

HUDSON, NH BOARD OF SELECTMEN
Workshop Meeting Minutes of June 5, 2007

1. **CALL TO ORDER** by Chairman Jasper at 7:02 p.m. in the Selectmen's meeting room at Town Hall.
2. **PLEDGE OF ALLEGIANCE** led by Selectman Ben Nadeau.
3. **ATTENDANCE**
Selectmen: Shawn Jasper, Ben Nadeau, Ken Massey, Rick Maddox and Doug Robinson
Staff/Others: Steve Malizia, Town Administrator; Priscilla Boisvert, Executive Assistant; Sean Sullivan, Director of Community Development; Fire Chief Shawn Murray; Deputy Fire Chiefs Neal Carter and Rob Buxton; Tom Tollefson, HLN
4. **CONSENT ITEMS**
Motion by Selectman Nadeau, seconded by Selectman Maddox, to approve consent items a – c, carried 5-0.
 - a) Minutes of the May 22, 2007 Selectmen's Meeting
 - b) Raffle Permit by American Legion Post 48 for June 9, 2007
 - c) Fundraiser at Sam's Club by the Breakfast Exchange Club of Nashua on June 30, 2007
5. **Votes taken following Nonpublic Session on May 22, 2007**
 - a) Motion by Selectman Robinson, seconded by Selectman Nadeau, to adjust Joyce Williamson's rate of pay from \$14.28 per hour to \$14.93 per hour, effective July 1, 2007, carried 5-0.
 - b) Chairman Jasper announced that, in nonpublic session, the following two motions were passed: Hiring of Vincent Guarino and John Beike to fill the two vacant positions of IT Specialist, at a starting rate of \$66,373, effective 5/27/07 with a 3% increase effective 7/1/07, as recommended by Lisa Nute in her memo of 5/16/07; and initiation of legal action against Map 205/Lot 013 to effect connection to town sewer.
 - c) Motion by Selectman Robinson, seconded by Selectman Nadeau, to adjourn at 11:25 p.m. carried 4-1. Selectman Maddox voted in opposition.
6. **DISCUSSION ITEMS**
 - a) **Budget to Actuals**

Chairman Jasper said they appear to be in good shape on the expenditure side. Mr. Malizia agreed. The Workers Comp insurance was greater than expected, due to a rate change. The insurance company may be experiencing some difficulty, so Hudson's premium was higher than anticipated. He did the paperwork for a transfer, finding some accounts that were under-expended. The town appears to be on target with both the expenditures and revenue.

Selectman Massey said the general fund revenues, to date, are running about 9% lower than projected. He asked if they were anticipating any shortfalls in the revenues. Mr. Malizia said this was a cumulative for the year, not a percentage of where they should be. Selectman Massey said they budgeted \$24.4 million, but only received \$18.7 million, so he wondered if they were on target to cover the remainder. Mr. Malizia wasn't aware that they weren't. The only big thing he gets concerned with are the auto registrations, which is a pretty big item, but they are on target for that. They're in good shape with rooms and meals. They did very well on investment income, so he expects they would hit their target.

Chairman Jasper said so far, interest on investments is almost double what was projected. They have \$395,000 versus a budget of \$200,000. That's pretty much where they were at for the county when they did the budgets. He noted that building permits were at 72%; \$175,000 estimated, and \$127,000 realized. Zoning applications fees are above budget, that was a pretty paltry \$2,500 and have received \$6,700. Planning Board fees were budgeted at \$45,000 but they've only received slightly over a third of that. While everybody thinks that the town is growing by leaps and bounds, and Green Meadow, which everyone was thought coming through this year, didn't, things are pretty slow in terms of actual building and plans coming in. That is interesting, particularly as they've had a request for more personnel.

Mr. Malizia referred to "in lieu of water," the payment that was made from the Water Utility to the general fund to compensate for the taxes that consumers used to pay. That indicates to him that they are on target. Chairman Jasper said they are in good shape. It doesn't look like there will be an excess of revenue or a huge surplus left over on the expenditure side. Mr. Malizia said as the Budget Committee becomes more familiar with this, the budgets have become more true to where they really are. The revenue, in the past, was always trailing, but it has gotten a lot tighter between budget and actual.
 - b) **Acceptance of a \$2,000 Donation from Wal-Mart to the Fire Department**
Motion by Selectman Nadeau, seconded by Selectman Robinson, to accept the donation, with the Board's thanks.

Selectman Maddox objected, saying this wasn't a workshop item, that it could have waiting for the June 12 meeting. They are not doing what they said they were going to do with workshops. This item could have been handled during a regular meeting. This is diverging from what they wanted to do with workshops, which is to look ahead, to look in depth, not this housekeeping, regular stuff.

Chairman Jasper said he wouldn't disagree, but he didn't notice this item and hadn't requested that it be put on, but the next items are things they have been doing at workshops, some of which the Board directed be on this agenda. It was important, however, to announce the votes that were taken after nonpublic session because it's important to get that information out to the public, and it only takes a minute to read. Permits that carry a time restriction can also be included, but he will try to keep it a little tighter.

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

c) **Fire Department Staffing**

Fire Chief Shawn Murray, Deputy Chief Carter and Deputy Chief Buxton were recognized. Chief Murray said the voters approved the staffing of the Robinson Road fire station with two additional firefighter-EMT's. They were present to discuss the process, explain what they've done for research, where they are, and they have a recommendation for the Board. He then turned it over to Deputy Chief Carter, who is responsible for the Operations Division, who has put this all together.

Deputy Carter said staffing of Robinson Road will begin July 1. They looked at the calls for service out in that area. They pick up at about 6:00-7:00 a.m. and start to drop off at night, around 8:00 p.m. They thought it would be a good idea to cover the station four days a week, Tuesday – Friday, and try to extend the hours from 7:30 – 6:00, instead of working five days a week. It would be a 42-hour work week, to coincide with the rest of the workforce. They thought it would make more sense to work four 10 ½ hour days to go along with the firefighters current schedule. There are less calls for service on Monday and, although Tuesday is the slowest day, they didn't want to break up the four days. They also wanted to be consistent in the staffing days and times so everyone would know what the manning schedule was. Other towns need to know the schedule, too, because they rely on Hudson for Mutual Aid. They can't take two new people, hired July 1, and put them out there by themselves, both for safety and efficiency concerns. They want two senior guys to be stationed out there, who know the department and operation and have experience. It is safer and more efficient, but because of the collective bargaining agreement, they can't just put them out there. They would put two new people out there every two days because of the way the shift rotates. They would have the same two people there, Tuesday through Friday. Capt. Grebinar would work out of the Robinson Road station, and he would supplement the two-person crew, when he was available. His primary job would be training, setting up schedules, etc., and those would be his first priorities. When available, he'd run a class with the two guys. They believe that would make for a safer and more efficient operation. Instead of having two unsupervised privates up there, this plan provides supervision. That is what their recommendation is.

Selectman Robinson asked for a copy of the warrant article, which Deputy Carter provided. Chairman Jasper stated, as a historical note, in 1984, an article was placed on the warrant to put two people at Robinson Road five days a week, and that passed, and the two firefighters were placed at Burns Hill. The first time was 23 years ago, and at no time was that rescinded. It was an administrative decision, ultimately made by the Board of Selectmen. However, shortly thereafter—they had been on a 72-hour work week and there had been a decision that affected all of the fire departments, so they had to chance, and in order to staff at the same level as Central, more people had to be hired, so the two people who were at Burns Hill were pulled into Central and less people were added than otherwise would have had to happen. It was a few years after that before they were actually back at the place they intended to be in 1984.

Selectman Robinson read the warrant article aloud, as follows: "Article 18. Hire two firefighters/paramedics. Shall the Town of Hudson vote to raise and appropriate the sum of \$129,817 which represents the cost of wages and benefits necessary to hire two firefighter/emergency medical technicians, paramedic level. This appropriation is in addition to Article 17, the Operating Budget. Recommended by the Board of Selectmen and recommended by the Budget Committee." This passed by a vote of 1,163 to 986. The plan before them was the enactment of that vote.

Selectman Nadeau asked if the two firemen would report to the Robinson Road station when they come in at 7:30, or if they would report to Central first. Chief Murray said Robinson Road station every day that they're on duty.

Selectman Massey said they indicate that by going to the four days versus the five days, they would save money by not covering holidays the following Monday. They further state that the five day work week, the members lose their ability of their four days off. As he sees it, they are staffing four days on and three days off. So, if he runs the numbers, the current staffing is four days on, four days off—42 hours worth. That translates into approximately 45, plus a percentage, of segments they can work. If you take eight days and divide it into 365, you get 45. When you multiply that out, you come up with 1,890 hours. If these are working four on and three off, then they are going to be working, effectively, 52 weeks, which means it's 52 times 42, or 2,108.90 which is 300 hours more than the current shift work. He asked if the Chief considered that, and where the additional money was coming from.

Chief Murray didn't see it calculated that way. They are working 42 hours a week, average. Mr. Malizia tried to explain the way it was being calculated by the Fire Department. Selectman Massey said by working four on and four off, they work a total of 42 hours during those eight days. Chairman Jasper said no, it's an average of 42 every seven days. Selectman Massey asked if he should then interpret that there is no net increase in the number of hours. Mr. Malizia said that was correct. Selectman Massey asked if they would be paid any overtime for working the four 10-hour shifts. Mr. Malizia said no. Selectman Massey said, aside from the fact that maybe no member bid for these jobs, would there be anything that would preclude the management of that organization (the Chiefs) to assign people to those shifts.

Chief Murray said no, that is a management right. Selectman Massey asked what the reason was for going to the four days versus five. Chief Murray said it provides the greatest number of resources that the department thinks would best serve the citizens during peak emergency periods. Selectman Massey said if they are going to be able to work only 42 hours a week, five days a week, they'd either work 0700 to 1524 or, as they are projecting, 0900 to 1724. Chief Murray said it's 7:30 a.m. to 6:00 p.m. Selectman Massey said no, he was talking about doing the five days. It would either be 0700 to 1524, which would mean they wouldn't cover the evening shift, or 0900 to 1724, and not cover the morning shift. Chief Murray said that was correct. Deputy Carter said the savings he talked about would be if the holiday falls on a Monday, they wouldn't have to pay that as holiday pay. Selectman Massey said he had understood that.

Chairman Jasper apologized for his slip of the tongue, when earlier, he referred to a 72-hour week. What he meant to say was a 56-hour work week, and they went to 48. It was 56 hours they were allowed to work before they paid overtime, then that went down to 48, so they had eight hours to pick up. They needed a whole new shift. They went from three shifts to four shifts, to cover the same period of time.

Selectman Massey said he wanted to make sure he understands this because his arithmetic doesn't come out. If somebody works 42 hours, four 10 ½ hour days each week, over the life of the year, that's 52 times 42 hours, which turns out to be 2,190 hours. They don't work that many hours because they take vacations, but the total number of hours are 2,190. If he takes the four on and four off, in one week, they might not work 42 hours, and another week, they might work 60 hours, but over time, it averages 42 hours a week. The bottom line is if you are working four on and four off, that's eight days, and if you do eight days into 365 days, that's 45 duty cycles, and 45 duty cycles times 42 hours is 1,890. Somehow or other, his math says there is a 300 hour difference between those two shifts. To clarify it, the times when those individuals are on vacation, or taking earned time, would they be staffing that station with men from the other stations? Chief Murray said yes, they would. The funds came in the appropriation for the two positions.

Deputy Carter said they are also going to assign seven members of the call department, half the call force, who live in that district. That is one of the first tasks of the Training Officer, bringing those individuals up to speed on the apparatus, etc., and that will help supplement that crew. It will give them a third person during the week and will cover that station nights and weekends when there are no full-time employees up there, to offset the lack of manpower there.

Selectman Maddox said he was concerned because they told the voters they would have someone at that station Monday through Friday, and now they are cutting back to Tuesday through Friday. It's important to advertise the fact that they are going to activate that station as a call station to get those seven members that live in the area, as well as some full-time firefighters that live in that district, and possibly a few more people, now that that station will be active as a call station to, hopefully, fill in a third man as a ride-along—that station being more manned, even after hours when the call force takes over. They've undersold that factor. He was always under the impression they were going to hire somebody 40 hours a week, five days. He didn't have a problem with the plan, but they need to push the idea they are going to bring this up as a call station and stop having people who live on Robinson Road get to Central and never making a truck. By making that station a much more viable call force station, they are going to get more people responding to that station to deal with calls, even when the two paid people aren't there. That's very important for the citizens to understand that, ideally, over time, that station will get more and more manned as the call force comes up and are able to do some of those duties. Chief Murray said that's the goal.

Selectman Robinson said he appreciated what Selectman Maddox said, and agreed that it would be great to do it five days, but it was voted to appropriate funds. It didn't say anything about five days a week. They may like to do that, but the best plan put forward, at this time, is four days. With the call force, they can grow to five, six and seven days.

Selectman Maddox said he didn't have a problem compromising; he was a compromising kind of guy, but he'd like to see a 90-day report, following implementation of this—how many ride alongs, how many call force guys are up to speed—some indication this is the plan to go with. He'd like some data to show that this was the right plan. Chairman Jasper didn't know how that would be any different than if it was 8 ¼ hours a day, five days a week. He didn't think that dynamic changed at all. Selectman Maddox asked how many people respond to that station, as a call force. He was told zero. Selectman Maddox said so, at the end of three months, do they have people regularly showing up? Has there been call-backs of 150 manned days, or however they track the call force, to say that that station is getting more coverage, so this plan is working out, not just having hourly. Chairman Jasper said he wanted to separate that from the five day versus the four day plan. Staffing is the key. What Selectman Maddox was talking about wouldn't give them any indication relative to the four versus five. That's not relevant to assigning people there, and whether they are coming back or not. Those two are unrelated. Selectman Maddox said he was saying that they would have had people there five days a week, with no call force. By having these people there, building that nucleus for the call force, are they actually better off with this plan? How many people have shown up? How many calls have responded? That's what he's really looking for. Chairman Jasper said he understood that and that's appropriate. He just didn't want to use it as a measure to judge whether this plan is better or worse than the five-day a week plan because they are not interrelated and there is no way to judge. All they will be able to say is here's Robinson Road station, and is it now more active and are they getting more response in total?

Selectman Massey said he'd like the Chief to address the recommendation to put the Training Deputy up there. What's going to prevent him from becoming de facto a third member of the Robinson Pond station and not doing his real duties? Because what they are indicating is that they would be going out when an engine is available. If the engine

winds up being available 50% of the time, or whatever it is, he'd like to see some report at the end of that 90 day period of what impact there is on the training and other duties that the Deputy Chief for Training and Operations has, in terms of taking away from that part of his job to cover the fire fighting aspects of Robinson Road.

Chief Murray said that was discussed in length. On every duty shift, there is a Captain assigned at Central Station. Their physical location of the training office isn't paramount, and that's why they felt Captain Grebinar up there. In making the decision to put him up there, he has made it absolutely clear to both the Deputies and the Captain that he will maintain his primary duties, whether he's at Robinson Road or, as happens here on a day to day basis, when they get a call and a need for a truck to roll, he goes. When they hired that position, that was one of the concerns of the Board, at the time, that he would be used as an additional resource. Chief Murray said the Captain would be kept on target. He has his duties and responsibilities for training. He will be put up there as a cursory supervisor. The two guys who will be on duty will report, overall, to the Captain at Central.

Selectman Massey said he'd like to see included in the 90-day report some indications of what, if any, training activities were not carried out because the Deputy Chief was on a fire or ambulance run. Chairman Jasper didn't think that was entirely fair, given that's the case now, when you aren't going to be comparing apples to apples. If they asked for that information six months ago, they'd have something to compare it to, but now they don't have a baseline.

Deputy Carter said they all wear different hats. Captain Grebinar is Training Captain, but when the bell goes off, they are all firefighters. Today, when the thunderstorm came through, three different call boxes came in. Capt. Grebinar was at the Dracut Road incident for 3½ hours with Deputy Carter because he was needed. Selectman Massey said the position of Training Officer was created because of the recognition they needed to have on-going training. He would hate to see training take a secondary role to fire fighting. He recognizes that fire fighting comes first, but the job itself was created for training purposes. That's his only concern. Chief Murray offered his assurances that Capt. Grebinar was on target now, and will continue to be, even while he is at Robinson Road. He reports directly to the Chief.

Motion by Selectman Robinson, seconded by Selectman Nadeau, to authorize Chairman Jasper to sign the Memorandum of Agreement between the Town of Hudson and the International Association of Firefighters Local 3154.

Selectman Maddox referred to #3, "average 42 hours," saying it was not average, but actual. Chief Murray said that language was taken directly from the contract. Chairman Jasper didn't think it was necessary to change the wording.

Vote: Motion carried 4-0, with one abstention. Selectman Massey still had questions about the hours.

d) Fire Department Facilities Study

Chairman Jasper recognized Fire Chief Shawn Murray, Deputy Chief Carter and Deputy Chief Buxton. Chief Murray said earlier this year, the Board authorized him to put together an RFP for a facilities study of the Lenny Smith Station. Deputy Buxton said after going through the process, they received five bids. On May 24th, they conducted interviews, which included the Chief, Deputy Carter, Tom Sommers and Gary Webster. They ranked the vendors, they looked at their product, and they made a recommendation for the award of bid.

Selectman Robinson asked what the thinking was behind recommending Pacheco Ross. Deputy Buxton said they are attempting to build a plan for the facility. not to design additions or new fire houses. They want to look at the current facility, the good, the bad, and where they need to go. Pacheco Ross does these types of assessments. The Chiefs added options to the baseline price for long-term planning considerations, as well as short-term goals. This firm provided the most in-depth information on the process they plan to conduct; the most for the money.

Selectman Massey asked what the town would get for the money. Deputy Buxton said if the bid is awarded for \$21,750 they will get a plan that will look at the facility in 10-15 different points, starting with the site, itself, the exterior of the building, the interior of the building, the roofs, the mechanical portions of the structure, the electrical system and then take the department's operational needs into account—what they are using the facility for, where they are at, if it can accommodate what they are attempting to do, and if it cannot, how to correct that. Selectman Massey asked if it would include an estimated cost of any renovations and/or retrofittings. Deputy Buxton said yes. They would put together one of the pieces he requested money for with the maintenance/replacement plan. This document would be something with which they and the Board could discuss long-term planning. Selectman Maddox asked if this would look at the infamous doors. He was told absolutely by the Chief and Deputy.

Chairman Jasper asked about funding and asked if they have identified some of the sources. Chief Murray said yes, but he approached that cautiously. He did an analysis of his current budget, and Tory ran the numbers for him. With all of the projections for the next month or so, he is projecting a possible surplus of approximately \$23,000 at the end of the budget year. However, there are some unknowns, such as any large-scale emergency or mechanical breakdown. They've looked at the estimated pay and benefits, and all of those costs, the current encumbrances, etc. One avenue would be to look at any surplus the Fire Department might have and, perhaps, if it doesn't stay at that number, as the Board to consider using contingency funds, or something along those lines.

Selectman Maddox asked if, at the last meeting in June, they'd come in with a detailed report of what they have left over and if that will work with the budget. He thought the first thing that could be cut is the \$2,200 space analysis

program, which is not like there is a lot of space in that building to do anything with. Whether they have 52 firefighters or seven, that building is probably undersized. Deputy Buxton said that analysis was \$3,500, which would not only allow them to consider what they have today, but would take future needs into consideration. If Pacheco Ross is used to do the facility assessment, as they get into things down the road, they will already have that baseline information. Chief Murray said that would be for any facility. It's a one-time document they can carry anywhere in the future. Selectman Maddox said if there wasn't enough monies, that's an item he would cut so they could get 90% of the study done. Mr. Malizia asked if it was an option that they could exercise after the beginning of the fiscal year. Deputy Buxton said he definitely thought they could structure the contract that way.

Selectman Robinson suggested that when they come back to the Board at the end of June, that if their budget is tighter than they think it is, they would make the necessary adjustments. Chairman Jasper thought the Chief wanted to get this bid awarded now, so the report (that will take three months) will have some use for budget season. If they wait until July, they won't get the report until the end of September, and it's too late to use it for any budgetary purposes. The Chief has identified where he thinks they are at. What they will probably end up doing is award the contract now at \$21,750. At the end of the month, the Chief will come in to ask to encumber a certain amount for this purpose. If there is some monies he doesn't have available, \$5,000 or so, it can come out of the '08 budget. The key is to award the bid tonight and move forward with it.

Selectman Maddox didn't have any problem with awarding the bid tonight, but he would not put the space thing in. That's a luxury for 'beyond.' He wants to know what the problem is with this station. If they only have \$20,000 at the end of the month, he'd like to get that station found out and he didn't want to have to worry about next year's funding. They could get that base done with this year's encumbrances.

Chairman Jasper disagreed. They can renovate a room. They can have someone come in and say it's going to take X amount of dollars to renovate a room. They renovate the room and then they find out there isn't enough space to do what they wanted to do, but it is already renovated. His understanding of the space study is to say, in order to make this facility useful for your current operation, you need this amount of space. That could then tell them they need an addition over the apparatus bay, or this facility won't work space-wise at all. If they leave that out, they will get what it will cost to renovate and not know if, operationally, it makes sense to have it there and do the renovations. He thinks the solution is to award it in totality and then they can find \$21,750 over two years out of the Fire Department's budgets, or contingency. This is not going to be paid in a lump sum. There may be some up-front money paid in '07, but he suspects most of it will be paid in '08 and they will be doing an encumbrance.

Chief Murray said Chairman Jasper was correct. They would structure the contract, based on deliverables from them. They will have to meet certain benchmarks, and the department will work the cost of the overall contract to those deliverables. When crews have to decontaminate EMS equipment, they have the sink along the bay walls, and equipment has to be transferred to different parts of the building to get to that sink. The space analysis study, as part of the efficiencies of how they work, actually designs the building to be more efficient in the long run so that they are working better, instead of traveling all around the station, trying to accomplish one task. That's only one example.

Selectman Maddox said his point was to say they should get what they need to get done, done. He can tell them tonight that the station is undersized, so he didn't need a \$3,500 report to tell him that. He was just trying to accomplish the idea that what they need to get done, done and then, if next year, there is money they want to spend on it, spend it. He was trying to get something done tonight they could fund, based on what the Board has been told.

Chairman Jasper thought the Board could do that. He didn't have the technical expertise to know, if they take out the \$3,500 piece and try to do it later, if that is a separable piece, or if the information they gather in the report, they build as part of that. If they take it out now, it may not be a \$3,500 add-on. He wants to have it done and is confident they can find the \$3,500 in a \$25 million operation.

Selectman Maddox said Selectman Jasper has changed so drastically. He was the man who cut socks out of the budget is now spending \$3,500 on a study. This man also said they had studies everywhere. At some point, they need to do what they need to do. This is a nice thing to have, but it's an option. Build what they can do, and don't go any further. Chairman Jasper said he has been wounded. Everybody ought to buy their own damn socks! Selectman Maddox said Selectman Jasper is the person who said the town has never done anything with all of the reports they have funded. Chairman Jasper said he didn't actually recall saying that. Selectman Maddox said they could dig out the tapes because they were colorful. Chairman Jasper said there were probably studies they have done, but if they are going to do a facilities study and come up with a number, it only makes sense to know if the facility is worth renovating. If, at the end of the day, they don't add this piece on, he didn't know what, ultimately, the study would be worth, other than to give a estimated cost to renovate the building. In total, the doesn't give a complete picture. For the \$3,500, they should get the complete picture. There are always alternatives. At the end of the day, he wouldn't be in favor of a new facility, but certain operations may have to be moved out of there; they may have the option of putting on an addition. How do they make the true needs fit within the space available, or how do they acquire additional space to make them available. Just a pure renovation doesn't tell him that key element.

Motion by Selectman Nadeau, seconded by Selectman Robinson, to award the contract to Pacheco Ross Associates for \$21,750 carried 5-0.

e) **Town Clerk/Tax Collector Replacement**

Town Administrator Steve Malizia said the Board deferred this from its last meeting to tonight. Cecile Nichols has appointed a Deputy, so now it's up to the Board to either approve it, or not. The other reason it was deferred was to discuss the process by which the Board wanted to advertise and interview for a Town Clerk/Tax Collector that expires next March.

Motion by Selectman Massey, seconded by Selectman Maddox, to approve the appointment of Patricia Barry as Deputy Town Clerk/Tax Collector, carried 5-0.

Mr. Malizia said there was a copy of a posting notice and an updated job description in the packet for the Board's consideration. The original job description was from 1997, and there was a lot of superfluous language in it. He also checked the Local Officials' Handbook to make sure the job summary was current. This is a critical function, supervising tax collection and Town Clerk activities.

Chairman Jasper said the job description was done in the typical fashion, but this was an elected position, so they couldn't make it part of the official job descriptions. It was appropriate in terms of letting people know what the job was, but it shouldn't include a signature block for the Board of Selectmen. Mr. Malizia said the position is governed by state statutes; this was to give someone an idea of what types of things would be required. Selectman Massey asked, if this was approved tonight, if it would be in this Friday's HLN. Mr. Malizia indicated it would.

Selectman Maddox thanked Steve for doing this. When the Board decided they would advertise this, he looked up the RSA's, and the only requirement is one—resident of the town. As much as this is nice, they need to be very clear that this is not the requirements. These are the duties. If you put your name on the ballot, all you need to be is a resident of the town of Hudson to be elected to this position. It's splitting hairs, but they need to be very clear these are what they are looking for, but it's not a requirement.

Chairman Jasper said he had a hard time understanding where Selectman Maddox was coming from. This is a description of the job that must be done. There is a certain job that the Board expects to have done, as outlined in the statutes. The notice outlines the things that would be beneficial for the candidate to have, but the only requirement is the part about being a resident of the town. He doesn't think this is the way to go; the rest of the Board decided that. But since this is what they wanted, and they need to have certain criteria in order to decide who gets the job. Selectman Maddox said they can't keep saying this is a requirement. Chairman Jasper couldn't find the word "requirement," anywhere. Selectman Maddox said they keep saying it. Chairman Jasper said the Board can require whatever it wants; it is the appointing authority and can require anyone to have anything it wants in order to give someone the job—even if they require the applicants to stand on their heads and spit wooden nickels. Selectman Maddox said only until they are sworn in. After that, they are an elected official. Chairman Jasper said the Board could require, as part of the interview, that they solve math problems. The Board can make whatever requirement it wants to make the appointment. There are no limitations on their ability to do that, except to the degree that they would violate some fair labor practice, or something like that. The Board can require anything, as long as it does not violate a law.

Selectman Robinson said he, too, was on the losing side of this vote at the last meeting. The Board wanted he and Selectman Maddox to come up with a job description a posting—and he thanked Steve for developing both. That was the directive of the Board. As the hiring authority for the town of Hudson, the Board has the authority to set criteria.

Motion by Selectman Maddox, seconded by Selectman Robinson, to approve the posting of the position of Town Clerk/Tax Collector and amend the job description, provided for informational purposes, by adding the word "Interim" in the title.

Selectman Massey amended the motion by deleting the section of the job summary that reads, "knowledge, skills and abilities required," seconded by Selectman Robinson. Selectman Massey said by doing that, it removes any indication that there are any requirements for the job, other than what the Board is going to apply. Chairman Jasper thought that wording was crucial because those are the Board's requirements. Why would they appoint anybody to what is the most important elected position in the town that didn't have that skill set? Selectman Massey said because, come March 2008, anybody who pays the fee to run for this office, all they have to exhibit is that they are a resident of the town of Hudson. They don't have to exhibit any knowledge whatsoever of that office. The Board will apply some checks and balances when they interview people, but they don't need those requirements to have the job. Chairman Jasper said for the purpose of the Board, they should say this is what it expects people to know and be able to do. What the voters do is a totally different thing. He has a great deal of respect for the voters having the opportunity to listen to the qualifications, see the campaign, participate in that and the voters have always elected capable Town Clerks. In his lifetime, they've had four—John Baker, John Lawrence, Karen Wisnoski and Cecile Nichols—and John Baker goes back, at least, to the 1940's. This is not something the voters have taken lightly and not something the Board should take lightly. Whoever applies to the Board for this position better know their stuff, or they shouldn't bother coming through the doors. It would be shameful for the Board to take out that wording. Selectman Maddox said, rather than taking out wording, to just put at the top of the job description, "Interim Town Clerk," because that's all they are appointing. Selectman Massey agreed, so he withdrew his motion.

Vote: Motion carried 4-0. Selectman Nadeau abstained.

Mr. Malizia said, at some point, they need to think about the process and how the Board wants to vet, interview, etc., the candidates. He has no way of knowing how many folks are interested. Perhaps, the Board may want to have some sort of sub-committee, a group of the Board... Chairman Jasper said they should wait and see how many candidates meet the criteria. Mr. Malizia said the cutoff is June 15, to give them time to get it on the June 26th agenda.

Chairman Jasper said he asked Cecile if she would be willing to serve on an interview board, since she is the only one who really knows the details of the job, and she said she would be willing to do that. He also wanted to clarify a statement he made in an article in the HLN last week. The article made it look like he was slamming Cecile for retiring at a busy time. The article was very incomplete and he wanted to make it clear that Cecile is retiring, specifically on July 1, to save the town money so they don't have to have two audits. She is making herself available to help during the busy time, at her normal per diem rate. She is not leaving the town high and dry, and one could easily think that from reading that article. That's not what was said, but that's how it came out in the paper. Cecile was upset about that. His wife was the one who pointed it out first; it didn't look good.

f) Community Development Department Position

Selectman Massey asked to speak before Mr. Sullivan was recognized. He met with the Town Administrator yesterday and believes this item was before them tonight because of his request to look at the organization. It's his understanding that there are two different issues they are dealing with. One is the impending termination of the contract planner and one is an organizational issue. Had he recognized that at the last meeting, he would not have been interested in deferring for an organizational discussion. He is interested in talking about a position for an Associate Planner, or a function that is being performed by a contract employee. If he realized it that night, he wouldn't have had the same concerns he had that night. Chairman Jasper asked if he was prepared, tonight, to talk about the position of Administrative Assistant and posting the job description. Selectman Massey said he wanted to make sure everyone knew why he was willing to consider it tonight, when at the last meeting, he was so insistent that it be the other way.

Selectman Maddox thought this discussion was going to be for discussion on June 12, not tonight. There might be an answer after tomorrow night's Planning Board meeting, whether the Friels would be willing to fund the Associate Planner. He thought they would have that answer before this came before the Selectmen. Chairman Jasper said there is a vacancy in the department, and wasn't sure that one was necessarily tied into the other. Selectman Maddox said the second page said it all for him.

Chairman Jasper recognized the Community Development Director to discuss the proposed change in the position title, but not the reorganization. Mr. Sullivan said they had a clerical employee who recently resigned and moved out of state, which has created a vacant position. In the interim, they have a contract planner, funded privately, whose contract expires at the end of the fiscal year. She started two, three weeks later than originally intended, so there is enough money to pay her through the third week of July. There is money in the account to do that. When that position terminates, they will be down a full-time body and the contract person who has helped to pick up some of the slack when the full time person left. This is the peak busy time of the year for them, as well as peak vacation time on the horizon. The options are to either advertise and fill the clerical position, a Secretary II or come up with a way to fill the vacant Administrative Assistant position—and there is some history there. Back in 2002, the Board and he met and discussed what they should do. Fill a vacant Administrative Assistant position, because they had an employee leave, or should they fill a secretarial position. At that time, they chose to fill the secretarial position. Fast forward five years later, now they are faced with almost the same dilemma. This time, the secretarial position is now vacant. Both the secretarial and administrative positions have been filled, in the past.

Chairman Jasper asked if they were both filled at the same time, at one time. Mr. Sullivan said no, not at the same time. Chairman Jasper said he was thinking about the Associate Planner because, at one time, there were more employees in the department. Mr. Sullivan said they've had 11 since January 2001. Right now, they have 10 because of the one vacancy. At the end of the day, they will be staffed the same as in '01. The choice, as he sees it, is to either fill the secretarial position or the administrative assistant position. The stumbling block might be the difference in funding between the two positions, which amounts to \$17,166. He cannot come up with that amount of money in his budget; it simply isn't there. He asked a developer, who is developing a large parcel in town, that changed gears recently, about funding the deficiency of \$17,000, but he hasn't received an answer yet. He hoped to be able to present that option to the Board tonight, but there was no response to his calls. Hopefully, no news is good news. The developer did advise him that they are not interested in funding a permanent part-time position for a contract planner. Essentially, they either fill the secretarial position or come up with the \$17,000 to fill the administrative assistant position, but he didn't have that much money in his budget. There may be some insurance money because, if they go the administrative assistant route, perhaps the individual might not take the town insurance, which would be a savings of about a third of the cost. His preference would be to hire an administrative assistant. They have an option to provide a service of a professional nature to the citizenry and could assign that person tasks that are beyond clerical in nature. That position could help them function more professionally, as a department. Even the volume of fees taken in for Planning Board applications may have dropped off, that doesn't mean the inquiries and the meetings that people have on plans that may never come to fruition have decreased. They are a busy place, but far from overworked and underpaid; he thinks they run a pretty good department, but they could provide a better service to the public, if they were to have an administrative assistant, if they can find the money to fund it.

Selectman Nadeau asked why it was presented as Administrative Assistant, Step 5, \$53,046 and not a lower step. Mr. Sullivan said when they were looking at the pay grade and discussing it, as a department, they thought that for the complexity of the workload they would assign, that the rate presented was reasonable and fair. If they were starting from ground zero to train someone, Step 1 would be acceptable. Selectman Nadeau asked how much Step 3 was. Mr. Malizia said \$50,381. Mr. Sullivan said Step 4 would be \$51,713. They could hire at the lower rate, and then six months later, increase the salary, like was mentioned earlier tonight.

Selectman Robinson asked how long the secretarial position has been vacant. Mr. Sullivan said approximately seven weeks. Selectman Robinson asked why the job wasn't posted until now. He wondered why Mr. Sullivan was coming in seven weeks later, and why they were trying to change the position to add an additional \$17,000 to the taxpayers. Mr. Sullivan said the contract planner has been able to help pick up the slack that the secretarial position left, and they reshuffled the employees within the department. At the end of the month, when the contract planner's contract expires, the real effect will hit. He had planned to be before the Board two weeks ago, but he experienced two deaths in his family, which prevented him from appearing before the Board, not that that's an excuse. All along, the goal was to try to be ready for July 1. If he was here on May 22, that might have been a little more realistic. Selectman Robinson still thought seven weeks was a long time. Selectman Massey clarified that they brought the secretary who resigned back on a contract basis for at least four of those seven weeks.

Mr. Malizia said, relative to the seven weeks, the Board made a decision to hire the secretary, who had left, for a period of a month. Mr. Malizia said he had the authority to authorize Mr. Sullivan to go out and advertise for a secretary, but this was an opportunity for the Board to consider hiring at a higher grade. Mr. Sullivan wanted to have this discussion to see how things would go, and maybe flesh things out. Seven weeks may seem like an eternity, but in this business, it's probably laser speed. This issue was on the Board's May 22 agenda, but it got deferred. The Board has an opportunity to look at this position to determine if it is a better fit for the department, for the organization, for the town and the citizens—or do they just go back to the clerical level. He believes it came before the Board as soon as realistically possible. The whole intent was to have a discussion with the Board to see what its pleasure is. If the Board chooses not to go this route, then it's up to him to give the authorization to post for secretary. When opportunities like this come about, it's something the Board should look at and discuss.

Selectman Maddox said it comes down to the last page of the packet. Do they want to look at the organization of this department? He thinks they are trying to fit a square peg in a round hole. They are calling this position Administrative Assistant when it's, ultimately, almost going to become the Associate Planner. Is that where they want to head? Is the last page where Mr. Sullivan wants his department to go? He thought that would be a workshop discussion, where the department is going to be in a year, as opposed to simply filling that position. He didn't have a problem extending the contract planner for another 30 days, so they can take their time on whatever they need to do. What is that person going to do? Now he is hearing that a developer, who is going to tie up a lot of time, doesn't want to fund it. That's fine. He can just go into the queue like everyone else. Why would they put someone in there to do that? Where are they going to go with this department? before he tries to put the square peg in a round hole. He asked if the org chart was the way they were going to go.

Chairman Jasper said that's not where he wants to go, and the Town Administrator has concerns about it, as well, which he has discussed with Mr. Sullivan. The organizational chart in the packet was not ready for prime time. Selectman Maddox said that's where he was coming from—where is this department going? The Town Administrator and the Community Development Director need to work out where they think it is, and come back to the Board. If they just put someone in that position, they are going to be trapped in the same position they were before. What are they going to do? They could find money to fund that contract position for X amount of days. Where are they going to be? He didn't want to just put a band aid on this.

Chairman Jasper said he has some concerns about the job description because he was thinking of a particular person who may be interested and, if they were to do this, who might apply for the job, but the job description doesn't seem to allow for any of the skill set they know that person is famous for. It doesn't indicate this person would be working with the Planning Board. There is nothing in the job description that talks about alleviating the Town Planner's load, from a Planning Board standpoint. It doesn't get them where that needs to be. It shuts the door on that end of the work, which is where Selectman Maddox was going last year in the budget, looking for an Assistant Town Planner. He thought this was going to accomplish some of that goal. In looking at the revenue streams coming in, he can't justify another person, but he could justify \$17,000 more with the same number of people. He's not sure the job description gets them where they want to go, though. Maybe Selectman Maddox's suggestion to extend the contract for a month, in order to fine-tune the whole plan, may be a better solution.

Selectman Robinson said there was nothing in the job description that had to do with planning or zoning. Mr. Sullivan said he tried to keep to broad and basic, specifically. If you look at the organizational chart, not only was there one, but there was another Administrative Assistant that he would recommend, and duties would be similar, but definitely different. Selectman Robinson asked what the cost of the organization was to the town. Mr. Sullivan said approximately \$38,000 for the changes. Selectman Robinson asked if they were going to be writing a job description for a person who may be applying. He hoped they would be writing a job description for what they are looking for. Mr. Sullivan said that's what he tried to do.

Selectman Massey said he originally thought this may be a solution, but after listening to Selectman Maddox and also reflecting upon the legislation that passed two years ago, relative to special warrant articles, if they are going to attempt to create a planning function out of this position, then he would not support it because if they call it an Administrative Assistant because they don't want to call it an Assistant Planner, they've just played with words. The intent of that special legislation was that when a special warrant article failed, no monies from the town could be used for that purpose. The vote to hire an Assistant Planner failed in March, so he didn't think they could hire an individual. Mr. Malizia said it wasn't on the ballot this year. Chairman Jasper said where they already have a Planner, they are already spending money for planning purposes. His idea was to have the scope of duties broadened. Administrative Assistant means a lot of things, and part of the administration of the town is planning, going before the Planning Board and assisting with those things.

Selectman Massey said he was reflecting on Selectman Robinson's comments because when he read this, he made the same comment to the Town Administrator yesterday. Nowhere in the job description does it mention the word planning, Planning Board or Zoning Board. If they are going to continue down this road, the job description needs some work, if it's going to encompass that level of work. Chairman Jasper agreed. Selectman Maddox asked why they were parsing. There was a line for Associate Planner, with the same pay grade. Maybe they should have a job description for Associate Planner and see how it matches up with this. That's where they want to end up. Chairman Jasper disagreed, saying it was a dual function. He is not convinced they need a full time Associate Planner, but there are times when the Planner may need some assistance, but there are administrative things that need to be taken care of. He didn't know who this position would report to. On the organizational chart, he was thinking it was the one under the Town Planner, so why wouldn't somebody who was in that position be able to fill in on some of those other roles? Somebody who is second in command, so to speak, normally can do a function that belongs to the person in command.

Selectman Maddox said he thinks they are in agreement. Why didn't they ask to have a thing that reflects the Planning Board and the ZBA in that Associate Planner, still keeping some of the Administrative Assistant duties, but cover "will attend the meetings," or "will be responsible for providing the agendas," or some of the things they are looking for. It's just a title. Administrative Assistant is the one that reports over to Mr. Sullivan on the chart that they are not approving. He thought they should have some description of what they want this person to do. It's not just an Associate Planner. They are also going to help with other items. It should clearly state that this person will attend Planning Board meetings, if that's the intent, or to cover for the ZBA—whatever the intent is. Why don't they just say that's what that job description is? Chairman Jasper thought that's what he said about 15 minutes ago. Selectman Maddox said they were all on the same page, they just didn't want to say the magic words.

Selectman Massey said, unfortunately, if they are going to have a generic title called Administrative Assistant, then it's got to apply to all Administrative Assistants. Therefore, unless everybody in the department, if there were going to be more than one, had all those duties, they'd be better off calling it... (talking over each other). Selectman Maddox said that's why he said to call it Associate Planner. Get a job description for the Associate Planner that would be separate from Administrative Assistant. Selectman Massey said then they were in violent agreement.

Chairman Jasper didn't care what they called it, as long as some of the administrative job descriptions were still in there, so that this person isn't doing only planning. All of the things in this job description are important. He didn't think there were any other administrative assistants, and he wasn't willing to go there, anyhow, at this time. They've heard they should approve more, hire more, but he didn't think he was ready for that. Selectman Maddox said they upgraded some. Chairman Jasper said no, they haven't. Mr. Sullivan talked about the cost of his plan and if he doesn't have the \$17,000, he certainly doesn't have the \$38,000 to upgrade. That's not going to happen, at least in this budget year, since that would pretty well wipe out the contingency, and he didn't want to do that.

Motion by Selectman Robinson, seconded by Selectman Massey, to direct the Community Development Director to rework the job description, rework the numbers, indicate where he is going to get the \$17,000, how he is going to fund it, and come back when he is ready.

Selectman Maddox said he kind of agreed with Selectman Nadeau. Why is it Step 5? He didn't know if \$17,000 was the number he wanted. Selectman Robinson amended his motion; the seconder agreed to the change. The Recorder asked if the revised job description included a different title. Chairman Jasper said the Board wasn't directing that, at this point. He addressed the Community Development Director and said he would have to come up with a salary level that he could support within his budget. He didn't want to transfer money on day one of a new budget into this area. Selectman Maddox said he also has to indicate when the existing funds run out for the contract planner.

Vote: Motion carried 5-0.

Chairman Jasper asked if the Board wanted to extend the time of the current contract employee. There probably is enough money to support that for a month. Selectman Maddox wanted to wait until their regular meeting, after Mr. Sullivan works up the numbers so they are not just estimating. Chairman Jasper agreed to wait until June 12.

7. OTHER BUSINESS/REMARKS BY THE SELECTMEN

A. Workshop Schedule

Chairman Jasper didn't realize they were falling behind with departments because of the things they were putting on the workshop agendas, so he asked Steve to come up with a proposed schedule. He anticipates they will take less time this year than they did last year because those were the first ones and they've already covered a lot of the basics. Even through Selectmen Robinson wasn't on the Board, he was either in the audience or watching from home, so he is probably as up to speed as the rest of the Board members. July 17th is not the normal workshop night, but he didn't think anyone wanted to meet on July 3 (the night before the 4th of July). Selectman Massey said the Chair should poll the Board, because he didn't see what was wrong with July 3. Selectman Nadeau said he was on vacation that week. Mr. Malizia said by meeting on the 17th, they will be looking at the Highway Department, so maybe Kevin Burns can give the Board an update, having gone through three weeks of trash collection. Selectman Massey said he was going to be out Tuesday through Friday the week of July 16th, and he couldn't change it. Chairman Jasper said the Board could still meet with four members. Selectman Massey asked when the Board would be giving direction to the departments for their budget parameters for 2009. Mr. Malizia said that happens at a regular meeting, sometime in July or August. Chairman Jasper said it should go on the Board's first meeting in August. Selectman Massey said his concern was that, potentially, the police and fire might have different directions, based on the workshops. Chairman Jasper said last year, they didn't set the parameters until afterwards. The departments came in and the Board said yea or nay to some things, etc. They got a good idea the Board wasn't going to go hog wild, and probably the parameters won't be much different than they were last year. Mr. Malizia said anything over and above is listed on a separate sheet of paper, prioritized. They've been through that drill for several years.

Selectman Maddox thinks the workshops are important, but as he stated, they've gotten off track and are a couple of meetings behind, because Benson's isn't on there. It was supposed to be on the next available workshop, and now it's October. Those are the kinds of things he thought they were going to delve into at workshops. Mr. Malizia said this wasn't the whole workshop schedule; it was when the departments were scheduled to come in. If the Board wants to put something else on to discuss, they can do that. Selectman Maddox said, in his opinion, tonight's meeting was just another regular meeting. Agendas fill up quick; they've already got three months of agendas filled up already before they even get into the budget season. He asked if the proposed schedule was what they did last year. Mr. Malizia indicated it was. Chairman Jasper said the agendas are set at the direction of the Board and these are the things the Board has been moving forward, so they are all responsible for what is on the agenda. If Selectman Maddox wanted something brought up at a specific time, i.e., Benson's he should have indicated a date. Selectman Maddox said the motion was the next available date. Chairman Jasper said the problem with Benson's is the town isn't getting any place very fast. There are a lot of promises. He has asked for a document that he can shop around, but he doesn't have that from the attorney yet, so he doesn't have anything to go to Councilor Wieczorek with, Chuck O'Leary or Governor Lynch. They still don't have anything. This issue isn't necessarily a workshop item; it could be a regular meeting item.

Selectman Maddox said the Board should meet with some of the committees. They try to meet with the Planning Board once a year, but there's the Sewer Utility and Water Utility—boards that are still in play with things going on. It would be nice to sit down with them at a workshop to get a feeling of where they are, what's going on with them. Again, they talked about it during the last Recreation... he was trying to say he hoped their workshops would be full of workshop items, but he felt like he was pounding a dead horse. Chairman Jasper said there are so many things to do, and that's why he has always felt they should meet four times a month. Selectman Maddox said he'd be very lonely. Chairman Jasper said then he shouldn't complain when they don't get everything done. Litchfield meets every week. Most boards of Selectmen meet every week. Hudson got on the Town Council schedule and they never got off it, and that's the problem. Back in the 60's, 70's and 80's, they met once a week. He didn't want to be there every night, either, but they should meet once a week. He has always felt that way. Back in 1995, when he came back on the Board, he made that motion, but it didn't go anywhere.

Motion by Selectman Robinson, seconded by Selectman Nadeau, to approve the proposed workshop schedule for departments, carried 5-0.

Chairman Jasper asked the Board not to turn this segment into a liaison report; it was for comments and other business.

B. Nonpublic Session Votes

Selectman Maddox referred to the list that Chairman Jasper read earlier, specifically the hiring of two IT people. The Chairman didn't read what the specific vote was, so he wanted to announce that he voted against it. The motion was to hire two people and he still feels that that was excessive—120 hours for 110 computers. The motion was to hire two, so he voted against the motion. The town has incurred costs it could have done otherwise, but it is what it is. He wanted the record to show that he was not against hiring either one of them, he was against hiring both of them.

C. Conservation Commission

Selectman Massey said the Conservation Commission wants to come to the Board's meeting next week to discuss a couple of plans they want to implement. One is the prime wetlands mapping study. They recently concluded studying the proposals. They want the Board to know what they are up to and are looking at.

D. Memorial Day Parade

Selectman Nadeau thanked the American Legion for the Memorial Day parade. It was very good and there were a lot of people there. He thanked the Legion for doing that for the town and for the veterans.

E. Training is Important

Selectman Massey said it's always nice to contemplate that training might be something that's a fill-in job, but recent events within the Police Department demonstrated why training is an important aspect of jobs. He referred to the accident that occurred on 111 last week, in which a car went into the ditch. The training of Officer Mike Gosselin was very valuable and he commended the officer and Police Department.

F. Senate Bill 88 re. Labor Unions

Chairman Jasper said Senate Bill 88, was the "bill from hell," from a municipal standpoint. The proposed amendment that will be on the floor either tomorrow or Thursday, would allow labor union groups to be as small as five. The original proposal was for three. The whole bill is a blatant violation of unfunded mandates to towns, although the opposition argues otherwise. When you can split bargaining units up into five, there is going to be a cost. The Supreme Court has said the cost doesn't have to occur for it to be a violation, just the fact that, if certain action were to take place, it would result in a cost. That part of it, to him, is quite clear—it becomes an unfunded mandate. That may or may not be an issue for Hudson. What would be an issue, very clearly, are the other two provisions of the bill. One is that safety concerns would automatically be a part of labor negotiations, but what safety considerations are is undefined, so that opens it up to anything a bargaining unit wants to say is a safety consideration. It will prolong contracts and, obviously, add to the bargaining unit costs. It says that any financial considerations of a contract live beyond the contract, if you are at impasse. Right now, the town has steps in the contracts and, at the end of the contract, that's it. If they are at impasse, they continue to get their health benefits and all of that and salary, as of the expiration date. This bill would add all of that in. Also, his interpretation, as well as the Municipal Association's, if you have COLA's in there, they would continue, as well. So, if you're having a disagreement and the town's trying to get concessions on health care or anything, why bother to negotiate because they will continue to get their steps, COLA's, etc., so that becomes an unfunded mandate. He has been asked to speak to it on the floor and he will be doing so. He feels very strongly that, if it passes, the town ought to be part of or, if necessary, lead the charge to get a coalition together and go immediately to court to have this declared unconstitutional before it becomes an issue and before it gets them in hot water, contract-wise. He has also spoken with the Chairman of the School Board, David Alukonis, who wrote a letter to the town Representatives and the Labor Committee, with the same concerns, and he will be asking his Board to do the same thing. He wanted to get a feeling from the Board members, so when he speaks on it, he will be speaking for the entire Board.

Selectman Massey said he had his vote. It's absolutely critical that they make it plain to the folks up in Concord this is not an acceptable change to the collective bargaining; Selectman Robinson said the Chairman had his vote, too; Selectman Nadeau agreed; Selectman Maddox said he didn't know enough, but he'd defer to the legislative liaison.

G. The Recycling Committee has cancelled its meeting for June 11 and the School Board will be meeting in the Selectmen's Meeting Room on that night, starting at 6:30.

8. NONPUBLIC SESSION (There wasn't any.)

9. ADJOURNMENT

Motion by Selectman Maddox, seconded by Selectman Nadeau, to adjourn at 9:03 p.m. carried 5-0.

Recorded and transcribed by Priscilla Boisvert
Executive Assistant

HUDSON BOARD OF SELECTMEN

Shawn N. Jasper, Chairman

Benjamin J. Nadeau, Vice-Chairman

Kenneth J. Massey, Selectman

Richard J. Maddox, Selectman

Douglas K. Robinson, Selectman