That's a waste of everybody's time and effort, but he wouldn't fight that, if that's the road the Board wants to go down. It's better than nothing. He just thinks it's totally unwarranted, in this case. The question, once they look at it and develop the plan, the question is going to be, "Do you want to go here?" If you don't develop the plan, you never get there. Does this become the new standard, that everything... it's not fair to say this one is going to be the one. Then they should start putting all their things like this on the warrant. Selectman Maddox said there will be five different people on the Board in 10 years.

Vote: Motion failed 1-4. Selectman Jasper voted in favor.

Selectman Jasper asked where the Board wanted to go. They spent almost \$25,000 looking at that building. Came back and decided it's not feasible to stay here. If they stay here, they'll have to spend \$3 million and still won't provide the services. They formed a committee to look at things, with a charge. They didn't meet the charge exactly because they pulled back and said this is not the right economy to do it. It appears the Board sent them out on a fool's errand because they were not willing to support the committee in any way. Do they tell the Fire Department to just sit there and the building can fall down around their heads, or do they want to put a \$3 million warrant article together? Right now, they are not spending a nickel. They've got a big problem that's not going to go away. It's going to get worse

year by year. In the meantime, they'll put \$50,000 in a warrant article for Seniors. Great, but that's not the primary goal of government, to provide activities for anybody—not the kids, not the Seniors, not anybody. The primary focus of government is to provide roads, fire protection and police protection. That's the core of what a town is supposed to do. If they don't do anything else, those three services need to be provided, so what are they going to do?

Selectman Coutu asked what guarantees they have that this land is going to be available two years hence, if and when a commitment is made to build a fire station. Are they studying a piece of land that may not exist two years from now? Selectman Jasper said no. If they want that commitment, and if the Board wants to make a commitment, he will get a commitment that this land will be available up until July 1, 2010. If they don't have it, they will pull it out. If they give Selectman Jasper the commitment, he will get the commitment that the land will be available, in writing. That land will not go away and be sold to anyone else. He can get that. Selectman Coutu said he'd have to think about it. If it goes to a warrant article, it's better than nothing—and he'd be willing to support that for \$25,000. Selectman Jasper said if they'd support a warrant article, he'd make that motion, but he just lost the last motion, one to four. He wanted to know what the majority wanted. It wasn't up to him to make a motion. The minority does not drive the bus.

Selectman Maddox said Selectman Jasper has led this charge, as the liaison to the Fire Department, but he keeps asking the Board what they want. He was still not convinced the station needs to be replaced, so he wasn't prepared to spend \$6 million taxpayer dollars for another building. Selectman Jasper said then he needs to come forward with a plan to renovate that building. Selectman Maddox said he tried that, but they hijacked the study to say there is no carbon monoxide detectors. Selectman Jasper said if a study doesn't come out the way Selectman Maddox wants it to, he calls it hijacked. Selectman Maddox said if it came out the way Selectman Jasper wanted, it was brilliant. Selectman Jasper said he already knew the building was too small. Selectman Coutu called for a point of order. Chairman Nadeau said they were going nowhere with this. Selectman Maddox said they'd continue going nowhere with this.

Selectman Coutu said Selectman Maddox has been consistent on this subject, and he's made his point, as has Selectman Jasper, and he leaned more towards Selectman Jasper. The building is in disrepair and, being consistent in his position, it's inevitable—it's going to happen and it has to happen sooner rather than later, but it isn't going to happen for at least two years.

Motion by Selectman Coutu, seconded by Selectman Massey to forward Article "L" to the warrant for \$25,000 to do a feasibility study to determine what it would cost to site a fire station along the Route 102 corridor.

Selectman Coutu said the Board did charge a committee to look for lands that might be available in order to be able to put in a new fire station. They've all been to the fire station next door and they all know its condition. It's inevitable; they're going to have to get out of that building, and they're going to need a new fire station. In the process of ascertaining where the best location for the fire station, an argument was made to be able to build in a place that would allow for a quicker response time and to narrow the gap in that response time. They presented a strong argument, which he found quite confusing and couldn't understand, indicating that the Derry Road corridor was the place from which to be able to have a better response time to the bulk of the general population. His argument with regards to the study of the land is that this would be a good indicator for them, if the voters decide to approve this article. They would be saying, in essence, that they concur. They would like to take the first step forward in making a commitment to do the inevitable, which would be to build a new fire station. They need a piece of land to build it on. He didn't see that as a problem and he would like to hear whether or not there is a feeling out there from the community to make that commitment and this would be a true indication.

Selectman Maddox said to that end, to build a 25,000 sq. ft. fire station with an estimated cost of \$6-7 million. Selectman Jasper said there is no estimated cost. That was something everybody on the committee has discounted. He wished Selectman Maddox would stop using that discredited number. Selectman Maddox said to give him a credited number. Selectman Jasper said no, because they haven't gotten that far. They have to find a site to put it on. They've got the square footage down, but they haven't been given any money or resources to do anything. That number was based on a much larger facility than anything they are looking at. Selectman Maddox said Pacheco Ross had a square footage number. Selectman Jasper said they did, but he didn't agree with that number. Selectman Maddox said they were going to fall into the same library thing. It's great to say they need a new fire station, but until you hear the price... Selectman Jasper said they can't get a price until they have a location. Selectman Maddox said everyone wants a hot fudge sundae until they hear they are \$89. He cannot support the motion without a price tag attached to it. Selectman Jasper said it's \$25,000.

Vote: Motion carried 4-1. Selectman Maddox voted in opposition.

Earned Time Account

Selectman Jasper said they should at least talk about whether they may want to only put \$50,000 this year into the earned time account. They won't make any progress in that account, but it may not be necessarily in everybody's best interest to make that progress this year, and just tread water. Selectman Massey said when the earned time account was created, the goal was to get to 50% coverage, and they're nowhere near that. This is not the year to cut back on that contribution, given the fact they have an aging population. Right now, the payout is over \$1 million. Mr. Malizia said they are at 14%. Selectman Jasper agreed there was a big liability there, but it's been over \$1 million for

about as long as he can remember. He was just asked if they needed to make forward progress on that. They are managing it alright, not taking any more money out than necessary. He was just offering that as a way to help with the tax rate and offset the \$25,000 that he just proposed. Selectman Maddox said in the last two to three years, they have attacked the budgets of the departments to take as much money out of them as possible. He thinks they have spent every dollar they are going to have, and then some. They won't have that resource, so he is concerned that they were able to take \$40,000 out of departments to put towards that earned time in the last cycle. If two or three people who are high up... Mr. Malizia said Chief Gendron was leaving and he has been here for almost 30 years. Selectman Jasper said they were talking about the 2010 budget. Mr. Malizia said no, but it would draw down the fund.

Furniture for Police Department

Motion by Selectman Coutu, seconded by Selectman Massey, to reconsider the motion that was made with regards to creating in the Police Department, Account 5640-326 Furniture, in the amount of \$9,000.

Selectman Coutu said last evening, a presentation was made by the Police Department to create line 326, but that motion failed—and he was on the prevailing side. For the purposes of disclosure, he has not been solicited by anyone in the Police Department to ask for this reconsideration, but in light of the fact that immediately after having met with the Police Department, he spoke to both Captains and asked for a further explanation of the diagram he was shown with regards to that Detective's unit. Having operated a very large program in the City of Lowell, called CETA, and having occupied a three-story building to house his administrative staff of 67 people, he was quite experienced in moving furniture around and crowding people together to do their job, though not always proficient, but he was able to manage to do it. Most of the help came in some mornings, not knowing where their desks were going to be because it was a thrill to him to move people around to make sure they had enough space to house people. The relevance was they were adding an additional detective in that department. What made him ponder this was the passion shown by Selectman Jasper, which he took home with him, and thought about it. Selectman Massey called for a point of order, saying they should vote on the motion to reconsider.

Vote: Motion carried 3-2. Selectmen Maddox and Nadeau voted in opposition.

Selectman Coutu said it is critical to the Police Department that they have proper housing and furniture and they need to be in a position to retrofit to make available an additional spot for a detective to work along with his teammates and, given the amount of crime they've seen in New England of late, it's appropriate that they do what they can to keep morale at an all-time high within the police force and he has no objection to spending \$9,000 to create that spot for a detective to work in that area of the Police Department.

Selectman Maddox asked if there was a motion. Selectman Jasper said the original motion was back on the floor to add the \$9,000. Selectman Coutu said they were back to creating 326 Furniture in the amount of \$9,000.

Selectman Massey said it's five work stations, including desks, partitions, etc. Chairman Nadeau didn't think adding in \$9,000 for new furniture was appropriate. Selectman Jasper didn't think it was appropriate for a detective to be sitting on the floor. Chairman Nadeau said that wouldn't happen; they have first, second and third shifts. Selectman Jasper said that's what they were told last night, and he tends to believe what the Police Department tells him.

Vote: Motion carried 4-1. Selectman Nadeau voted in opposition.

Roof Problem at Robinson Road Station

Selectman Coutu said he had a concern about the fire station roof. Selectman Jasper said he had the same concern after the Fire Department was in. They thought they could take \$30,000 out of this year's budget to take care of Robinson Road station, but they've got a roof that, although it's not leaking at the moment, it's patched and may start leaking again at any time. He talked to the Fire Chief today about that issue and was in total agreement. He feels the roof is of higher priority, but without needing to take any action, as long as the Board concurs, if the monies become available, the roof will be the first thing that will get done, and then the first phase of Robinson Road station, which would be the repointing, as much as that a could be done with the remaining balance would get done and then when July 1 comes along, the \$17,000 would then get used to fix the moisture problem, so they don't need to take any action, as long as they are in agreement that that's a better plan than what they originally thought and no change in dollar values. The other four Selectmen were in agreement with that.

Budget Goals/Final Figure

Selectman Massey said if the budget they are proposing were to go forward as of today, they would have met 66% of their goal of the cuts. The budget increase would be at 3.67% and the default budget would be \$58,717 less than the proposed action. Selectman Jasper said if they can get some movement on the overlay, they might be a lot closer, if not all the way.

Chairman Nadeau asked when they wanted to go forward with the numbers. Do they want to meet on November 3? Selectman Jasper said they need to let the Finance Director get this finalized and to the Budget Committee on time and if the Selectmen have any changes, their representative to the Budget Committee can bring those forward for their consideration. The Board should consider themselves officially done with the budget.

Motion by Selectman Massey, seconded by Selectman Jasper, to forward to the Budget Committee, an operating budget of \$26,945,273 subject to some small change, based on the adjustment to the rollups, and the total, including warrant articles, of \$27,477,649, as adjusted by the Finance Director.

Selectman Maddox learned that having a goal isn't a good idea, so next year, they probably won't do that, inasmuch as they looked at a goal and tried to hit a goal. They need to go through the budget, and what it is, it is. Some of them may have gotten carried away with the goal, but the goal was admirable. The budget is what it is at this point. Selectman Massey said it's pretty close. Selectman Jasper said having a goal was critical. Spending taxpayers' money is not supposed to be easy and it's not supposed to be pretty and they did a pretty good job of proving that it was neither. Had they not had a goal, he didn't think they would have made many of the tough decisions they made. It was contentious at times, but he didn't think there was any damage done to any of the relationships on the Board. As Bismarck said, "There's two things you don't want to see—legislation and sausage being made."

Vote: Motion carried 5-0.

8. **OTHER BUSINESS/REMARKS BY THE SELECTMEN**

Selectman Coutu thanked the Board members for bearing with him through the budget process. This is his first time and it was a learning experience. He had no ill feelings towards anyone and hoped no one had any towards him. He belabored some of the points because he wanted to get more in-depth. If it's God's will that he be here next year, it will be a much easier process for him, as he has a better understanding. Every other Board member, in their own way, has mentored him through the budget process, and he appreciated that. Chairman Nadeau said he'll learn even more when he goes through the budget process with the Budget Committee. Selectman Coutu said he needs to talk to individual Selectmen to find out what they expect of him there. Chairman Nadeau said to represent the Board. Selectman Coutu said he would do that.

Selectman Maddox said he echoed Selectman Coutu's statements. This is always, as Selectman Cole called it, silly season. As part-time volunteers, they are expected to go through a budget of \$20 some odd million and try to apply what they believe is the best thing to make this happen. They are five individuals, all with different experiences and passions. He disagreed with his esteemed colleagues several times, but in the end, they all know this was going to be a tough year. He would have liked to have seen more, but they, as a Board, made a decision to move forward with what they have. He hoped all the things they think will probably happen won't happen. The revenue projections, as Representative Jasper, he knew he didn't know the answer, but was afraid the state was going to fix some of their revenue problems by giving the towns less money for schools. There's only so much money you can get out of the little taxes the state pulls together. In FY09, they may get less money from the state, but that's the challenge they will have to deal with at that point. The revenue projections they looked at tonight, they are the best they can see. They didn't agree all the time, but folks got to see an interesting procedure. Mr. Bismarck was a very funny guy.

► Selectman Maddox said the Cable Chairman sent him an e-mail, saying at least part of the meetings are now on the internet, so they are streaming. He looked at one of the Budget meetings and it's not much prettier on the small screen. Progress is being made to put that technology out to the citizens. For those that still want to use the satellite, they can see what goes on in town. What he saw seemed to look very good. They look just as good on television as they do in real life. It's something they've been looking for for almost a year, to start streaming that out. The technology has been there, so hopefully, they will move forward and make some more additions.

► Finally, to that end, he hoped that all those that came before them understood that, at points, they were five grumpy old men, or middle-aged men for some, that their job is to present and the Selectman's job was to ask questions, some of them not the brightest ones ever asked on the planet, but they have a job and certainly the Cable Utility, he's not a big fan of things without a plan, but they put it in the budget. If they see from the ruling the Town Administrator is going to get from the lawyer at some point, they can move that back and forth, that will make him a lot more comfortable on that end, and see where it all goes.

Selectman Jasper said he learned a long time ago, there are no dumb questions, but there sure are some dumb answers.

Selectman Massey echoed Selectman Maddox's comments. It has been an absolute pleasure having Selectman Coutu with them. He did not regret for one minute his decision to vote to place him on the Board for this year. He brought some different perspectives to the budget process and he thanked him for that.

► The other good news is they are on the second phase of the CALEA reaccreditation. He was happy to report to the Board that phase one, the mock assessment in August, went exceptionally well. The accreditation team has been selected and they've met. They asked to review all of the files, and there are about 250 procedures and policies that are involved and they asked to have a copy of those sent to all the members of the team. They are uniformly pleased and conveyed to the Chief that they are in excellent shape. They are past the big hurdles in the program. The accreditation team is coming here on November 17 & 18 and they are looking forward to it. The final outcome will be the final reaccreditation in March 2009.

► Selectman Maddox asked if Fright Night was still on. Selectman Massey thought it was, Thursday, the 30th at the Community Center.

Selectman Nadeau said the swearing in of police officers will be Thursday at the Police Station at 3:00.

➤Comedy Night will be Saturday night at the Community Center. Tickets are on sale at the Town Clerk's Office and at the Recreation Department.

➤The Fire Department had a memorial service on Saturday at the Leon Hammond Memorial Park on Lowell Road and Central Street, followed by an awards dinner at the VFW on Bockes Road. They passed out years of service awards and the Chief's awards, which all went very well.

9. ADJOURNMENT

Motion to adjourn by Selectman Maddox, seconded by Selectman Massey at 10:30 p.m., carried 5-0.

Recorded by HGTV and transcribed by Priscilla Boisvert, Executive Assistant

HUDSON BOARD OF SELECTMEN

Benjamin J. Nadeau, Chairman

Richard J. Maddox, Vice-Chairman

Kenneth J. Massey, Selectman

Shawn N. Jasper, Selectman

Roger E. Coutu, Selectman