

HUDSON, NH BOARD OF SELECTMEN
Minutes of the October 27, 2008 Meeting (Budget Presentations)

1. **CALL TO ORDER** by Chairman Nadeau at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.
2. **PLEDGE OF ALLEGIANCE** was led by Chief of Police Richard Gendron.

3. **ATTENDANCE**

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

Staff/Others: Steve Malizia, Town Administrator; Kathy Carpentier, Finance Director; Richard Gendron, Chief of Police; Police Captains Don Breault and Jason Lavoie; Dorothy Carey, Executive Secretary; Bob Haefner, Conservation Commission Chairman and Chairman of the Cemetery Trustees; Sandra Rumbaugh, Vice-Chairman of the Conservation Commission; Lisa Nute, Information Technology Director; Vin Guarino, Information Technician; Dave Yates, Recreation Director; Sue LaRoche, Chairman of the Recreation Committee; several members of the Recreation Committee were also present.

4. **BUDGET PRESENTATIONS**

Police Department

Chief Richard Gendron greeted the Board, saying this would be the last budget presentation he would be making (referring to his retirement in December). The first budget he prepared was for former Chief Blake in 1987. He and Dorothy prepared the budget every year thereafter. Being his last presentation, this was a tough budget. They did their best to meet the zero percent increase mandate in the operating cost centers. The main reason it was difficult is because they are dealing in rising cost of utilities and repairs. They did manage, however, because of the reduction the Board made in the fuel cost. The operating budget represents a \$25,290 decrease from last year's, a 3.4% decrease. He included some items, and justified them. Probably 98% of them are replacement items. They chose to do it this way so the Board would see them, as they go along in the budget, but there is a zero dollar amount attached to them, which the Board can add or not. Being a taxpayer himself, he knew these were tough economic times. For the years he's presented the budget, he has always tried to be responsible in reflecting the needs of the Police Department in order to respond to incidents, crimes and emergencies. The building they currently occupy will be 14 years old when this budget goes into effect. They have a good maintenance program in place. However, after 14 years, they have to think about starting to make repairs and replacements. It's a very sophisticated building and operates on a very complicated system, one that he could never figure out, 24-seven. They deal with different elements in the building, people that are brought in that want to damage the building as much as they can, and those costs are reflected in the maintenance budget. Last year, they replaced a set of compressors to the HVAC system, due to an unexpected breakdown. There are two sets of compressors that run the system. The HVAC people said they normally get ten years out of them, but they got 12 years out of one of them, which was about \$10,000 to replace. The other pair is operating, but there's no guarantee how much longer it will last. The fire suppression system needs to be checked for leaks to make sure it will do what it is supposed to do. Last year, there was a breakage and they stand to lose a lot of property, as a result of water damage. They have computers, radios and a lot of records, and that needs to be factored in, as well. Captain Breault, who oversees the Support Services—training, recruitment, equipment, facilities, and the community programs--and Captain Lavoie is the Operations Commander, which oversees the patrol and detective divisions and prosecution; all personnel come under his authority, so he will let them make the presentation and answer any questions. He and Dorothy will be on hand, if needed.

Selectman Maddox addressed the Finance Director, saying the Chief said he was under budget, but in looking at the spreadsheet, he saw 5.9 and asked if it was the overall budget. Ms. Carpentier said the Chief was talking about operating expenses, taking into account the gas decrease.

Police Administration – 5610 (No change, no discussion)

Police Facilities – 5615

Selectman Massey said he met with the Chief and his people last week to look at their budgets. He referred to line 224 for building maintenance, fire suppression, sprinkler test and backup for the heat pump, in an effort to meet the zero percent increase has indicated he will find those \$1,200 and \$824 in the operating budget for next year, so they are not proposing putting those back into the budget. For line 403, small equipment, the replacement of the HVAC compressor, as they will find when they get to the patrol division, there are several priorities the Chief feels are more important than this, at the moment, so he's looking to ask the Board to consider that would, at the end of the year during the operating season, from July to June of 2010, that that come out of the Selectmen's contingency fund. They can revisit that, if someone has a different thought process. For the moment, those are the changes the Chief is looking at in that area, in keeping with the Board's directive.

Selectman Coutu asked why there was a \$4,500 increase in 5615-212, radio repairs, and asked why. Captain Breault said that's a contract with Motorola and the warranties have all expired on the radio equipment. Selectman Coutu asked if these were the new radios. Captain Breault said yes, the new radios and the new radio consoles that were installed in dispatch. Selectman Coutu asked if these were more sophisticated than the ones. Captain Breault said it's a different radio system, but they were under warranty, which is why the contract was less. Now that the warranty is up, the contract is going to be more. Selectman Coutu asked if they were going to continue using Motorola for service. Captain Breault said that was correct.

Police Communications – 5620

Selectman Massey said on 403 small equipment, that is budgeted for \$1,800 but there is an item in there the Chief believes they need, which is the third console in the dispatch station. Given the economic conditions, the Chief is going to be recommending that the \$3,500 for the third console would be looked at a fiscal 11 budget item.

Police Patrol -- 5630

Selectman Massey said there were some items the Chief believes are necessary, and he agreed. The first one is 403 small equipment, replacement of the 10 radar units for \$20,000.

Motion by Selectman Massey to increase 5630-403 by \$10,000, from \$7,000 to \$17,000, seconded by Selectman Jasper.

Captain Breault said the 10 oldest units are the Golden Eagle units that mount in the cruiser. They are functioning, but it's just a matter of time when they will have to start replacing them. With the special offer that's going on now, they can buy the units for just over \$1,000 each, which would bring the total to replace the 10 they have to a little over \$20,000. Selectman Coutu asked if the units pass certification every year, with no problem. Captain Breault said yes. Chief Gendron said they have to get calibrated and serviced every year. They get certified, but repaired at the same time. Captain Breault said if they discover a problem, it goes off line until it can be recalibrated. Selectman Coutu said every Police Department handles radar units in a different manner. When they pull them out to be serviced or recalibrated or tested in order to have the evidence in court for a speeding ticket, do they have backup radars for those units? Captain Breault said they will pull a radar unit out of a car and sometimes hand-held units are available, but they do not have the same functions as the moving radar units that are in the cruisers, which means the officers are not as productive. Selectman Coutu asked if the hand held units were lock-ins. Captain Breault said yes. Chief Gendron said they are not lasers; they are regular radar. The company they contract with comes out to the PD from Maine. They will try to make the repairs and calibrate the radar unit in the vehicle. If it's something they cannot fix, only then will they take it out of the vehicle and ship it back for repairs. The hand-held units are much older, and not as effective. He's not a strong proponent of stationary radar. The moving radar is much more productive and more effective.

Selectman Jasper asked how many total radar units they have. Captain Breault said approximately 50. Selectman Jasper said he prefers to see they replace in increments so it keeps the budget more level. These may be too old to replace two a year because then 15 years would be too old. He asked if it would be reasonable to replace five in this budget, and then another five in next year's. Captain Breault said in order to hold the budget the last couple of years, radar units were taken off the table, and now it's catching up to them. Selectman Jasper said if they put five in this year, the money would be in and it would be easier to do, then five next year. He offered an amendment to reduce the \$20,000 to \$10,000, which Selectman Massey accepted as a friendly amendment to his motion.

Selectman Maddox said he was going to ask the same question. He couldn't see them replacing all of the units this year. How much money did the Police Department return at the end of the year? Selectman Massey said there was another line item that is going to be asked to be taken out, the contingencies for that compressor. There is another item that would be more appropriate to take out of surplus, and that's the next item. Selectman Maddox said he was just going to ask if it makes more sense to not put them in the budget. How much did they return last year?... where they think they are going to be and take it out at the end of, half of them in 09 and half in 10... whatever. Selectman Massey said he'd put the other item on the table, so they'd know what the tradeoffs might be. The next item is the replacement of the in-car videos, and as of tonight, two out of 10 are working and when they are not working, if a charge is made against an officer, there is no way to back it up if it's based on something that happened while the officer was in the cruiser. The current cost to replace them is \$70,000 but the trade-in value they just learned within the week or so would bring that cost down to \$48,000. If they don't put it in next year's budget, they carry it as the item that's most critical to replace in this year's operating surplus. The software is the value of that equipment. Chief Gendron said they're not trading in the cameras, themselves; it's the software. The cameras work on the DVD system, which is old technology, and they just don't work. In one instance, they went to play the video back and it was a blank screen. The town has to decide if it wants cameras in the cruisers or not.

Captain Breault said in the back of the cruiser, there's a vault that holds the DVD. They did the best they could to have the thing insulated and it's under lock and key so it doesn't get bounced around, but it's a DVD RAM. Now that the system is getting up there in age, with the constant driving, when they have a problem, it's usually with the vault system. They have to take the whole system out and send it to Kansas for repair, then shipped back. The systems are down right now because they are too costly to have fixed, and the technology is outdated. They have a much smaller system now that fits in the glove box instead of the truck and it's a flash drive system where you can plug in a USB port into a computer and download the video. There's less bouncing around when it's in the front of the car instead of in the trunk.

Selectman Massey said it might be easier to look at the whole thing so they'd understand what he wanted to do for the Police Department. There are four items on that page, the last four—the 10 radar units, the 10 in-car videos, the 10 AED's and the hand-held computer for the motorcycle, allowing a direct link back to the dispatcher. Given the fiscal realities, he recommended that they put in next year's budget the 10 radar units, the 10 AED's and put the motorcycle hand-held and put the 10 in-car videos in as this year's replacement with the surplus, if there is a surplus. He'd like to do the whole \$48,000 but they probably won't hit the goal, if they put all of this in.

Selectman Maddox said Selectman Massey keeps referring to "this year," and asked if he was talking FY09 or FY10 or FY11. Selectman Massey said for FY10, 10 radar units, 10 AED's, move the hand-held computer for the motorcycles to FY11 and take the \$48,000 for the in-video car cameras, unless they want to put them in the FY10 budget, to allow the Chief to spend the surplus this year, if there is one, to replace as many of those cameras as he can. Selectman Jasper clarified that they agreed to the five radar units this year. Selectman Massey said that was right and were talking, overall, adding to 403, \$10,000 plus \$14,000 AED's, which would be a total of \$24,000 increase in the line item. Chairman Nadeau asked for a vote on the motion to put in five radar units.

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

Motion by Selectman Massey, seconded by Selectman Maddox, to increase 5630-403 from \$17,000, as amended, by adding an additional \$14,000 for 10 AED's, which would bring the total of that line item to \$31,000.

Selectman Maddox said he was going to jump ahead, that on Page 39, the Information Manager was vacant, both in FY10 and, he assumed, FY09. Why couldn't some of the monies already in the FY09 budget, \$71,000, be used to accomplish this mission? Captain Breault said the intention, after the first of the year, was to come forward with that position. Right now, the duties are being shared by him and Captain Lavoie. There is a Sergeant out on disability, so they are short-staffed. It wasn't a position they thought would be financially responsible to be filling, or coming before the Board with now. Selectman Maddox said there would still be \$35,000 for the first half of the fiscal year. They could pay for the items that need to be addressed with monies already in the FY09 budget.

Selectman Jasper thought it was a little too early to come to those types of conclusions because they never know what's going to happen with overtime, etc., etc., but in terms of the motion that is on the floor, five of the units are seven, five are six. He asked if there wasn't any reason they couldn't do the same thing and do five this year and five next year. Captain Breault said the AED's are coming out of warranty and right now they get the biggest bang for the dollar with a trade-in for the 10 AED systems. Chairman Nadeau said they were discussing the 2010 budget, so they will be out of warranty by two years. He thought the \$35,000 Selectman Maddox mentioned could be used.

Chief Gendron said the \$35,000 that was out there right now is being chewed up in overtime. They are doing their best to try to hold the line. They look at the budget and make the cuts where they can to fill in the gaps. They've got a Sergeant out and three officers in training, so if anyone calls in sick or is out for training, if any major incident occurs, they will eat up any extra in overtime. They're training to be fiscally responsible by holding on to as much money as possible. It wouldn't be prudent for them to spend money right now and, come May, there's no money left. He'd have to lay someone off, and that's the last thing he'd want to do. If there is money left at the end of the year for him to do this, the Captains will try to figure out how to get it done. At this stage, it's too early. He'd like to fill in that position right now because it's a burden on them to oversee two major divisions that deal with a lot of information, between Records and Communication. They need a supervisor in there. They are all rolling up their sleeves to try to make things happen, to keep the budget they are currently in, in its limits. If they want to do five this year and five the following year, as long as everyone understands that the five they keep aren't under warranty. If one goes, he'll have to buy another one, at about \$2,200. If everyone understands that, he's with them. Chairman Nadeau asked how many they replaced last year. Chief Gendron said the Selectmen didn't let them replace any.

Selectman Coutu said when Chief Gendron says this year, he interprets that as the 09 budget and when he hears next year, he thinks it's 2010. Chief Gendron said that's what he meant. Selectman Coutu said according to Captain Breault, the units are either worth money now and they won't be next year, so he figured now was 09 and next year was 10, but they are proposing to do this in 10. All of the money was for 2010, so they are not going to be worth anything next year. Captain Breault said the trade-ins are the trade-ins when this budget would be coming into fruition, July 09. Selectman Coutu asked how long the three new officers that will be sworn in have been in the 09 budget. Chief Gendron said from July 1. Selectman Coutu said all of that money has been accumulating. Chief Gendron said the positions were vacant for two, then Officer Balukonis retired in September, and his was filled almost immediately. Selectman Coutu said OK, there's no savings there. They have money for two police officers' salaries for two months. Do they have a handle on how much money was returned to surplus in the police account from last year's budget? Ms. Carpentier said \$55,000. Selectman Coutu said it would have been \$65,000 but they used \$10,000 for the HVAC system. Chairman Nadeau said no, that came out of the Selectmen's contingency fund.

Chief Gendron said in May, the Town Administrator talked to him about the fact that his budget was running dangerously close and urged him not to spend any more money. The four of them sat down to try to figure out how much money they had left, taking into consideration overtime, court, utility bills, etc. It appeared that they only had a little over \$100, which was cutting it very short, so they suspended buying a lot of stuff and replacing a lot of equipment and maintaining a lot of equipment that he should have bought in Fiscal 08 but, realizing how close he was, he didn't want to go in the red. It wasn't until the final numbers came in in August how much he actually had, and he doesn't know why, whether it was grant money that came in afterwards, or what. What he does know is that they were sweating it; he even talked to Selectman Massey (his liaison) about it. Because they believed to only have \$105 in his budget, they cut a lot of stuff out. He's trying to balance the budget as much as he can. Next year, it will be in the hands of the two Captains. He learned a lesson; he will sandbag as much money as he can until the end. The intention is to come to the Board in January to fill that position. They need it. When they took Lisa away, they didn't just take an IT person; they took away a member of his command staff. There is a void there today. She was a good employee and covered a lot of areas. He can see the problems. If something goes wrong, there is a serious liability issue, dealing with communications and records—personal information, the way people dispatch and the way calls are handled. That's not the area to look. If the Board is misinterpreting because it hasn't been filled in four months, it's because he's trying to balance the budget.

Selectman Jasper said \$55,000 is barely over 1% and it's extremely hard to spend a budget that close. That's a \$5.3 million budget. "Talk about micro-managing, guys." He had a question on the replacements because they are seven year old and six year old, but he didn't know if that was as of July 1, 2010 or now, but it would seem that one has to be out of warranty, even if the others have a year to go. Captain Breault said yes, by the time this budget comes to fruition, five of them will be completely out. The other five will be on the last year.

Amendment by Selectman Jasper to decrease this line by \$7,000 from the original motion to replace five of them.

Selectman Maddox asked if they were on cameras or radar units. (Talking over each other.) Selectman Massey said they were talking about the AED's.

Selectman Maddox seconded the motion.

Selectman Massey said he was going to vote against this one because the police are oftentimes first responders on the scene. They only have to look at the accident that occurred just over the line in Windham a couple of years ago, in which the first Hudson safety individual on the scene was a police officer and because they had the AED, they were able to restore the individual's heartbeat. Yes, they didn't used to have these items, but now that they do, they offer a significant impact to the health and safety of people. Selectman Jasper said no one was arguing that point. These are units that are six and seven years old and this would allow them to keep the discrepancy so they are not replacing everything at once, which is in keeping with what he likes to do. When they get this old, they can't replace just a couple. They're only talking about the issue of whether or not they are under warranty, which isn't relevant to their usability, just who is going to pay if repairs are needed. He'd rather stagger the purchase of the units.

Selectman Coutu asked if by cutting \$7,000 of the \$14,000 request for the AED's, that they replace five in 2010 with the expectation the department would come back in 2011 for the other five. Selectman Jasper said yes, because then the money is in the budget and it's a level-funded item. Selectman Coutu said they should start getting these things on a cycle, so whoever the new Chief may be, it would be advisable for him to start doing that. He asked with regard to taking five of the units and replacing them next year, and five in the 2011 budget, how critical is it? Would they be safe to say that at least five of the 10 units will make it through at least another budget cycle. Captain Breault said they'd hope so, however, there's no guarantee they will. Selectman Coutu asked if the units are tested and monitored and calibrated annually. He thought they might even have a built in self test. Captain Breault said yes, they do. They have a battery life, just like everything else and they shouldn't be exposed to the cold too long, so them come into the building all the time and when the officers take them, they are to test them to make sure they are working properly. Right now, everything is, and they are still under warranty. Selectman Coutu said to him, the magic number was 10. They have 10 of everything. It would appear to him they have 10 active cruisers in the field. Chief Gendron said two of them are in buildings, one in the police facility and one across the street. The other eight are assigned to cruisers. He can't afford to put one in every cruiser. The most they would run on a shift are eight cruisers—a Sergeant, a Lieutenant and six patrol officers. He can't take a chance. If one of them breaks, he will replace it, because if an officer goes out in the field without an AED, he's the guy that's going to get the call, guaranteed. If he gets a call there's a heart attack victim, he'll have to say he can't respond because he didn't have a unit. Eight is the magic number, and they are crucial to the department. They are also required to have one in the facility in case someone has a heart attack in the building. They are already administering first aid. It's almost like going out to buy a computer. You find out three, four years down the road, the computer you bought that was the latest and greatest is not as fast, and isn't doing what it is supposed to do and the software isn't compatible. He understands what Selectman Jasper was saying, replacing them on intervals. The five and five is a good idea because within those two years, they will pretty much get the same unit, but when they start spreading them out too far, it becomes a training issue because the two units bought five years ago are totally different than the two newest units purchased, and all of them have to be compatible with the Fire Department. If the Police Department is working on someone when the Fire Department arrives, the units have to be compatible. He appreciates what they are trying to do, but there's a lot of things to take into consideration. That's why they brought this up last year. They tried their best to maintain the budget, but didn't do it. That's why it's back here again.

Selectman Coutu asked what they would do if an officer in the station tested his unit and it didn't work. Captain Breault said that unit would go off line and be sent out for repair. Selectman Coutu asked if that officer would go out without a unit in the cruiser. Captain Breault said if he's running six sector cars and two supervisors, there will be one cruiser out there without a unit. Selectman Coutu said there are two extra units (in buildings). He wouldn't expect they would take the one out of the Police Department, but thought they could use the one at the town barn. Captain Breault said the other unit is in the fitness room, across the street. Chief Gendron said last year, they tried to promote putting AED's throughout all town buildings. The Board made the decision that, if at the end of the fiscal year, there was money left over, each department should buy one. He ventured a guess to say that none were purchased. Ms. Carpentier said that was correct.

Selectman Coutu said he was inclined to support Selectman Jasper's motion. It makes sense to do five and five.

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

Selectman Massey referred to line 403, the replacement of the 10 in-car video cameras. He expected that the argument might be to do five and five, but they are dealing with a different problem here. Each car should have one, in case the traffic stop results in going to court. The tape would be used for evidence. Because of the large price tag, \$48,000, he recommended doing it from police surplus at the end of the year. Selectman Jasper said he'd go further on this one and look beyond the Police Department because, in many ways, these are critical items. At the end of the year, they ought to take this out of surplus. These are necessary items, and it's a protection for the citizens and it's a protection for the officers.

Motion by Selectman Massey to fund the 10 in-car video cameras from surplus at the end of the year.

Selectman Jasper said this was a budget meeting not a place to keep track of things. Selectman Massey said they made the same commitment on fixing up Robinson Road station. Selectman Jasper said it wasn't a motion, just their intention.

Selectman Maddox said it wasn't that long ago because he's only been a Selectman four and a half years, and the Chief came in and told the Board the DVD was the way to go, that the VHS tape was absolutely junk. Is there any going back to these people to say these don't work? Chief Gendron didn't think Hudson was the only ones experiencing problems with them. The company was willing to take them back and give them a deal on the others. He went to a police equipment show last year and now, everything is off a little card. Selectman Maddox said they should have procrastinated on this. Chief Gendron said he just wanted the Board to know that when something happens, whether it's a pursuit or whatever, he's always asked if it's on video. It's the same thing with convictions—and sometimes it works against the department. The judge looks at the video and says he didn't look that drunk to him. However, they've worked out well for the department, especially when there are false accusations. It's a call the Board has to make. Selectman Maddox thinks they should be there, but how long did they buy these? It couldn't have been more than four years ago. Captain Breault said some were bought in 04 and some in 06. In 04, they started going over to the DVD system. Prior to that, the last systems were bought in 01 and in 04, switched over to DVD. Chief Gendron said his main criteria was something they could rely on, and they were told what works best. He doesn't develop this stuff but, at the time, the DVD sounded like the answer. The temperature does a heck of a job on the system. It's in the trunk with the heat and the cold and bouncing. This unit will be inside the vehicle, so hopefully, they'll have better luck.

Selectman Coutu said in his business, they rent DVD's and today the technology is such that some of the DVD's will say it may not be compatible with someone's DVD system. The technology has changed significantly.

Selectman Massey referred to line 411 for \$3,000 and asked Captain Lavoie to explain the item and its significance. Captain Lavoie said this was a hand-held computer—basically, a laptop for motorcycles—which is much smaller than the mobile units in the cruisers. It allows the officers to run motor vehicle histories and records through them. Selectman Jasper said they're not asking for it this year. Selectman Massey said no, fiscal 11.

Police Investigations – 5640

Selectman Jasper said he was trying to understand the gyrations of the salary line. It was up as high as 332; this year it was down to 246; then back up to 321. What are they doing with personnel to have these numbers all over the place? He hoped they weren't paying the same amount of people \$80,000 more. Chief Gendron said the Drug Task Officer was now working with them and there wasn't a grant to cover it. Selectman Jasper said the chickens came home to roost.

Selectman Massey referred to line 326, furniture, \$9,000 for one additional work station for the detectives for a total of \$9,000 which the Chief would like to see for the FY10 budget. He asked one of the Captains to explain this rationale. Captain Lavoie said the Detective Division is configured for four work stations. One of the increases they are seeing in criminal activity is dealing with computers—computer crimes. In order for those crimes to be investigated, the detectives are actually working off of the floor because their computers are all stacked up. This fifth work station would allow them to sit at a separate work station to be able to conduct the searches they need to do to the computers they've taken in. It will get everything off the floor and allow them to work at that work station and, as part of career development, they have an extra person back there, so they can work more efficiently with who they are partnered with.

Selectman Coutu said this was a sore spot for him. In the redesigning of the police station that recently took place, relocations and what-not, there was not a spot for a fifth station designed? Captain Lavoie thought he was referring to the Records Division; this is the Detective's Division. Selectman Coutu asked where they were going to put the fifth work station. Captain Lavoie said they can't expand that area, but they would create a fifth station by reconfiguring the arrangement of the desks. Selectman Coutu said when he thinks of a work station, and this was creating a new line item, 326, when he looks at the heading that says Furniture, and someone says they want to buy a desk and put a police officer behind it, but it's going to cost \$9,000, he wanted to hear the justification for it. For him, \$9,000 buys a hell of a desk. Selectman Jasper said it makes a \$500 chair look pretty good. Selectman Coutu asked why they needed \$9,000 just to sit one detective down.

Captain Lavoie said they'd be taking out the desks and partitions that are in there now and will bring in new work stations to create a new configuration. Selectman Coutu asked if they just couldn't buy a desk that fits. Chief Gendron said the current layout would not work to include a fifth person and invited Selectman Coutu to come to the station so he could see and understand what they wanted to do. Selectman Coutu asked if a desk would be too big. Chief Gendron said when the station was built, the experts showed them how to fit four cubicles in there and that was it. In that area, they can't knock any walls down like they did in Records. They are stuck with the space they have. They went to a furniture place with the dimensions of the area and said they wanted to put in five desks that gives them the privacy to do what they have to do, and they came up with a plan to do that. That \$9,000 buys five work stations—desk, cabinets and partitions. At certain times of the year, as part of their career development, as part of the accreditation, they are required to move people in there for a couple of months, get them some training, and then they move back out. As it is now, the officer would be standing around without a desk and can't answer the phone; he can't type or do any of that. They are maxed out in that building; they cannot knock down any more walls. Reconfiguring the area is the only viable option they have. The current system has partitions that can't just be taken apart. It won't work, but he'd have to see it to understand it. Captain Lavoie said they have the juvenile cell in there and the only interview room is there. Chief Gendron said there were two interview rooms, but they had to eliminate one.

Selectman Coutu said having been a police officer, he knew they had to isolate juveniles. He asked if they were saying there is a cell in there now. Captain Lavoie said yes. Selectman Coutu said it was difficult for him to swallow that they have to

reconfigure the entire area for \$9,000 just to give one man a desk. It's hard to sell; he's having a hard time buying it. He asked if the current dividers were permanent. Chief Gendron said they are four work stations, and can't be reconfigured to five. If it was as simple as adding a desk, that's what they'd do, but it won't fit. Selectman Coutu referred to the drawing and said it looked to him like there was enough room to fit in another desk.

Selectman Maddox said they were getting into the sub-weeds with a \$9,000 item in a \$6 million budget. They should come back to it later. Selectman Coutu apologized for wasting their time. Selectman Maddox said it was getting late. Selectman Jasper thought they needed to settle it now, not revisit it. When they get to the point of trying to redesign rooms, they are getting a little beyond their area of expertise. They already had someone come in and look at it. \$9,000 is a lot of money. However, look at the salary line--\$321,000 and they are telling one of those people that for \$9,000 the Board isn't going to let them do their work efficiently. Hello! It is what it is and sometimes they have to spend the money to have the productivity and they won't have the productivity... Chief Gendron said these are the detectives, the people dealing most of the time with felony cases, and if they don't have the proper equipment and training to do the job, then the result will be sub-standard work. If they don't have the privacy to interview people and talk to people, if they're not able to put the equipment on their desk, they risk the chance of losing cases. They need adequate work space. If any member of the Board wanted to see what he was talking about, they were more than welcome to visit the station and he'd show them. Selectman Jasper said he's seen it.

Motion by Selectman Massey to add to cost center 5640, line 326, Furniture, \$9,000, which represents the reconfiguration from a four work station to a five work station configuration, failed 2-3. Selectmen Jasper and Massey voted for the motion.

Chairman Jasper asked those who voted against the motion what they proposed to do. Selectman Coutu said get a desk and find a way to put it in there. Selectman Maddox said and find \$9,000 somewhere in the budget downstream; not tonight.

Police Animal Control – 5650

Selectman Maddox asked how many animals were picked up in a year. Chief Gendron said that information is in the monthly activity reports, but they didn't have that information with them. Captain Breault said he could get that information for him. Selectman Maddox asked if the part-time person worked on the weekends. Captain Breault said yes. Chief Gendron added, Friday, Saturday and Sunday. Selectman Maddox said he's seen them together on Fridays, so their schedules overlap.

Selectman Massey asked Selectman Maddox what he was looking for because the answer may or may not suffice. Selectman Maddox said he was wondering if they were talking about \$8,300 and if it was to pick up 100 dogs, or 500 dogs or 1,000 dogs. He was trying to get a handle on the volume that facility does for the costs. Captain Lavoie said it's more than just picking up dogs that are loose. She helps with the licensing, which is huge, nuisance barking issues, animal bites, people who have skunks or raccoons in their yards, etc.

Police Information Services – 5660

Chief Gendron said the name of this should be changed. It's not information services any more, it's Records Division. Ms. Carpentier said it depends on what the title is for the new person. Chief Gendron said he's stuck with the title of Information Services Manager because of the union contract.

Police Support Services – 5671

Selectman Coutu asked if, in light of the increase in the cost of metals, if any significant change was noticed in the cost of ammunition. Captain Lavoie said that hasn't happened yet—probably because of the war. Selectman Coutu asked if the \$20,000 was sufficient. Captain Lavoie believed that it was. Selectman Massey said he was told over the weekend that metal prices were coming down, with the exception of steel. Given that cartridges are mostly brass, they might be seeing a short term drop in the prices, but ammunition availability is at the mercy of the activity overseas by the military.

Police Crossing Guards – 5672

Selectman Jasper asked why the salaries went down. Chief Gendron said on snow days, if school is cancelled, the crossing guards do not get paid—and they were before.

Police Prosecutor – 5673 (No discussion; no change.)

IT – Police

Ms. Carpentier said the IT Director wanted to consolidate all of these. Chief Gendron said he didn't have a problem with that. It's the same amount of money as last year. She cut some items, such as laptop tough books, trying to maintain level funding. Ms. Carpentier said the Police Department didn't have any warrant articles. Selectman Jasper said they've been setting the parameters at 3% for salaries, but with the rollups, it's up 6.8%. That's the total cost to the taxpayers, not just the 3% salary.

Chairman Nadeau called for a brief recess at 8:25 p.m. The meeting resumed at 8:35 p.m.

Conservation Commission -- 5586

Chairman Bob Haefner said the budget for the Conservation Commission was done by Sandra Rumbaugh, the Commission's Vice-chairman. They distributed a handout, a 2-page goals, objectives and strategies page. Selectman Jasper said with their permission, a \$3,000 decrease was made for minute-taking. What was in front of them did not reflect that decrease. Ms. Rumbaugh said their original submission came in at \$17,000 which was 10% less than last year's budget, and the Selectmen reduced it by another \$3,000—which was OK because they didn't need it. Overall, they were down to almost

\$14,000 which is about 26% below last year's budget. Their message to the Board was they cut out some things and are way below last year's budget. They do have some new goals and objectives and asked the Board, when they have a chance, to review them and if there are any questions, to let her know. They streamlined them, there are less of them and they assigned priorities—high, medium and low—but it gives the Board a sense of the Commission's direction.

Selectman Maddox asked if the goals were reflected in the budget. Ms. Rumbaugh said yes. Ms. Rumbaugh asked the Board to schedule a workshop with the Commission in the spring to review the goals and their progress with the 09 budget. Chairman Nadeau said the Town Administrator would schedule it.

Cemetery Trustees -- 5025

Chairman Bob Haefner said in FY08 they spent \$7,200; this year, they only budgeted \$2,100 and for 2010, they were dropping to \$1,645 so it has gone down significantly. In 08, it was largely because of the Poor Farm Cemetery. This year, they will take care of all the headstones and fix a curb. They have \$1,500 in there for headstone repair. Damage is due mainly to age and weather, but a couple of them were vandalized this year at the Blodgett Cemetery, pushed over. Usually when they fall over, it's from frost heaves. Selectman Massey asked about the memorial stone. Mr. Haefner said Hudson Monument came in and the back of the stone now says, "The Cemetery of the Unknowns."

Information Technology – 5330

IT Director Lisa Nute introduced IT Techs Vin Guarino and John Beike, saying the IT has been a department under one umbrella for 18 months. They are maintaining and managing technology in 11 town-owned buildings, seven remote sites. They have approximately 234 computer users and over 250 devices, including servers, work stations, printers, scanners, etc. Vin is the first responder to the emergency dispatch in Central Fire Station and to Town Hall, Recreation, Burns Hill Fire and the Fire Admin building. John Beike is the first responder to Police Dispatch and the Police Department, Highway Department, Animal Control and Robinson Road Fire. They currently have a large backlog in calls for service. She, John and Vin average about 50 hours per week, trying to keep afloat, but they do have issues that have not been addressed for up to six months. They also have several major and time-consuming projects in the works, intended to help streamline the operations and improve service or reduce long-term costs, once they are completed. They have made good progress. The IT Department, before she, Vin and John took it over, was in a very sorry state. Town Hall, Fire, Rec and Highway were 15-20 years behind the curve prior to their taking it over. They've made up the 15 years in the infrastructure within 18 months, working diligently for the taxpayers, but they have a long way to go. Nonetheless, they are making good progress. In the FY10 budget, at the request of the Board, to show IT within each department to get a better idea of where exactly it's being spent, so they will see some transfers as they go along and some new accounts in the 77 numbers, which is strictly IT. They are streamlining operations in the budget and the projects they proposed are to help do that. They are budgeted to help them with return on investment and to address one of the things that keeps her awake nights and that is disaster recovery of crucial systems. They don't have the redundancy as they should. They're not in a good situation right now as far as getting crucial systems up in a timely manner and that was a huge reason they budgeted the way they did on some of their things. Another piece of the budget is to train and better prepare employees. This end of IT is really lacking in fundamental IT training and makes for more calls for IT support. Some clerical people don't have the skills necessary to do their jobs and call IT for support. Ms. Nute said 5330 includes the things that are shared among all departments—anti-virus subscriptions, servers, work stations, phone costs, telecommunications and IT staff—with the exception of Police.

Motion by Selectman Jasper to amend line 208 telephone by striking out \$35,500 and inserting \$9,500 a reduction of \$26,000, seconded by Selectman Massey.

Selectman Jasper said \$26,000 is half the cost of what it could be to put the lines they talked about out to Robinson Road. Last year, they started on a phase of doing that, but the \$26,000 doesn't really get them anything this year. Line 403 Small Equipment, there's \$52,800 which is a virtualization project, which they will have to speak to. That's a one-time item. \$52,000 is the cost of providing the line and actually doing something out to Robinson Road. If they do the virtualization this year, next year, they can do the whole \$52,000 with no impact to the budget, and then the third year, there is another like amount for virtualization of the Police Department. The net effect of the motion is that this budget will be down 11.5% and they will be able to accomplish three major projects in the next three years, with no budget increase. Someone else will have to explain the technical realities; all he can do is speak to the budget realities. This makes a great deal of sense because leaving the \$26,000 in pumps the budget up. Overall, the budget number looks good.

Selectman Massey said he'd support this because he talked with the IT Department about it, but the second year should not be spent on the wiring of the Fire Department. It should be the second half... it was be easier for all of them to understand it's a consolidation of nine pieces of hardware into three, but by doing that, they get redundancy and backup that they don't currently have and they also get the ability to shift loads back and forth between various departments, without the departments knowing about it. There is a bigger payback if you do that, but they can talk about that next year. Selectman Maddox reminded the Board to identify the fiscal year they were talking about instead of just saying next year, this year, etc. Selectman Massey said the critical project is the consolidation project, also known as virtualization.

Vote: Motion carried 5-0.

Ms. Nute handed out a corrected page, a new justification page, which reflected Selectman Jasper's motion and the new bottom line. She asked if they wanted to talk about virtualization. Selectman Coutu asked if it was consolidation. Ms. Nute said yes and she was a strong advocate of it because of its affordability. It's nothing new and has been around for quite some time,

but now is the time to do it. They're at a crucial point. They have three servers that are seven to nine years old, which is way, way older than they should be. Rather than replace the servers, it makes sense to look at virtualization at this time. If she leaves, she asked that Board to please not cut out the virtualization because she still has to address the servers. Selectman Massey said given the importance of this project, it would be worthwhile so it is up and running, if the budgets are approved, as early in FY10 as is practical.

Ms. Nute said she tried to get a handle on what people were using for cartridges. Everybody was doing something different. Some departments were buying their own from different vendors. It was all over the place when she first got here. She took over buying and went way in the red, so she and the Finance Director pulled back that money—signed off by the department heads--so she could get a better idea of exactly where money was being spent for cartridges. They were each given their own 77 IT account, given the money that was transferred, and were told to put that in that new account.

Ms. Nute said the Finance piece, 5377, they have a printer in there that is tired and has had service calls placed on it. This was a duplex printer, so it would save some paper, as well. The cartridges are \$500. The next one is Assessing, 5410. That is the Patriot Property software maintenance they were already doing and the IT cartridges that were transferred over. AssessPro went up slightly. IT Highway is 5577 and has \$450 for cartridges. They also have a tired printer, but wasn't sure where it was. Ms. Carpentier said in the Sewer Department. Ms. Nute said 5277 was Community Development. Steve got the cost for the Océ and they are on a three-year lease. Next one was 5677, Police.

Selectman Maddox asked if when they are looking at new printers, if they are considering ones that will scan too, so they can become somewhat paperless. Some of the stuff that the Planning Board gets... most of them have e-mail. They could sent out the voluminous setups by e-mail, as opposed to printing them. Ms. Nute said they were looking at the copier doing that in the Police Department. That's one of the projects on the white board because they are out of storage room. They are looking at Fire starting to scan. They could really use a document imaging system and was hoping all the departments would be using that, one day. They have started with some of the administrative type things, as well.

Ms. Carpentier directed the Board to the Police Department, 5677, because there were a few items in there that the IT Director wanted to speak on. Ms. Nute said they did nothing more than transfer what was already in this department down into 77. Everything they had for IT is still IT. During a previous budget discussion, there was some confusion why some things were transferred and others were not. The Police Department is big enough for a separate IT staff, just as big and complicated a network as at Town Hall, with just slightly less equipment. John stores some of the spare parts there, rather than her having to travel back and forth. She didn't want to confuse it more by transferring across departments, so transfer for transfer was done within the Police Department. They are still showing their own PC replacements. They need a server replacement. She budgeted for a lower end server. She probably should have boosted it up, thinking ahead, if they are allowed to do the virtualization, it should be a more robust server that can be reused down the road for return on investment, etc. All their work stations, tough book laptops in the cruisers are all still in place. In order to make the budget work, dollar for dollar, they did go down by one tough book so they could cover the increased cost of maintenance. Their cartridges went up and they are seeing additional shipping costs and things like that, even though she is using the best vendor she can find and the best cost. Nonetheless, prices are increasing.

Selectman Maddox said he was looking for the price for them... three for \$40. It was a little confusing. \$4,600? It also says one server. He asked if it was cost effective. Ms. Nute said the \$4,600 was the server. There are seven PC's next in the cycle for replacement and the three tough books are \$4,500 each. That is definitely a worthwhile cost. When they bought off the shelf, they didn't last a year. These have held up very well and there is an extended warranty on them. The main things they lose and need to ship out for during the warranty is the keyboard. If something is spilled on it, it isn't affected. The hard drive floats and they've held up very, very well.

Selectman Massey referred to line 450 and asked if she was going to be proposing a capital reserve fund, because there isn't one currently. Ms. Nute said it was already established, a general IT for replacements, two years ago. There's currently \$15,000 in it. Selectman Massey said it's for long term, smoothing out the cost of any purchases in a fiscal year. VISTA is the operating system. Ms. Nute said they won't necessarily go with VISTA and why it hasn't happened already. When they took over, there was software everything. They still do, but huge strides have been made. Between Office and operating systems, they had people in one office using three different versions of Netscape, three different versions on Internet Explorer, Office 97, 2000, XP, 2003. It's a nightmare to manage, so they've brought everybody up on this end to 2003 Office, 2007 Outlook, so they can use the in-house exchange. Police is still in XP, but it's similar, so there's no sense in bringing them up to 2003. When everything is ready, they will all come up together to 2007, which will require some training. Selectman Massey said before Lisa took over, they probably had every known operating system that Microsoft makes running. VISTA, from everything he has read, is not ready for prime time and many companies are buying VISTA capable machines, but are installing Windows XP server because it's far more stable and reliable. Over time, they have to migrate from these operating systems and not to think of VISTA as a new system, but as the next release of Microsoft's Windows operating software. It's prudent to be able to budget for it sometime in the future, but when they do, they need to convert everybody all at once, or some very quick progression. Otherwise, they run into the same problem they ran into before, having several operating systems--sometimes, within the same department. This is a good investment for the future.

Selectman Coutu hoped they'd never convert to VISTA. Selectman Massey said a better way of looking at this was the future install of the next version of the operating system. Right now, from what he knows, the next version after VISTA is probably the one that most people are going to gravitate towards, which means two or three years down the road.

Selectman Maddox said he must be lucky because his VISTA is doing just fine. Most of the computers they are buying at \$950 apiece, hopefully, will be dual load. His came with XP and VISTA on it; he could go either way. Mr. Guarino said one of the reasons they aren't going with VISTA is because the applications they use don't support it. They don't buy any computer with both of them on the system. They are buying the license for VISTA and put XP on it so if they wanted to put VISTA on it, they could. Selectman Maddox said most of them come with it already on and he'd hate to have them erase it. Ms. Nute said no, those days are over.

Ms. Carpentier said the next big one was IT Fire. Ms. Nute said these were scattered throughout their budget. This is down a little bit. They had a couple of tough books last year, which they are not doing again. They are satisfied with those two for now. They are replacing some equipment because they had the oldest phones. During a lightening storm this past spring, there was a major catastrophe, so some money has been budgeted for phone replacement. They are also in need of a laptop and there are no spares. All of them are over seven years old and there's a need for them. They plan to replace a few here and there in the departments. IMC and Telestaff are their main software programs. With Recreation, it's only \$200 for their cartridges. The last one is 5977, IT Sewer. They are budgeting a ruggedized laptop. She had given them a hand-me-down unit that is slow and having issues, but they are using it out on the street to program their traffic lights and for the sewer pipes. This until will be more rugged than they have now, but not as rugged as what they buy for the Police Department, and it's half the cost.

Recreation Department – 5810-5840

Dave Yates, Recreation Director, and Sue LaRoche, Chairman of the Recreation Committee were recognized. Mr. Yates said the overall operating budget has increased 0.6%, mainly due to the 3% COLA increase for the administrator, maintenance man and the summer staff. All other costs are the same. They made a few adjustments, based on some of the numbers they used last year and others that increased in program fees.

Recreation Administration -- 5810

Selectman Maddox asked if either the Director or Town Administrator had the answers to the questions they posed the other night on the Community Center maintenance/cleanings. Mr. Malizia said he wasn't here when the town took over the Community Center some number of years ago when an outside company was being used to clean, but wasn't doing an adequate job. Sometime in the 2003 window, there were two things—cleaning/event and maintenance. When someone comes in to use the center, there is usually set up, fit up, clean up. There is a set fee of \$125 for that and there is a cost to clean at \$195. That's the current individual's pay. When the town last bid that out, he was the lowest bidder by far, and he's also an employee that works some number of part-time hours for the Recreation Department, and he's been making that for the last five years. Before him, there were two different contracts in there. There has never been an employee; it has always been a contract arrangement for that building. Wayne, the Town Hall custodian, makes sure the filters get changed and the alarms are done. If Wayne can fix something, he will. Otherwise, he will arrange for someone that can. Recently, the town coordinated with the School Department to use their HVAC guy instead of going outside. There was someone on staff who has some skill sets that Wayne could work with. Wayne does the higher level coordination. Some time ago, padding was put up on the walls. That's the type of work that Wayne does. Selectman Jasper said so there was no set number of hours that Wayne puts in over there, that the Administrator just estimated a certain percentage for Wayne's salary. Mr. Malizia said that was correct, he uses Wayne to coordinate things, under his direction, such as the HVAC problem. Wayne's not an HVAC guy, but he knows enough about it how to debug it, look at it and work with it, but he's not used the same amount of hours on a regular basis. Mr. Provencher, however, has an agreement with the town at \$195 per week for cleaning services. That's a contract, which they've always had. There has never been an employee over there. When there is an event, Mr. Provencher also gets a fee because he is there to set up and he sits there until it's over when he does the clean up. He gets paid the same amount whether he sits there or comes back later. More often than not, things change in that facility. One night, there may be a spaghetti supper, one night may be Comedy Night, or Candidates' Night, or a budget meeting may be held there, and the Seniors are in there two days a week. That building is utilized for a number of different events. That's the history of what has been done.

Chairman Nadeau said he gets \$125 to set up the hall per event, plus... Mr. Yates said he gets \$50 to set up and break down events, and then he gets \$125 to clean after events. If a group chooses to set up themselves, he does not get that \$50. Selectman said therein lies the problem and he's very uncomfortable with it, which he's discussed with Mr. Yates and Chairman Nadeau. He wanted to understand the process by which he gets paid. Is he cut a check every week for \$195, or is he paid once a month? Mr. Malizia said every week, through the payroll system, \$195. Selectman Coutu asked, for the events where he is paid \$125, who pays him? Mr. Malizia said the town. If the Board waives a fee for the use of the hall, Mr. Provencher still gets paid. Selectman Coutu said he understood and was comfortable with that, then asked where the \$50 comes from. Mr. Yates said from payroll, but when the Rec Department does the dances and they let non-profit groups come in to do the concession as fundraisers, they pay for the setup and breakdown because that group was making money from the event. Selectman Coutu disagreed with that arrangement and said that money should come to the town and payment to Mr. Provencher should be in the form of a check. He didn't want to be involved with non-reportable income. There was some complicity there and Selectman Coutu didn't want to be involved with someone working in a town building, collecting cash and pocketing it. The money should be sent into the town and it should be included in the check that the town cuts as part of the payroll. He should not be collecting cash. At some events, there have been situations where he was supposed to stay to the end of the event, and 45 minutes or ½ hour before it's over, he's looking for his money so he can take off, and that's not the agreement. He's supposed to stay to the end of the event. Mr. Yates said that has been cleared up. They had a dance Friday night and the policy is that Mr. Provencher is there for the entire event, and he was. If there wasn't an event coming in for a day or two, the building wouldn't get cleaned that night, but Mr. Yates told Mr. Provencher that the building needs to be

cleaned immediately after an event. Selectman Coutu said the next issue is collecting \$50 in cash, which he shouldn't be doing. That \$50 should be paid through the town. Mr. Yates said that's what would be done. Selectman Coutu asked when the last time was they went out to bid. Mr. Malizia said 2004.

Selectman Coutu asked if they've ever given thought of contracting that job the same way they do with camera operators and offer some of the youth within the community who are having a difficult time finding jobs, set up some sort of a rate. Selectman Jasper said the issue he'd have with that is supervision. It's a town building and they are there alone. Mr. Malizia said the hours they may have to work might be a problem. Also, if there is a spill in there, or a toilet is blocked up, he didn't think a kid would get out of school to take care of it. Good, bad or indifferent, Mr. Provencher is dependable and is always there. The last time this was bid out, there were two bidders, him and someone else, and the somebody else was twice as much. Literally. Selectman Jasper thought they should let sleeping dogs lie. They know what happened when they went out to bid for auditors. They ended up with the same auditor, but at a higher rate.

Selectman Maddox asked if Wayne, under 5125 Community Center, is not really the custodian. Mr. Malizia said that was correct. He coordinates all of the maintenance work, all HVAC work, etc. He's not cleaning the toilets or sweeping the floors. Selectman Maddox said that's where they were lost the other night and a change of title... when he sees custodian, he thinks he would do custodial work. The maintenance price in the Rec budget for another 12 is \$24,000 to the same person to do both buildings? (Talking over each other.) Mr. Yates said he has been the maintenance man at the Rec Department for 30 years. He does anything from lining the fields to cutting the grass and trimming bushes, to washing and waxing the floors four times a year. Lately, he's been pulling the picnic tables out of Merrifield Park and repairing them. He does more than just cleaning. He's not the quickest guy around, but he makes up for that in dependability. Mr. Malizia said for lack of a better term, he's the Rec handy-man and would look to fill his shoes with someone who was retired and was looking for a handy-man type of job—if he had to categorize what he does.

Selectman Massey said Mr. Yates indicated that this person has an assistant that helps clean up and asked how that person was paid. Mr. Yates said as a contractor, he can hire whomever he wants to help him. That person isn't hired or paid by the town. The town isn't involved with that individual at all.

Selectman Massey referred to the revenues page and said Mr. Yates kept Basketball the same; increased Supervised Play to what it was in Fiscal 08; decreased Babe Ruth and made it the same as in '08; and the other one is Community Activities. This year, Fiscal 09, he budgeted \$20,000 in that account and \$8,000 for Fiscal 10. Given they collected only \$7,800 in FY08, why \$20,000 this year and what causes it to drop back? Mr. Yates didn't know where that number came from; Ms. Carpentier said that budget was done 18 months ago. (Talking back and forth and over each other.) Mr. Yates said he anticipated increasing Basketball and Soccer to 40 and anticipated increasing those fees by \$12,000-\$13,000. Selectman Massey said in Fiscal 08. In Basketball, they generated \$41,000. In Fiscal 09, \$41,000 was budgeted. He asked if that \$41,000 should go up by another \$12,000 this year. Mr. Yates said it could. They increased Basketball from \$30 per participant to \$40. They have approximately 800 participants. Selectman Massey said 8,000. Mr. Yates said they have 570 Soccer participants, with that going up \$10 a person. Those two will definitely rise. Selectman Massey said that's another \$5,000. Ms. Carpentier said she also has a hand in setting those numbers and she was basing her assumptions on 08. She knew the fees went up, but thought enrollment might drop off. Selectman Massey didn't think \$13,000 warranted changing the revenue projections, especially if they are raising the fees. They may see some drop-off in participation and also given the general state of the economy. He would not be in favor of increasing those two line items.

Selectman Coutu asked if basketball registrations were complete for the year. Mr. Yates said yes. Selectman Coutu asked if the numbers were consistent with the numbers from last year. Mr. Yates said they increased by four teams from last year, or about 40 more participants. Selectman Coutu asked if there was any increase in the cost of participation this year. Mr. Malizia said the fees weren't changed for the signup. Mr. Yates said this was the first year with the new fees. Selectman Coutu asked if there was going to be an increase in fees in 09. Mr. Yates said right.

Selectman Maddox said they were at the end of the trail, so they were getting revenue and line items.... Supervised Play would have been in... he asked if they just did the 09's. Mr. Malizia said they may have been signing up in 08 because it starts in June. Mr. Yates said registration is the last day of school, in June, so some revenue could have rolled over. Selectman Maddox addressed KC and said she was saying actual is \$80,963 and budgeted for FY09 is \$68,000. When they go to the Rec Director's supporting documentation, he was saying the revenue was \$80,963, which is the exact number for FY08, not FY09, so he was wondering... Mr. Yates said the front page would have what their revenue was, reflecting the numbers KC gave him, 1-7-7-4-5-2 and for 2009, they anticipate, which can be a little higher, \$180,000 in revenues, based on the fee increase. In the past, though, the Board has been reluctant to go higher on the revenue. They are talking 2008 actual revenue, which was \$177,452.

5815 – Merrifield Park

Mr. Yates said there was no increase; the same numbers as last year. Park maintenance and toilet rental.

Selectman Massey said there is a capital reserve fund for Merrifield Park and they should be getting income on that every year and, if so, does that offset this budget? Mr. Yates said no, he hasn't received anything. Selectman Massey said then Mr. Yates should be asking the Trustees of the Trust Funds because there is a capital reserve fund for Merrifield Park of 1-3-9-2. Selectman Massey said it may not be Mr. Yates could use it for... it may have a specific purpose, but he should talk to the Trustees to see if they can use any of it.

Supervised Play -- 5821

Mr. Yates said there was an increase of \$180. Each year, they give the counselors a 25¢ raise, with the maximum being \$10 per hour, even if they have been there 11, 12 years. Selectman Maddox said if he takes the revenue and divides it by the 580, it says he was charging \$139 per. Mr. Yates said it's \$200 and each additional child is \$150. There are also 10-day passes. Selectman Maddox asked what the difference was between the last year, whether it's FY08 or 09, the summer they just came out of, versus the year before, as far as attendance. Mr. Yates said total registration was about the same; daily attendance was up. Some days, they had 300 children. More people are coming on a daily basis than before.

Selectman Coutu said shortly after he came on the Board, one of the items that came up for approval was the hiring of supervisors in the summertime and he voiced objection and refused to vote to hire them because he thought that the cost per hour was excessive. Since that time, he's had the opportunity to have extensive discussions with the Recreation Director with regards to this, as well as other people within the program. A tremendous amount of testimony has been presented to him by the parents whose children participate in the program and the concern and care that is being provided by these people that the Recreation Department has been hiring every year. He apologized for not having a clear understanding. Being a parent, and having raised four children, he was always concerned about who was tending to his children's needs in the summertime, as both he and his wife had to work. This year, he would be supporting such a motion. He thanked Dave for his understanding.

Selectman Maddox said the caveat should be added that they should be looking at registrations before hiring the full complement. Who knows where this could go? They should not hire the whole complement if enrollment is down by 50%. They need to be cognizant of where those numbers are, as far as enrollment. If the thing parents cut is supervised play, they won't need a staff the size they've had. As Mr. Yates is looking at the ramp up, he should see if it's consistent with the past before they go and hire everybody. Mr. Yates said the problem with that is most of them are college students and this is a summer job, so if they're not locked in early, like March or April, then they won't get the quality people and will have to grab whoever is available off the street. If their numbers decrease, they have to consider letting people go. People aren't going to sit around and wait for Hudson Rec to see what their numbers are before they start hiring. Selectman Maddox said he didn't want to have 125 signups and the staff they have. Selectman Coutu said as long as someone is willing to bite the bullet, recognize it and make the necessary cuts.

Robinson Pond -- 5822 (No discussion; no change.)

Babe Ruth -- 5823

Ball Fields -- 5824

Mr. Yates said there was a slight increase, 217 Association Dues. They have to register all of the softball teams with ASA, and their fees went up from \$20 to \$35 a team. They took money out of another budget, so it was still level funded overall.

Selectman Maddox asked if it was all level-funded, if there was anything else to go after. Selectman Massey said he'd support Selectman Maddox's comment. Selectman Maddox said they don't need to read them all off if they are level funded. Selectman Jasper said Basketball was up a little bit. The consensus was to move on, if everything else in the Recreation Department was level-funded.

Ms. Carpentier said at the beginning of the Recreation section, there are three items the Recreation Director wanted to bring to the Board's attention.

5810-402 -- Automobile

Mr. Yates said his current automobile is a 1996 Chevy S-10 and it's starting to deteriorate. The brake linings have been replaced a couple of times, the windshield wipers have to be kick-started, there's issues with it; it's running and getting them around town, but the Chief Mechanic stated he didn't think the truck was going to last much longer and he should start looking for something else. There was a letter from the Road Agent, stating that. He went to the state bid list but couldn't find any information, so they called and were told it would be a couple more weeks before the bid list was out. He called MacMullen Chevrolet and got a quote on the same type of vehicle. To purchase it outright would be about \$16,000. To do a 48-month payment, it would be \$392 per month. They use it throughout the year, hauling different items. A car doesn't work. They need a truck with a cab on the back. They are always putting boxes in the back, tee-shirts, trophies, soccer balls, they are back and forth to Market Basket in the summer and SAM's, making purchases. That's the type of vehicle they need. He has provided as much backup as possible, at this point.

Selectman Massey asked, if they agreed to do this, why not take it out of the Recreation contribution fees that the Planning Board collects? Selectman Maddox said this wasn't a recreation... it was for staff. Selectman Massey said it's part of running the Recreation Department. Selectman Maddox said he'd have a tough time supporting that motion at the Planning Board level. Selectman Jasper didn't think this was any different than cap fees that are collected for the highways. (Talking over each other.) Selectman Massey said it was a voluntary contribution for recreation activities. Selectman Maddox said giving them a truck wasn't a recreation activity in his mind. Selectman Jasper thought that would dry up the voluntary contributions in a hurry. Selectman Massey said in that case, the Planning Board should stop asking for these fees because the money isn't being spent. (Talking over each other.) Selectman Jasper said there's no direct benefit to the kids to have a new truck. Selectman Coutu said yes, there is. Selectman Massey said soccer balls need to arrive at fields and the kids have to be fed, which was a direct impact to them. The vehicle is integral to making the mission of the Rec Center work and he sees no fundamental reason why they couldn't take the money out of that fund.

Chairman Nadeau asked if the Police Department had new vehicles coming up. Someone said no. Selectman Massey said from what he heard from the Recreation Director, the vehicle he needs is a pickup truck. An SUV doesn't have the same useful hauling space that a pickup would have. Selectman Jasper said he was trying to find the maintenance account for his current truck. Mr. Yates believed the Road Agent had been picking up the cost of that. Selectman Jasper thought \$16,000 was... a 12-year old truck with 76,000 miles on it... the letter doesn't say what's wrong with the truck. If they do a lease-payment, that's \$4,800 a month that they can do a lot of repairs with. He didn't know if the body was rotted out, but he's not crazy about spending \$16,000 for a truck that only gets 6,000 miles a year. Chairman Nadeau thought they just did some body work to that truck. Mr. Yates said no. It was considered during last year's budget, but it got shot down. Nothing has been done to this vehicle.

Selectman Maddox said they might want to take a look at what Engineering has, which is probably at the end of its lease, FY10. Mr. Malizia said it's already paid off. Ms. Carpentier said he wasn't budgeted a new one. Selectman Maddox said he could be put in a car, because there's unused cars. Recycle a vehicle that's used every day and maybe put the one with whatever miles he has on it into the Rec that's only putting on 6,000 miles a year so everybody kind of gets something.

Selectman Coutu asked if there was a non-profit Friends of Recreation, which is a good at fundraising. He was told no, just the committee. Selectman Coutu said he's apparently the only one who has never seen this Chevy S-10 and asked where it was housed. Mr. Yates said Selectman Coutu has ridden in it. Selectman Coutu said no, he rode in an SUV. Mr. Yates said no, there was a little cab on the back; it's the old animal control vehicle. Selectman Coutu said it looks like an SUV, not a pickup.

Selectman Massey said they should follow up on Selectman Jasper and Selectman Maddox's concept and find out from the Highway Department what the estimate of repairing this vehicle would be and if it's not cost effective, to consider putting money in the budget for a replacement truck for the Engineering Department and take the Engineering Department's truck and transfer it to the Recreation Center. Selectman Jasper said that would be an action item to take to the Budget Committee because they were done tonight or tomorrow. Selectman Massey agreed, saying this could be an action item to go to the Budget Committee with. Chairman Nadeau asked if everyone agreed with that. Selectman Maddox said at this hour, yes. Selectman Coutu said it would behoove the Recreation Director to put something in writing to explain what the vehicle needs to keep it maintained. Selectman Massey said the alternative, after looking at the cost of a refurb, is replacement.

5810-450 Capital Reserve, \$25,000

Mr. Yates said this was establishing in FY03 and the purpose was to purchase and renovate land for future recreation facilities. There currently is \$142,738 in that account. Two years ago, it was removed from the budget. He'd like the Board of Selectmen to consider putting some amount back in there to build it up and some day purchase land for fields or facilities. They have a motivated group for putting in fields, but town-owned land isn't that good. By adding to this, there might be enough money in there some day to purchase a decent piece of property to move to the next step. He'd like them to put in something, even if it's not \$25,000, to keep on with what was started.

Selectman Coutu said he wasn't on the Board at that time, so asked Selectman Jasper what the reasoning was to not put more money into that account. Selectman Jasper said it was pretty much because there was a lack of a plan. The feeling was until they knew where they were going, what were they putting more money away for? At this point, while it makes sense to put money in there, given what's going on, the planning at Robinson Road, he wasn't willing to increase the budget at this time. Selectman Coutu agreed, in light of the fact that Robinson Road may become a reality in the near future. Putting \$25,000 into buying additional land is a duplication of effort.

Eayrs Pond Park

Mr. Yates said he wasn't asking for anything, just making the Board aware that it has been talked about at the Rec Committee meetings about putting in a park at Eayrs Pond. The Committee would like to pursue that, maybe with the Planning Board money, and see if they could do something out there. Selectman Maddox said it's a great idea, but not a budget request. It might be nice to talk about, but not tonight. They might have some good news on this in another vein.

Warrant Article J

Mr. Yates said this was what Mark and Michelle brought to the Board a couple of months ago. He asked Sue LaRoche to talk about the feasibility study. Ms. LaRoche said the group led by Mark Levesque and Michelle Rourke was proposing doing a field setup at Robinson Pond. The Recreation Committee is frothing at the mouth to get this moving because there is a lack of field space in town. Consequently, a sub-committee was formed to go forward in determining what is usable at the Robinson Pond area. They know there are wetlands out there and there will be conservation issues and runoff issues and all those kinds of things. They'd like to actually raise some money via warrant article to determine the feasibility of the wetland, the conservation issues and whatnot. They have approached Maynard & Paquette, who are familiar with the land and surrounding area and they have given the committee an approximation of what it would cost to do a study to determine how much land is usable so football, baseball and the Rec Department can have what they want, if it's doable.

Chairman Nadeau asked what the number was they got from Maynard & Paquette. Ms. LaRoche said about \$90,000. Selectman Maddox said this is where he'd ask the Planning Board to come up with some money. This isn't a warrant article that would go anywhere. There was a study in 1988 about fields and Robinson Pond is in that book. He didn't see the voters agreeing to study something. The Planning Board would be much more receptive to working with the Conservation Commission and the Rec Committee to come up with something. There's monies there available to do that kind of work, but

not buy a pickup truck. Selectman Jasper agreed with Selectman Maddox. With some other things, there should be enough money to do both the Eayrs Pond and this. He asked where the rest was going to come from. Ms. LaRoche said Michelle and Mark put together the proposal that came to the Selectmen and their group is willing to put up some portion of the money, which will help tremendously. They are putting forth good faith and the Recreation Department and the town are also trying to put forth good faith to try to get this thing to come to fruition so they know exactly what they are dealing with out there on the amount of usable land and who can use what.

Selectman Massey recollected that when the presentation was made, the group that was making the proposal was going to fund the project. If they're now talking about the town picking up some part of the cost, before he'd want to go down the road of embarking on this venture, he'd want to know what that group's thinking is relative to matching funds. He was in agreement with Selectmen Maddox and Jasper, that this would be more appropriate use for Planning Board fees than a warrant article. If the warrant article were to go in and fail, they couldn't do anything there for a year.

Selectman Coutu said the monies they are asking for is to do a feasibility study of the existing land, to ascertain how much land is actually available and once that determination is made, the priority given to a recreation building, that amount of space that would be necessary in order to conduct outside activities before the Recreation Department and parking space for the Recreation Department. At least one of the representatives of the non-profit group was present. Several members of that group have contacted him and they are as passionate as Ms. Rourke about it. Any lands that were available over and above the town's needs at Robinson Pond, they would be willing to develop. They would pay the full cost of building a football field, diamond, fencing it in, putting in a press box, bleachers, and do all of those things. What they are willing to do up front is share in the cost of doing the wetlands study and the survey that would be necessary to make that determination. That's over and above building the parks. The sub-committee has worked very diligently in trying to achieve this. If the final result was there was enough land to put in one football field and two baseball diamonds and all of the Recreation Department's needs, and to assume that the economy is OK, they are willing to proceed and do their portion on the land that has been assigned to them. They would be willing to go ahead and build their parks right away and pay for all of that. In light of the economy, if this warrant article went forward, it could very easily be turned down, and no means no, and this would be prolonged for a year. As Selectman Maddox is a voting member of the Planning Board, Selectman Coutu asked him to guide this group and use him as a resource on how to apply for the monies that are there. This warrant article asks for \$50,000. The study is \$90,000. They are willing to kick in some money. Say it's \$70,000. They could go to the Planning Board and ask for the remainder so they can do the study. He asked how long the process was for the group to apply and actually receive permission. Selectman Maddox said next Wednesday, but they need to come up with some sort of proposal. Selectman Jasper said it'd have to go out to bid. Selectman Maddox said he'll ask the Planning Board if there are any major concerns or if they'd be willing to entertain this at a later date, so they can get a feeling for where the Planning Board stands. They just can't write out a check for \$90,000 to the first person that comes along. They need to follow some town requirements because there will be town money used, even though it's contributions.

Selectman Massey said the proposal would have to come to the Board of Selectmen first, and the Selectmen would authorize them the Planning Board representative to ask the have the monies released. Selectman Maddox thought the process was the reverse from that; it goes to the Planning Board and then to the Board of Selectmen, who are the agents to expend. Selectman Massey said if he looks at this to determine the feasibility, the first step is a RFP to indicate the scope of work and the deliverables. However they get to the Planning Board, when it comes to this Board, that would be a minimum for him—scope of work and deliverables.

Selectman Jasper said there's no sense going to that effort if the Planning Board says no, they're not going to release any money. To find out if the Planning Board is amenable to the concept is the first step. Selectman Coutu said this has been an exhausting, long process for this sub-committee. They've put in a lot of hours studying this and they have the full cooperation of the two non-profit baseball and football groups who are working with them and they have at their disposal some monies available to help supplement this. In the process of their work, they've come to a consensus of how they'd like to see this done and Mark Levesque has the resources to come up with an RFP. They have sufficient data and information to put a proposal together. Should that come to the Selectmen first, or to the Planning Board first? If they put the whole package together, the RFP, the proposal, what they would like to do, how it's going to be presented... Selectman Jasper said the Selectmen have always made the request of the Planning Board. It comes from the Selectmen to the Planning Board. It's not a third party asking the Planning Board, and then coming back to the Selectmen. Selectman Coutu said it makes sense to come to the Selectmen first. If the Selectmen endorse it, it gives the Selectmen's representative more leverage to support it.

Selectman Coutu asked if Ms. LaRoche understood what the Board was saying. The Board wouldn't do a warrant article, but if they can work in coordination with two non-profit groups and take all of the work the sub-committee has done and see if they can get Mark to give some idea of putting an RFP together, making a full presentation to the Board of Selectmen, they can be put on the agenda as quickly as they have that done, so they can get to work right away this year, rather than wait until next year. Ms. LaRoche asked if the non-profit group has monies available, and they wanted to start one portion of the study, if that was something they could do, or did they need permission of the Board to do the initial stage, which is the wetlands study. She thought it was a phased study that had to take place—wetlands, topographical. Selectman Maddox said they survey the whole site. Selectman Jasper agreed.

Selectman Maddox asked how the soccer fields were done. Mr. Malizia said that was before his time, so he couldn't give an answer without doing some research. Selectman Maddox said they were going to cut a contract for X amount of dollars, and they are going to fund part of that. How that works, they need to do some research, or do they break out and do X part, and

the town... he didn't know how that would work, so that's a question that needs to be resolved. The whole thing has to be surveyed, wetlands delineation, topographical, and they have to look at the town's needs, etc. and try to fit that into the drawing, but exactly how they'd have two different groups funding it needs some research.

Selectman Massey said he was the one who led the charge in negotiating the contract with the soccer club, if this sub-committee would like any input from him, he'd be glad to provide it through Selectman Coutu.

Selectman Coutu said common sense applies here and Selectman Jasper would be a good resource, too, because he's been here for a long time. With regard to multiple funding, the best resolution to that would be that once an RFP is put together, and an actual cost is determined to do the study, it would be best, in order to comply with existing practice, for the nonprofit group to make a donation, with a public hearing to accept that donation for an exact purpose, which would be the survey; apply it towards that. Mr. Malizia thought it might be, but he'd check with the attorney first.

Chairman Nadeau introduced Michelle Rourke, who said her understanding when she and Mark left (after their presentation to the Board) they were given permission to move forward with the project, with gathering information. The next step in the process was engineering. Both baseball and football have agreed to do that first step in the engineering process, which is the wetlands survey. They've already talked to Maynard & Paquette and it's supposed to be happening within the next couple of weeks. If they change things and it all goes through the town.... they are nonprofit and prices are probably different. Selectman Jasper said it's acceptable, as long as it's to the town's standards. This can be broken up into different sections. They are going to do wetlands and may do something else and the town would do another phase. That's fine, as long as all the information is done. It really doesn't matter how the check is being cut. They just want to make sure the wetlands study is complete and reviewed by town staff to make sure they're getting all the information necessary and move forward in that fashion.

Ms. Rourke asked if there was anything in particular that needs to be done. She spoke with the Town Engineer the other day to talk to him about what was going on and what the process is and he told them about a couple of things, such as the Shoreline Protection Act that just went into effect. She believed Maynard & Paquette would be in touch with the town to make sure they were doing everything that needed to be done. Selectman Jasper was sure they knew what needed to be done, as they have done enough of that kind of work.

Selectman Massey wasn't aware that Maynard & Paquette has a licensed wetlands specialist on staff. Selectman Jasper said not on staff. Selectman Massey said from the town's perspective, depending on cost, they would put it out to bid. It might be to Ms. Rourke's advantage to contact directly a wetlands specialist because in order to be properly delineated and meet all the requirements, it would have to be stamped by a licensed wetlands soil scientist. If this firm is subcontracting that work out, the group may get a better price by going to one of these firms.

Selectman Jasper said they were getting way off budget. This discussion was fascinating, but he was going to go home if this continued along this line. Selectman Maddox said he was almost in the same place, but he knew this group wanted to get going. They have to remember government is glacial. He's having a little bit on concern that they are going to go out and hire somebody... how do they then go put this out to bid if 2/3rds is underlaid by somebody... he's concerned that they want to go fast. Understood. Government isn't meant to go fast, so he was concerned about how they were going, if they were going to come and ask for \$50,000 from the town to do a portion of this that they didn't buy into some sort of structured program as far as bidding and all that. They want to move forward, but he was concerned about how fast they are going to get in front of them. Selectman Jasper said this needs to be an item on a regular agenda. They've already gone way over.

Other Business

Ms. Carpentier said there were several open items—Article C for Nonunion Personnel, Article D for Town Clerk/Tax Collector, and the Senior Center Program Director. She was prepared to hand out the default budget for the Board to vote on. Selectman Jasper thought they should get the warrant articles out of the way.

Warrant Article C – Nonunion Personnel

Motion by Selectman Massey to forward to the warrant a 3% increase in wages for the nonunion positions in town, seconded by Selectman Maddox, carried 5-0

Warrant Article D – Town Clerk/Tax Collector

Motion by Selectman Jasper, seconded by Selectman Maddox, to forward to the warrant carried 5-0.

Warrant Article I – Senior Center

Selectman Massey said they've already done that one; it was a vote of 4-0. Selectman Jasper wasn't present. Selectman Jasper said he'd like a brief discussion. He asked if \$50,000 was the magic number. Chairman Nadeau said he had a couple of things to ask and see where the Board wanted to go. He thought \$50,000 combined for the Seniors, \$25,000 for their Program Director and \$25,000 to be placed in the fund, with something added to the end of it, to come from surplus. He asked if the Board would be willing to go that route. Selectman Jasper said he'd be amenable for the \$25,000 to come from the unexpended fund balance. Selectman Coutu thought they were making a lot of commitments to unexpended funds. Both he and Selectman Massey were members of the committee who worked with the Seniors and the impression they gave them and he felt strongly about it that the \$50,000 shows a real commitment on the Board's part to want to do something for the Seniors and he'd object to changing that amount to something less. They are aware of the consequences if it fails at Town Meeting

and they are willing to take their changes. It is a fair number in order for the town to show they are making a commitment to securing a senior center and he will not support anything that would cut this amount.

Selectman Maddox said he was on the same bus. If the voters circle this expenditure. What if there's \$14 left in the budget? They don't get anything. If the Seniors want to gamble, all or nothing, he's fine with that. The voters will say yea or nay. If they said they'd do \$50,000, they should do it.

Ms. Carpentier said the vote tallies have to go on the ballot, so she asked if this was a unanimous vote. Selectman Jasper said the vote was 4-0; there was no vote to reconsider.

Warrant Article K – Senior Services Director

Motion by Selectman Massey to forward to the warrant Article K, a Senior Services Director in the amount of \$23,391, which represents the cost of wages, benefits and office supplies necessary to hire a part-time Senior Services Director, seconded by Selectman Coutu.

Selectman Massey said the original packet showed \$24,391 but if this article passes, they would take \$1,000 from the grants programs that is earmarked for Seniors and move it to this account. The Seniors were unanimous in wanted this to go to the warrant, recognizing that if it doesn't pass, the program doesn't get off the ground for another year. Selectman Coutu concurred saying Selectman Massey was the lead on this and he was more than please to follow his direction. These services are to be made available to all the seniors in town, not to the nonprofit group exclusively. The Seniors are aware of this and concurred. It was a well thought out process and they all put in a lot of time. It would be a tremendous asset to the town if this article passes.

Selectman Maddox couldn't understand what this person was going to do for 20 hours a week.

Vote: Motion carried 5-0.

Ms. Carpentier said she had two follow up items she and the Town Administrator contacted the attorney on. The VacCon truck replacement. They're still looking for the correct wording. Mr. Malizia hoped to have a response by tomorrow evening. Ms. Carpentier said the other item was the Cable Committee, if they have excess funds if they can be transferred to a capital reserve fund. Mr. Malizia said the attorney said yes at first, then said to wait until he checks with DRA. Ms. Carpentier asked if the Board wanted the default budget. Selectman Massey said to pass it out, but they wouldn't look at it tonight. Ms. Carpentier said she and the Town Administrator took out any one-time items and added in any contractual items to arrive at the default budget. Selectman Maddox asked what the total was, at this point. Ms. Carpentier said \$4.84 is the tax rate, which is a 3.9% increase, if all of the warrant articles pass. The operating budget would be \$4.80, which is a 3% increase.

CIP

Selectman Jasper said they haven't looked at the revenues. They talk and talk about capital improvement programs, and guess what they haven't talked about during the one time they should talk about it, so he was going to take a couple minutes and review the fiscal 10 recommendations of the Capital Improvements Committee. They recommended spending \$6,245,000 on capital improvements. The No. 1 priority is the Windham Road booster station; they're not doing. They recommended \$400,000 for Pelham Road/Lowell Road traffic intersection signals. Nobody came in and asked for that. How does something get into the CIP, then the person responsible for submitting it doesn't bring it here. Hmmm. \$350,000 for the County Road Bridge. Nobody came in to talk to them about that. \$950,000 for 12" water main on Barretts Hill Road. Mr. Malizia said that was part of the presentation years ago. Selectman Jasper said there was a lack of being on the same page. Selectman Massey said to think of it that there was a considered understanding that given the economy, that the water system increases probably didn't make sense this year, but almost certainly would have to be done next year. He wouldn't argue about the CIP because it's broke and doesn't represent this Board 100% because of the way it's run. Selectman Jasper said it doesn't seem to represent much of anything because the Recreation Department had put in for \$150,000 in field space, but didn't talk to the Selectmen about that. Selectman Massey said they did tonight by asking for \$50,000. Selectman Jasper said they went to the CIP and asked for \$150,000 for three fields, and that didn't get to the Board. Selectman Maddox said they just came in for one. Selectman Jasper said but there was \$150,000 in the CIP. If that's what they put into the CIP, that's what they should have asked the Board for because that's what was recommended. Here's the disconnect in this whole thing. Light control panels at Ferry, Library and Highland Street, \$150,000. They didn't hear about that. Selectman Maddox thought that was already in the works. (Talking back and forth.) \$120,000 for Benson's and they are still waiting on that. The total that was ranked was \$2,395,000. Then they had a police facility expansion of \$3.6 million, which they didn't hear about and Phase I Central Station building project, \$250,000 which has been scaled back and he'll be talking more about the modified request, hopefully tomorrow. That all totals \$6,245,000. Next year is \$4,900,000. The year after that \$2,700,000. The year after that, only \$425,000, then \$3,815,000 and then \$35,500,000 for FY15 because there's \$30 million in there for the Maddox Madness Parkway. Selectman Maddox said and the library expansion. Selectman Coutu asked, as the representative to the Budget Committee, at the last meeting, the Chairman suggested they review the CIP program and was wondering what impact it was going to have on the budget because none of it was even mentioned. He just heard the CIP was broke and wondered if anyone was going to try to fix it, or what message he should carry back to the Budget Committee because it's going to come up again. Chairman Nadeau they could have asked the Budget Committee when they were at the meeting, but they weren't there. Selectman Jasper said relative to the CIP being broken, it's up to the Planning Board to fix it because it belongs to them; it's their process. Selectman Maddox said nice try in lobbying that bad boy; this is really a legislative issue. It's how the law is written that the Planning Board has to go through this ordeal to collect impact fees. It's a requirement of collecting impact fees.

He agreed that it's broken, but this Board isn't going to fix it. Selectman Jasper said when they met with the Planning Board, there's no requirement to get into this level of detail. What he suggested is there should be a rolling project of what are the things during the next 10 years that the town wants to get done. What is the cost? There's no reason to rank them; there's no reason to put any particular year. Just here are all the projects that should be done in the next 10 years. Selectman Massey asked Selectman Jasper where he's been for the last five years because, in fact, they have had a rolling 10-year thing. The problem is every year, this Board has not made the decision to fund the things that were looked at. The warrant article for the water stuff was first introduced in 2004, but it got defeated, so the question was bifurcated for 2005. That part was approved, but it's not because they haven't had it identified for the last 10 years; it's because the Board has never saw fit for a particular year because they wanted to be close to a zero budget. Selectman Jasper said he misunderstood what he was saying. Yes, FY10 – FY15, which is six years, but there are specific ones for FY10, FY11... there should just be a list saying, "Here is our CIP and here's a list of projects that should be done." They can call it a 10-year plan, with no specific date, and then as things make sense budgetarily, those things get done. That becomes a more usable document because they look at this and say, "We're not going to do this this year," and then they forget about it until the next one comes out. They don't use it as a planning document, but if there were projects there, and then every three years... they do this every year and it's a waste of time. It's a waste of staff time, but if it was updated every three or four years, that would make some sense. Selectman Coutu said he agreed with Selectman Jasper. This document was written in April. (Talking back and forth.) The wish lists, which are prioritized, are based on cost estimates in 07, so as they progress through the years, the costs are going to significantly increase. Unless one of the ways they fix this is to do it without a wish list, but a 10-year plan, and they update it periodically, at a minimum of two years, so they can realize actual numbers if and when they decide to tackle any of the projects. It's apparently broken. Selectman Maddox said yes, it is and it will be broken until it's gone because the five Selectmen makes a decision and he'll take them down memory lane to combined dispatch, which was the No. 1 issue on the CIP for a number of years, but the Board of Selectmen dropped that for whatever reason. It doesn't mean it's still not needed at some point. If they can attach that to the new Assistant Town Administrator's as one of his many to-do tasks, to shorten, simplify—he didn't disagree. If they can do that, happiness all around. Going to the meeting and having people come in and tell you they need to spend \$13 million for this and \$5.5 million for an expansion for a building that isn't even finished is crazy and if the Selectmen aren't going to support putting it on the warrant, he's absolutely right. They can argue about this forever, but it's going nowhere, but he will bring it up to the Planning Board as an issue they need to address, but it's just one of those things that never dies. Selectman Jasper said the more important issue is that if a department goes forward with a request to CIP, they need to follow through with their budget and that's what they've seen this year. They didn't even see the requests that were in there. Selectman Maddox said they decided not to put them before the Board because of the (talking over each other). Selectman Jasper said they should have been on the wish list. Selectman Coutu said they told them to put a wish list together. Selectman Massey said the Board has beaten them up so much over the last five years, they are tired. Selectman Jasper said then they shouldn't ask for them in April. Selectman Massey said they've got to because they believe they are there, but when they get direction from the Board of Selectmen to do a zero percent budget, they know where the votes are.

Chairman Nadeau said this had gone on long enough. He asked if the Board wanted to do the revenues and default tomorrow night. The other members said yes.

Travel Expenses/Personnel Cut in Community Development

Chairman Nadeau said he had a couple of items that he'd like to revisit, one of which is out of town trips by department heads. Going to conferences is great, but those numbers add up pretty quick. He wondered if they should remove all out of town travel, air fare, lodging, etc., from a few departments. Selectman Coutu said he was willing to entertain anything, item by item. Selectman Maddox asked the Chairman to put together something for tomorrow night, rather than go through it tonight.

Chairman Nadeau said the other item was a big one, a personnel item, looking at employees in some of the departments. He referred Page 12, Zoning & Planning. The round number, salaries and benefits, is \$50,000. Selectman Massey asked what he based that on. Selectman Coutu said Page 12 named names. Chairman Nadeau said he wasn't naming names, but positions. Selectman Jasper said none of them were \$50,000. Chairman Nadeau said they were when the flex benefits are added in for any one of three positions. Selectman Massey said it's 56, 40, 63 and 93. That's got all the benefits. Chairman Nadeau said no, it didn't have the flex. If that was added in, you come up to about \$50,000. Selectman Jasper said maybe for the lowest.

Selectman Massey said he's willing to look at it, but wanted to know where the 50 grand was coming from. Chairman Nadeau said take \$50,000 out of the 101 line, any way they want to cut it. Selectman Massey said they'd be doing one of two things. either reducing staff by one, or fund the Zoning Administrator's position for half the year. Chairman Nadeau said he was reducing staff by one. Selectman Massey asked on what basis he made that determination. Chairman Nadeau said there was a downturn in the building and he didn't see it going up any time soon. The workload over there is... they have that many people in that department. The revenues are way off this year in that department. Ms. Carpentier said the revenues were listed on the last two pages of the packet she handed out tonight.

Selectman Jasper asked Ms. Carpentier to get the actual revenues for 06 and 07 for the whole town for the Board for tomorrow night so they can see the trends. All they had was one year of actuals, which didn't tell him anything. Selectman Maddox said they should have the first three months of FY09. Selectman Jasper said Ken said he had it, but Selectman Jasper never saw it. Ms. Carpentier said Selectman Massey gave them the information on the Tax Collector and Selectman Jasper said OK, so she did not... Selectman Jasper said he never saw it, that Selectman Massey said he had the information he was looking for. He wanted it for all of them, for the first three months of 08 and of 09 so he could see where they were year to date on all the revenues. Selectman Massey said if Selectman Jasper was going to ask for all that information, he suggested that this be on the agenda for November 3. This was a lot of work to try to pull together by tomorrow night.

Selectman Jasper said that's what he asked for when Selectman Massey said he had it. Selectman Massey said he only has for the automobiles and it's only for this year versus last year. Selectman Jasper said he didn't understand that. That's all he wants on the year to date. The other numbers should be easy to pull out. They're there. Selectman Massey said it will still take time and rather than... he knows where Selectman Jasper wants to go and it's good, but rather than make haste and repent, make haste slowly.

Ms. Carpentier asked if it was the Board's intent to meet on November 3. Selectman Jasper hoped not and asked if KC could get the revenue numbers for tomorrow. Ms. Carpentier said she can, but would not be at the meeting. Mr. Malizia said he'd bring that information to the meeting. Ms. Carpentier said they're talking about the default, making some more cuts and talking about revenue. Selectman Coutu asked if they were going to hold off on the Chairman's number. Chairman Nadeau said yes. Ms. Carpentier clarified that the Board wanted a three year history, and then a year over year comparison of the first three months of 08 and 09 revenue. Selectman Jasper said yes. (Talking over each other.)

Selectman Coutu said if they are going to do any revisiting, it will all be done tomorrow night. He'd still like to revisit the roof on the fire station. Selectman Jasper said he'd talk to the Chief about that. If the roof is leaking now, why wait until July? They've probably got it patched, but how successful are those?

5. **ADJOURNMENT**

Motion by Selectman Coutu, seconded by Selectman Maddox, to adjourn at 10:50 carried 5-0.

Recorded by HGTV and transcribed by Priscilla Boisvert, Executive Assistant

HUDSON BOARD OF SELECTMEN

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Shawn N. Jasper, Selectman

Roger E. Coutu, Selectman