

BOARD OF SELECTMEN'S WORKSHOP
Minutes of the April 3, 2007 Meeting

1. **CALL TO ORDER** by Chairman Shawn Jasper at 7:05 p.m. in the Selectmen's Meeting Room at Town Hall.

2. **PLEDGE OF ALLEGIANCE** led by Town Administrator Steve Malizia.

3. **ATTENDANCE**

Selectmen: Shawn Jasper, Ben Nadeau, Ken Massey, Rick Maddox and Doug Robinson

Staff/Others: Steve Malizia, Town Administrator; Priscilla Boisvert, Executive Assistant; Lisa Nute, Information Manager; Kevin Burns, Road Agent; Patrick Corcoran of Corcoran Environmental Services and Ed Ferrari, Director of Municipal Development; Tony Belanger, Director of Operations, Pinard Waste Systems, Inc; and Michelle Bolton, Connie Owen and Leo Bernard of the Solid Waste and Recycling Committee.

4. **DISCUSSION ITEMS**

A. **Proposal for IT Organization, Job Description and Salary Range**

Lisa Nute, Information Manager for the Police Department, was recognized for a continuation of the discussion from the Board's meeting of March 27, 2007. She passed out additional documentation, re. *Authorization to Post Vacant IT Positions* and referred to her previous submittal, *Proposal for IT Organization, Job Description and Salary Range*. She explained that the ratio of technical support is roughly one support person for every 50 users. They currently have 173 users in the town, not counting the library or schools. Three technical support people would be adequate for the town's IT needs. She tried to lay out the documentation so it was as simple as possible to try to give an idea of what they are currently doing for work in Town Hall. IT is currently reactive, everything from supporting users to keeping systems clean and virus free to maintaining the network and security. The current consultant is working up to 46 hours a week. At the Police Station, it's supporting users and they do much more monitoring and pro-active type of network activity, keeping track of the mobile units in the cruisers and a lot of accreditation things she needs to prove out. They support additional applications and things, but it's basically the same types of things that are being done at Town Hall. She has several more remote sites and she has a fleet of laptops. That comes to approximately 63 hours a week. She does more than IT there, but she is there 40 hours per week, and even if she has a 'Records' hat on, if there is a problem in the booking area, and they can't get an image off the camera, she puts aside her work and assists with IT, so there is full coverage. She reviewed the proposed tasks, that they would be able to do, if they were staffed with 80 hours of full time, experienced technicians, under one IT director, such as converting the VAX data. Up until this point, they made provisions to get applications on MuniSmart that will take the place of the VAX, but they never did any planning of what to do with the archived data. They do want to pull the plug because it's costing them quite a bit of money to maintain that hardware. It's an old piece of equipment and wattage alone is costing a lot more. She proposes to upgrade things, move things and make the whole network more efficient. She knew that Selectman Maddox has concerns that 40 hours at Town Hall and 40 hours at Police for IT tech was overkill, but she emphasized that it is not. The ultimate goal is to be able to cross train. Wherever the job is, and the most work is, is where the IT support is. Someone won't just be sitting at the Police Station and someone just sitting at Town Hall. All three of them would be trained so any one of them can step in at any time or day or night and pick up what they need to do.

Selectman Nadeau asked what IT has to do with tasers and the speed trailer. These pieces of equipment keep track of data, which has to be downloaded into a PC, which is used for evidence, or do whatever with it. On occasion, something will not download, so it needs IT support. With the new time change, each in-car camera had to be manually updated. John downloaded some additional software so he could upgrade the cameras and bring them up to speed. Selectman Nadeau asked about the defibrillators. Ms. Nute said those batteries are charged via the PC and they can see how much battery life is left by software that integrates with that. Other applications are the crash investigation software and a slew of different applications that she lumped all together.

Selectman Maddox said they don't need three people. He read all the documentation and saw that there was 40 hours of MuniSmart support. At some point, that has to go away, in that people are going to get much better at it, or do they hire them to have more hands-on training, rather than having someone in-house. He is having trouble with 120 hours. The computer count has gone up substantially. He thought they were in the 100 number range; now he heard it's 173 users. He asked how many computers there were. Ms. Nute said 18 at Fire, 62 at Police, which includes laptops and servers. Mr. Malizia said there are over 50 at Town Hall. Selectman Maddox said at this rate, they are going to be spending \$2,500 per computer to keep it maintained. He didn't have a problem hiring a director and a full time tech, and then see where they need to be. Saying they need three people is putting the cart before the horse. Are they better off taking the salary for that third person and putting it into hiring someone from MuniSmart, as a contract, to come in and get the people up to speed? Hiring another person on the payroll at 120 hours a week seems terribly excessive. He read through all the documentation and Lisa's description, and he thought a lot of them were the director's job. They are overloading this department up front. He didn't have a problem hiring a director and a full time person, going out to do some research and have the director really look to see if there was a way to outsource some of this work, such as the MuniSmart software.

Ms. Nute said some of the MuniSmart will come down, but there are plenty of things to take its place. Community Development went up just recently and there is a lot more time that needs to be spent with people just learning that package, but they are always looking to add new programs every budget cycle. They were able to do another chunk to replace what was on the VAX. They could go with different modules to assist them, or replace a different application.

She is looking to become less reactive and more proactive, which is where Town Hall needs to be. To date, they are nowhere near that. There are things that are being monitored and logged right now because one 40-hour person just doesn't have the time to do that. It is impossible. He is basically putting out fires and working on a day to day basis on the task at hand. Everything fluctuates. The Police Department can be more proactive now, unlike Town Hall, which is reactive. The vacancies are there; the money is there. It's not like she is trying to create something. It's imperative for the Board to understand that if they don't have enough assistance and enough help, every department will suffer. They will start seeing things not getting done; crash and burn. Things need to be done on a more timely fashion. In school, if a student PC is having a problem, or the application isn't running, the teacher huddles the students around the rest of the PC's that are working, or they go back to the old fashioned way of teaching. It's not like that at Town Hall or the Police Department. They are dealing with service to the public and public safety. They are working with one PC per person. That PC has to be up and running for them to continue with their work. Information is PC-driven. It can't wait for two weeks, like in a school or a non-crucial business.

Selectman Maddox said again, he was just trying to back this out and ask why they need to jump in and do this all at once, with a director and two full-time people. The two people they had at Town Hall, he went back—but didn't bring them with him—and they were very good reading. One person spent most of their day writing down what they did for the rest of the day. In his mind, there was a lot of spinning their wheels. Over the last year, they've only had one person and Town Hall has managed to survive. He was just asking why they now need to jump into three full-time, very expensive people, right now.

Chairman Jasper said they have to take into consideration that Lisa has been in the position at the Police Department and they have had a part-time person there, as well, so as a matter of fairness of debate, it's not like they are going from one to three. Selectman Maddox was focusing on what they had just at Town Hall, but this proposal covers Town Hall and the Police Department, which he has felt for some time this is something they should be doing. Selectman Maddox said Chairman Jasper was actually supporting his argument. The Police Department seems to be running very smoothly; it's doing well. Town Hall had 80 hours, and he just didn't see 80 hours out of that staff. They are going right back to trying to fill those slots. He was looking for something to be more innovative, such as two people, and then tell them if they needed to sub-contract for that other \$90,000 worth of dollars and then, if that didn't work, come in instead of putting this thing as a package, right up front.

Ms. Nute said it was crucial to survive, and for it to work. She wasn't understanding how he expected things to get done with just an IT Director and one full time person. She will be managing less of the Police Department, so what happens to them now? Someone has to pick up that workload because she is picking up Cathy's workload, in addition to the management and oversight of support at Town Hall, which is extremely necessary. If they don't do it all together, she didn't see it working.

Selectman Robinson said the packet contained specific duties and responsibilities, including a lengthy list of what is expected of those who work for her—17 individual bullet points. He asked how she arrived at the specific responsibilities of the team that would work for her. Ms. Nute said everything on there was either currently being done or needs to be done. They previously had a consultant, Eaglevue, and they started to compile a job description with the Finance Director. Several of the bullets were taken directly from that. This is what they are currently doing or expect to have done. Selectman Robinson asked if there was 122 hours being budgeted to this. Ms. Nute said there are 122 hours being spent on IT right now, and she is proposing 120. Selectman Robinson said there was already in place an approved budget of \$225,000, yet Ms. Nute was proposing a budget of \$221,000. Ms. Nute confirmed that was correct.

Chairman Jasper asked Town Administrator Malizia what his recommendation was to the Board. Mr. Malizia said he was in support of Lisa's proposal. He has worked for the town for 10 years. Part of that time, he sat as Finance Director in charge of IT when they were on the VAX and life was a little simpler then. As things have evolved and they've gotten off the VAX and on to other applications, their universe has expanded. When the Highway Department comes to depend more and more on the PC function—Kevin Burns, Jess Forrence of the Sewer Department and all those guys—they need support. He is pleased that they are able to use that tool to provide more efficient service to the community and to the sewer and water users. When they go down, he hears it now. He never would have five years ago. When they have an issue with PC's, they don't have the resources to put over there to try to assist them. The same with the Fire Department. For many years, they had a lot of home-grown/home-written programs. They worked for their time. The problems is if the people who write them leave or don't provide the key to it, they can't do anything with it. They have not been able to deploy some of the software they've already purchased for the Fire Department because he hasn't had the resources. He wants them to think outside of just Town Hall. It's not *just* Town Hall and Police. It also includes Fire, Highway, Recreation—they are trying to tie everything together. Lisa is trying to tell them what she believes to be critical to the success of the town of Hudson's IT Department. Lisa is a long-time employee and has provided excellent service to the Police Department. Town Hall is behind the eight-ball because we haven't had the kind of attention that Lisa can bring to this organization. We will have an IT Director that, right off the bat, knows what the issues are. We put out a job spec and they interviewed folks. Any one of them wouldn't be at this point. Lisa has some idea of what the direction needs to be, based on her historical knowledge and experience. They are all tired of having poor service in the past. There are things we can't do with the web; we just haven't gotten to it. Maybe the initial things could be contracted out, but at some point, somebody needs to maintain it. In the old days, a volunteer maintained it. That was great, but unfortunately, that volunteer is no longer with us. Someone needs to do it. He even looks at things like e-registration. Hudson is the 10th biggest community in the State of NH, but they're nowhere close to that. When he hears

that Litchfield is going to do it, he knows we are behind the eight-ball. He is confident that Lisa, with her proposal and what she is recommending, will get them into the 21st Century with IT. He has been here a long time, and he is trying to be efficient, too. They may not all agree right off the bat. Some people may say they can use consultants, and they have, but they don't have the commitment. It's just that simple. They are here for a short term, then they leave. He is looking to build an organization that will support and allow them to move forward. In his opinion, and his recommendation is to support Lisa's proposal because that is where they need to be.

Chairman Jasper said they are in a little different mode than they normally are when doing business because this is a workshop setting, so he didn't have any proposed motions, but he didn't see why they can't move forward tonight, if the Board is ready to. He asked if the job descriptions have been approved by the Board yet. He was told no. Chairman Jasper believed the first order of business was to approve or disapprove or amend the job descriptions.

Motion by Selectman Massey, Selectman Robinson, to approve the job description proposed by Lisa Nute in her memo of March 21, 2007, with a salary range of \$66,373 - \$71,077, entitled Information Technology Specialist.

Selectman Massey said he's spent a great deal of time over the last year on this, and the difference of where they are today and where they were a year ago was substantially different. The skill set of the people who been able to bring them to where they are today is significantly greater than the skill set of the individuals who were here before. The progress that has been made is due to the kind of people that are currently doing the work for the town. What needs to continue to be factored into this is, because they need to have cross-trained people, the vulnerability they've always had in the past is, if the manager left, all of the home-grown software. The Fire Department is a little bit in that position right now. The movement away from the VAX on to the Windows/Intel based architecture allowed them to move in that direction, but that's a different kind of skill than was there before. Finally, as Ms. Nute has already indicated, and the Town Administrator touched upon it, there are areas that the town needs to move forward in because he didn't see them adding a lot of head count in the other departments. The use of IT to do electronic registration of vehicles and dog licensing is imperative. They talked a lot about the electronic e-mail systems moving in-house, which is mentioned in this document. Finally, there is another area that he hoped they would be able to address before now, but because of all the catch-up they had to do in the last year to make up for the previous time, they need to implement a town-wide computer usage policy. They need to update the one they currently have. This is the right way to go and Ms. Nute is the right person to bring it about. His last point, which he wanted to make, the cross-training is important and why they need employees and not contractors is that the cross-training means any one of these individuals can go work on software in departments that deal with extremely sensitive and government-protected information. The ability to control that with a consultant is significantly reduced. If the individual is reporting directly to the town, you not only can determine that they are qualified, but you can maintain the integrity and privacy of that data a lot better.

Selectman Robinson agreed with Selectman Massey, saying the proposal uses less money than is budgeted for and fewer hours, they should go forward with this.

Selectman Maddox said this was a good start, but thinks they are racing from zero to 100. Some of the duties listed for the technician should be the job of the director. He said he will vote for the motion, but he wasn't sure if he was going to make it as far as the rest of them. Chairman Jasper asked if Ms. Nute wished to respond to Selectman Maddox. Ms. Nute said the buck stops with her, but she needs the rest of her team. They will be a team, from now on. She would need them to tell her what is needed to do a job, right down to the cables and plug. As a team, they will make sure every 'i' is dotted and every 't' is crossed. When there are infrastructure improvements, she would need her team to keep them on board to make sure they are heading toward the goal she set. Only a technical person can determine if a switch is better than a hub, and things like that. Pre-testing for installation is making sure all the software they are implementing is working on that pseudo network that they've set up in a room to make sure every piece is working together. Before they moved to the mobile system at the Police Department, they made sure they had a PC simulating that mobile. That ensures a seamless transition from one technology to another, without disrupting everybody and bringing everyone down because of an error.

(Start Tape 1-B)

Selectman Nadeau asked if the salary ranges include the benefits. Mr. Malizia said no because they were variable, depending on whether or not someone takes certain benefits. This is a salary range and there are benefits budgeted. Selectman Nadeau asked what the benefit average was. Mr. Malizia said by the time they loaded everything up, it was about 20%. When they did the budget, they put it in at the top level because they weren't sure what they would get for persons, so traditionally, when there are vacancies, they always load it in at the top level, assuming they have a family and take a full boat of benefits. Sometimes, there is a single or a two person, or they don't take it at all. Any numbers loaded in to the budget this year for the vacant positions are at the max benefit level. He expected the benefit to be less because they don't usually get someone with a family that takes everything.

Vote: Motion carried 5-0.

Motion by Selectman Massey, seconded by Selectman Robinson, to adopt the IT Organization, as proposed by Lisa Nute in her memo of March 21, 2007, which would consist of a director reporting to the Town Administrator, two direct technical support personnel reporting directly, and dotted lines to the library and to the school IT.

Selectman Maddox could not vote for the motion, saying they were again putting the cart before the horse, trying to get from zero to 100. He would have no problem with director and one, and use the other monies, but if they are going to go in a different direction, so be it, then asked for a roll call vote on the motion.

Vote carried 3-2 by roll call vote. Selectmen Maddox and Nadeau voted in opposition.

Motion by Selectman Massey, seconded by Selectman Robinson, to authorize the posting of the vacancies for Information Technology Specialists at the salary range approved carried 3-2. Selectmen Maddox and Nadeau voted in opposition.

Chairman Jasper said that left one piece of unfinished business that they may need to deal with in nonpublic, which would be up to Mrs. Nute. He wasn't sure on how to proceed at this particular time because some of the particulars are a little foggy to him. He asked for guidance from the Town Administrator. Mr. Malizia said they were going to be entering nonpublic session for another matter, so it would be prudent for the Board to count the cards to see where they are at, and quickly go over where they are at. Chairman Jasper said Lisa was willing to stay and be included in the meeting, if there was anything she wanted to address the Board on. Ms. Nute said she had her direction to post the two positions. She wasn't clear on the salary she was being offered. Chairman Jasper said they would finish their discussion in nonpublic and would expect Mr. Malizia would be in touch with her tomorrow.

B. Recycling and Solid Waste Discussion

Road Agent Kevin Burns was recognized, who introduced the owner of Corcoran Environmental, Patrick Corcoran, the Director of Municipal Development, Ed Ferrari, and Tony Belanger, Director of Operations at Pinard Waste Systems. Chairman Jasper said the reason for this discussion was to go over where they are at in getting the public information out and there are Board members who have questions on how things are going to be implemented. It was the sincere hope that the project gets off to a good start because all eyes are going to be upon all of them, and the Selectmen will bear the brunt of any displeasure.

Mr. Burns appreciated the support of the Board of Selectmen since they started this. It's important to keep working together to get the citizens on board, as well. To date, the equipment has been ordered, some of which is in. The recycled bins have been delivered and are being stored at the old building at the landfill and the carts are on order. They will start delivering them on June 13. The flyer with the dates has been produced and is on the town's web page, which gives most of the specifics on the program. There has been advertising in various media and the packet is almost ready to go into the containers when they show up on people's driveways, but there are a few people that will still be surprised when they see it. They are still working on the contents of the packet when the carts arrive in June. He is very confident they are on target for a smooth start from the town's end.

Selectman Maddox didn't disagree, but the more they put this on television and the more people see this, it's going to make all of their lives a lot easier because the Selectmen are the ones who will be getting the calls that this isn't working well. He can see some issues he'd like to try to work out now, as they move forward. They have a great device, known as public access television, and he hoped they'd have something produced in the near future, with the help of the Cable Utility, that will show what actually breaks down into the various. He referred to the document that was on the web site, saying there was something as the paper bin or label barrel and then the co-mingled barrel bin or label barrel, so you have to keep your paper separate from your plastics and glass and metal? Mr. Corcoran said yes, for now. Selectman Maddox said then people can take their two barrels they presently have today, mark one paper and one of them plastics, or they are going to have some labels to distinguish them, and how that breaks out and what those things mean because PET and HDPE soft drinks. He didn't think all five of them could guess those right, if they had to. Again, try to give them some education. Those are the kind of things that's going to make it a lot easier for the citizens to be able to understand where they are going from the all-inclusive, throw it in the barrel and someone takes it away, to try to do some recycling. So, again, he was hoping the goal before July 1 was to have something on local access to explain a number of issues.

Mr. Ferrari said they could put together a program for the residents. Selectman Maddox asked if they didn't already have one. Mr. Ferrari said no, it is produced differently for every town; it's town-specific. They don't have a canned one because it's site-specific. Selectman Maddox asked if, again, they would get something done on that.

Selectman Maddox said his next item was the contract, and they (the contractor) are the first line of defense against complaints. He hoped the Selectmen would be getting copies of that. Mr. Corcoran said the contract indicated the town would get a copy of that. Selectman Maddox said the contract says, "may." Mr. Corcoran said their standard operating procedure was to give a monthly report of all activity—tonnages, volumes, invoices and a complaint and call log. Selectman Maddox asked if they would start seeing a report every month, showing the tonnage, so they can see how they are tracking to meet the recycling goals, the complaints, what type they are, the resolutions, etc. Mr. Corcoran said yes. His staff is required to pull that information together by the 13th of the month, so they can get them in their invoicing by the 15th. Mr. Burns said he was confident they'd get the tonnage reports because that's the only way they are going to get paid; they are paying by the ton. They currently do receive the complaint logs, but he's never forwarded them to the Board of Selectmen because they are normally resolved long before that, but he'd be glad to compile statistics, unless they want to see a complete list of complaints. Selectman Maddox said it would be good for the Board to see what the complaints are for the first several months, and how they are being resolved because they are

the people at the bottom of the pile. It would be nice to know that 87% of them have been handled, and the remaining are X, Y & Z, rather than trying to guess what they could be, before one loud person makes that the issue rather than the Board having the facts.

Chairman Jasper said the direction of the Board was that the contractor forward that information until the Board gets sick of looking at them, and direct that they no longer receive them.

Selectman Maddox said they would be getting \$819,000 divided by 12 every month, the remaining \$870 will be the tonnage, with which his math says about 12,000 tons is the estimate. Mr. Burns said they are hoping to reduce that number. Selectman Maddox said then they should see about 1,000 or less a month on that report, as far as disposed of. Mr. Burns said yes. Selectman Maddox asked if, in extreme circumstances, there is a \$75 charge for that third one. Mr. Burns said yes. Selectman Maddox asked what the guidelines of extreme circumstances were. Mr. Burns said common sense. A woman called him this week, who said she has eight children and does recycle, but doesn't know if she can manage with two. He told her to wait until she sees the size of them and, if she still has problems, she has his name and number and he will deal with it at that time. If someone is recycling, and he can see they are recycling, and they still can't manage it, they will deal with each of them on an individual basis. If someone is running a business out of their home and can't fit it in there, that would not apply.

Continuing, Selectman Maddox said under 3.4, the contractor shall charge a per-unit user fee and \$30 for any of the CFC/HCFC charges. Will it be \$30, or \$30 plus something? Mr. Corcoran said just \$30. Selectman Maddox said the contract says, "no white goods or bulky goods will be collected or accepted at the town cleanup days," and asked if that was going to change. Mr. Burns said that has been changed. They will take non-CFC or freon items—refrigerators, dehumidifiers, air conditioners—but they will take hot water heaters, washing machines, dryers at the landfill for recycling in the metal container. Selectman Maddox asked if the ones with CFC's need to be called in and picked up separately. Mr. Burns said that was correct. Mr. Corcoran said that was no change from what they are doing now. Selectman Maddox asked if there was a written plan of operation. It says they are going to submit one prior to the commencement of the contract. Mr. Burns said they already have it, showing the day each street is being picked up, the guidelines, the rules—what they've always used as a written plan of operation. Selectman Maddox asked what clean wood and clean sheet rock was. Mr. Corcoran said clean sheet rock was cuttings on material that has not received paint and wallpaper. Nails and screws are fine, but not paint or wallpaper, which would be considered the construction phase. Clean wood would be anything that is not pressure treated or creosoted. Painted is fine. Selectman Maddox thought that should be defined, so when he is reading it on the website, people will understand it. It's the people who are driving up with it in the back of their trailer or pickup truck that is going to make it difficult for whoever is manning the landfill. It would be nice to be able to reference what clean means.

Selectman Maddox said the contract says that all condominium developments receiving solid waste service are to be included in the curbside recycling. How will that be done, if they have dumpsters? Mr. Belanger said the ones currently getting curbside will still get the curbside collection, but the dumpsters are in a separate part of the contract. Mr. Burns said the condominiums that get the carts will get curbside recycling, but if they have dumpsters, they currently don't have a recycling program. They are trying to figure out a way to make that available to them, but there are no costs incurred or savings for the town. They are paying a tipping fee for the dumpsters. If everyone in the condos were to recycle 99%, the town would not save any money. They are paying a set lump sum for the containers. Pinard has town of Hudson dumpsters, and they also have dumpsters that could be at Wal-Mart or at SAM's, and they aren't going to use a separate truck for the town's trash to determine what tonnage is the town's, so he decided to do a lump sum on the containers, which also includes town buildings.

Chairman Jasper said one condo resident contacted him, who would like to participate in recycling. He thought that would be a charge for the recycling committee. Certainly, there can be some sort of containers that could be placed out. You see them at many places where there are dumpsters; containers just for cardboard. They could work on something like that. Mr. Belanger said that was brought up in their preliminary discussions, how they could promote recycling amongst the containerized residents because that's Corcoran's meat and potatoes, to try to get more recyclables into the marketplace and Pinard Systems has a genuine interest in seeing that the dump fee he is paying for trash gets reduced. Before the start of the contract, they've committed to going into all of the complexes to talk with the boards and management companies to see if they can find a way to introduce a recycling program that is efficient, yet practical. A lot of these places don't have the space for recycling, so they are going to try to come up with, at least, a partial program where they can get anything they can out of them, like maybe a paper program or a voluntary program, where the people are willing to go a little further to do the recycling, if they are that interested.

Selectman Maddox said there are a couple that have seven 10-yards and another one that has 11 10-yards, and he thought those are the ones they would go after first. Again, that's an awful lot of waste to be counterproductive to what they are trying to do, getting people to recycle. The contract says they are going to have stickers to put on any unacceptable materials. He asked if there would be a list of those somewhere. Mr. Burns said it's the same program they currently have. It's a sticker saying this is unacceptable curbside and it gives instructions on how to contact the appropriate person to have it disposed of properly. It's an informational sticker so people know why it was ignored.

Selectman Maddox said he was still having a problem with bulky goods, inasmuch as somebody puts out a living room set—an overstuffed chair, a love seat and a couch—and it's \$90. He thought he could call and someone would come

out a couple days later, but what they are really doing is coming out once a month to pick up all of the goods. It's not like they are making a special trip to Hudson. They are making a pass through Hudson to pick up the various items. That's his biggest concern. \$90 to get rid of that set is excessive, since it's not like they are making a special trip to come out to pick up that item or items. They are just making a loop through town that one day they are coming out. Mr. Belanger said the transportation to dispose of these bulky things is not efficient. They have to make a lot of trips to the disposal facility, and Hudson does not have a disposal facility. The closest one that will accept these items at a reasonable rate is in Bow. These items are going to be transferred within road load limits from Hudson to Bow, or maybe to Lawrence, MA and there is a processing fee on them, so they've got fuel, and labor—and it takes a minimum of two guys to move them—and road miles and tipping fee. The fee they came up with is not out of the ball park from his experience in the industry for getting rid of bulky items. If it cost \$90 to get rid of three chairs, that would be excessive, but not for a living room set or mattresses, which are deemed special handling by any waste facilities because of the springs that have to be removed. Mattresses, like tires, create problems. Most of the facilities charge a premium for box springs and mattresses. His fee is \$12 per item tipping for a box spring and mattress, each piece, so that leaves \$18 for transportation and labor and fuel.

Mr. Burns said this was a service. In the last two days, he contacted Nashua, Merrimack, Windham, Pelham, Londonderry, Amherst, Salem and Derry—the surrounding towns. Only two communities even offer a service where they will come out and get it—Nashua and Hudson. Nashua charges \$25, plus \$5 for a sticker to get into their landfill. Hudson charges \$30 and the landfill is free. The surrounding communities, with the exception of Nashua, don't even offer the service. If someone needs to get rid of their living room set, they got to figure out a way to do it; they don't care. Hudson is offering a service for those people who want to take advantage of it. When your house needs to get painted, you can either hire a painter to do it, or do it yourself. People can bring things to the landfill and dispose of it for free, which is something they changed during negotiations, or the service is available for those willing to pay for it. Hudson is still very generous, compared to most. More than half of those communities also charge people to dispose of those items at their transfer station. Except for Londonderry, Hudson and Nashua, all the other communities don't even come and pick up your trash.

(Start Tape 2-A)

Selectman Maddox said that's the type of information that should be on the website under the FAQ's for the new recycling program and new committee to be able to explain that to people. He was playing the devil's advocate, because at election time, people came over and kicked his shins about this. Tonight, he has heard about the middle way between the program now and the draconian of some of their other neighbors that inspect their trash. He is trying to give everyone on television and on the website this knowledge that they are trying to go halfway in between. He asked them to give that information to the IT Department so they can get that on there. Chairman Jasper interjected that he was sure the devil would be very proud of the advocacy Selectman Maddox was providing for him.

Mr. Burns said for the people out in television land, Hudson's neighbor to the north, who has a transfer station right up the road from the town's, requires that people have to bring the stuff to them; they won't come out and get it. Freon items are \$50, and you have to bring it to them. Non-freon items are \$25, after you bring it to them. They charge \$24 per yard for demolition debris that Hudson takes for free. They charge \$14 for large bulky items, after you truck it to them, and \$7 for a small item that they describe as a chair. In comparison with Hudson's neighbors, Hudson still offers a good bang for the buck, and the budget for the neighbor's solid waste is much larger than Hudson's—without getting into numbers of TV. Most of the towns that run transfer stations, even towns half of Hudson's size, have a budget in the \$1.5 million range, and Hudson's is \$1.6 and the town comes out to your mailbox.

Selectman Maddox asked for an explanation of "over-servicing." During the previous discussion, there was a concern about all of the extra material generated at Christmastime, when the bins would be overflowing. At that time, Mr. Corcoran said the practice was to over-serve, put more trucks on the road during the high volume times. Selectman Maddox asked how that worked, if both of his bins were stuffed to capacity. He asked if, after the truck goes by, he has to wheel them back in and fill them up again. Mr. Belanger said the service Pinard will be providing will not be any greater for Hudson than any of their other customers. They consider everything they do to be over-servicing. Before they enter into an agreement to provide a service, they make sure that, not only do they have what they need to do the job, but they also have enough equipment and personnel to do the job again, if they have to. As they expand and get more customers or communities, they keep adding in a little bit more over-service so they can add extra trucks when they need them. Christmastime is famous in their industry for having to have extra trucks and extra bodies out there. In the town of Hudson, that will probably mean they will see a lot of recyclables being produced and people will have the option of using the barrels they have now, bins, boxes—there will be options on how to get rid of excess recyclables, so they can save room in their barrels for real trash. His people will pick up every scrap of paper and every bottle and can that is put out at the curb, just like they do with every other town and customer they service. They will not stop until it's gone. That's what they call over-service—being prepared for the events, whether it be weather, holidays, sickness, trucks that break down, etc. They are always prepared. Selectman Maddox asked for a clarification, that there would be no over-servicing on pickup. Mr. Corcoran said not with trash. Because of the holiday season, people generate a tremendous amount of recyclables during that period—newspaper, wrapping paper, cardboard boxes, etc. Even if the material is put out in the boxes themselves, that material will be collected. Mr. Burns said they have already discussed that the recycle drivers are going to assume that any container out there, other than the cart, is recyclables, so even if it's not a labeled barrel or bin, the recycle driver is to stop, assuming it's recyclables. If it's not, it will be tagged. They have been instructed to stop and check everything outside of the cart.

Selectman Robinson thanked them for coming in, saying that he envisioned that when the barrels are delivered on June 13, there will be some residents who will have no idea about this, people who do not read the papers or watch television, and the first notification they receive is a barrel being dropped in their yard. He asked how that has been handled in other communities, including educating the public ahead of time so those folks aren't confused when the barrel shows up. Mr. Pinard said they've discussed this on a couple of levels. The first one was to try to ensure that people have some way of knowing not to use it until July 1 because Waste Management is not going to pick it up and then they would end up with a trash barrel full of trash. Each barrel delivered will have an information packet with it, and the first thing they will see is a sign that says not to use prior to July 1. There probably are some people out there that do not know this is coming, but he thinks that ties into a previous discussion about getting the word out, whether it be for recyclables and how to handle them, what recyclables are, etc. That's going to be education and the more they get the word out, the more prepared everyone will be. The company that is out delivering the barrels will have a crew of 15, 20 people, who are professionals. They do this from San Diego, CA all the way across the country, in large and small communities, and they also have a lot of good ideas they've passed on. There will be representatives from Pinard and Corcoran and Kevin also offered his assistance in accompanying these people so if residents had questions, non-delivery personnel would be available to help spread the word, also.

Selectman Robinson said if you don't get the answer that you want, change the question. Many of the homes they deliver to, folks will be working. They won't be home. There will be many senior citizens, who will be in their homes, but will not know that the barrels have been delivered until they go outside for their walk or their mail. What are they specifically going to do to educate those people? Mr. Corcoran said there will be an information packet in the bin, and when they open the bin, the first thing they see is what to do with the bin. That's the primary way they will hit every single residence. In response to the RFP, they indicated that they do a huge educational program. They've already put it on their web page and advertising will be done in the newspaper, probably twice prior to July 1. It can also be put on the town's access channel and they can put together a presentation. Selectman Robinson said the town's cable committee is more than willing to partner with the contractor to put a show on video or whatever. In a prior life when they met, they also told him that representatives of the company would personally go to residents' homes to teach them how to recycle. Mr. Corcoran said they are already doing that. Selectman Robinson asked if there was a phone number they could call so they could be put on a list, so they know who wants to be helped or trained or taught. Mr. Ferrari said their number is on their website. Mr. Belanger said the first thing they talked about in the brochure, in terms of communicating with the residents, was having a focus number for them to all call, to try to alleviate the pressure on public works, and get them directly involved with the service aspect of the contract, so they put Pinard's 800 number on the brochure. Regarding education, they hope people will call before the start of the contract. Pinard will be compiling a list for them and Corcoran so they will be able to go out and meet these people and do public forums. Number two is the cart rollout; the people that want to buy extra bins. Pinard wants to give them an outlet before the start of the program to be able to call and order them, so two bins can be delivered at the same time, instead of one. Selectman Robinson asked if people call that 800 number now, representatives will be able to go and teach them how to recycle. Mr. Belanger said he didn't know what the game plan was for setting up schooling, but yes, they will certainly provide these people with an outlet. If they want information, they will pass it on to Corcoran and they will be Johnny-on-the-spot. Selectman Robinson said, to hold their feet to the fire, he was told that, if need be, "I have six people in my family. I will go show a six-family house how to do it the way I do it, personally." That's what he was told a few months ago. He didn't expect Mr. Corcoran to go out personally, but... Mr. Corcoran said this isn't rocket science. It's putting recyclables in a container and bringing it to the curb. (Background noise; paper rustling.) If additional education is needed, his staff is ready for it.

Selectman Robinson asked if he could ask someone in the audience a question. Chairman Jasper allowed it. Selectman Robinson said Connie Owen was a very vocal advocate of recycling and asked if she had any questions or concerns that hadn't been addressed already. Chairman Jasper said Selectman Robinson tricked him, and cautioned him to be more careful in the future.

Connie Owen, 3 Bruce Street, said she has been very concerned about this. She has no personal resistance to doing this, but there is going to be significant resistance, based in many cases, on lack of knowledge. Nobody really likes change, and wondered if there were some other ways. She has been speaking with Ben Nadeau and Kevin Burns about ways of educating beyond this because a lot of people do not read newspapers and do not watch cable. She was with a neighbor today and didn't know about the new contract starting in July, and this is an intelligent woman, but she doesn't read the newspaper. She suggested distributing bright, interesting flyers to students in school so the kids can bring them home. They have several municipal activities coming up between now and July 1, where flyers can be distributed. The brochure is informational, but it's dull. The flyers should be simple, colorful and attractive. Perhaps they could enclose something in the tax bill, which everyone opens and looks at prior to July 1. That might get the attention of people who have not tuned into it. The website is an idea way of doing it and cable TV is a wonderful idea, but not a bunch of talking heads, sitting around. It needs to be really visual. Folks are not going to warm up to this, initially. They've been to the Seniors and a couple of groups, but there are many, many organizations in town, including the library, where this information can be distributed in a way that's going to be more noticeable by the general public. She has been interested in this, but she still had to look and read between the lines. She is an intelligent person, but a lot of the brochure information is just gibberish. As Selectman Maddox pointed out, a lot of things need to be spelled out in a simple way.

Mr. Corcoran said when they get involved in a lot of the communities, they get involved in the school system. Unfortunately, Hudson's solid waste program does not include the school system, under this contract. As soon as that contract is available, Pinard and Corcoran will bid that project, as a separate line item project. Manchester is doing the same thing, trying to incorporate their companies' directly into the school systems, so they have that service profile, so they are in the schools—but it won't preclude them from sending the information down. He noted that all of her ideas were good, and they are doing some of them in other communities. Ms. Owen said not to redefine the question. It's not necessary to have a contract with the school system for their waste in order to use the schools as a method for distributing information. There are PTO's and parent-teacher organizations that meet around town. If they show up there and take 10, 15 minutes it would be helpful. They are less than three months away from this contract, even though it was signed a long time ago. How are they going to wake people up and say this is really going to happen.

Selectman Massey said when the committee was created, it was called the Solid Waste and Recycling Committee and they shouldn't be overlooking the fact that, in his mind, one of the major tasks of that committee is to put together an information campaign and to make sure that they work in conjunction with Corcoran and Pinard. This isn't just something they are going to ask the vendor to do. It's a significant component of the Solid Waste and Recycling Committee. He also thinks it is critical that by the last meeting in May, they have a recommendation on how they are going to handle those folks in town who want to drop something off at the landfill, and either have their own vehicle, at which case, some type of a sticker, and again, he didn't think the sticker should cost money, but also for those people who either rent a vehicle to take it there, and there are those folks, or they have a friend from a neighboring community, who has a pick-up, so that's going to be a challenge to make sure they are only taking to West Road those things that come legitimately from residents. Chairman Jasper said that is a charge they gave to the committee. Unfortunately, they haven't met yet, and that needs to happen. That group needs to get organized and needs to get going because the idea of getting flyers through the school is something they should be working with Corcoran to get the information that they feel is appropriate out there. They can't just be telling the contractors what to do; they need to be actively participating. While the committee has been appointed for some time, it has not gotten off the ground. Selectman Massey is correct about the landfill issue, but that's not an issue for the contractors. Kevin will be involved through the committee.

Selectman Massey said the last thing he has is, because they are going to be changing, and because change is always an unintended consequence, what has been said by several people tonight, there will be people on July 1, who won't have had a clue that this is coming—no matter how much they publicize it, there will be some people who are going to be calling on July 2. It would behoove them all to have an action plan for that first week, to take care of the inevitable calls that are going to show up. He assumes they are going to be doing the same schedule that they are currently doing. If your pickup day is Monday now, it will be Monday then—July 2. If that's the case, he will be one of the first people who gets this service, since his pickup day is Monday, so he will have a good idea on Monday morning what is going to happen. They shouldn't ever think there aren't going to be folks who, on July 2, wake up and say, "What's this?" Mr. Belanger said they are going to be heavily involved for about a month in town, personally, to field any questions. When the trucks are out doing routes, they will be around and available to talk to people to make sure they are on board with all of the changes. They will probably get phone calls that come in to Kevin's office.

Selectman Massey said the last thing, and he's familiar with this program in other cities and towns, that in at least one city, they have to put that cart in a specific spot, oriented a specific way, or the truck oftentimes will pass you by. Mr. Belanger said there are guidelines in the brochure, and they are a little more generous than in other cities. He has spoken with about 50 towns, large and small, around the country that have initiated this program and they have a distance of 3' for the collection of carts, where this contract is allowing 5' to give a little more space. Residents will get used to knowing where to situate the barrels. It will be common sense after awhile. Chairman Jasper said since these folks are doing the contract in Manchester, they are not going to run into one single problem in Hudson that they haven't probably encountered numerous times in Manchester. They are much more aware of potential problems than the Board of Selectmen could begin to be.

Mr. Belanger said on his end, there will be several extra personnel manning phones for the first few weeks, just to start logging in, compiling and transferring complaints, questions or concerns and then they are also going to have Corcoran and some of his other staff in town to try to track down a lot of the calls and talk to people personally. In the past, they've found that works the best. They will have experienced people on the phones that are prepared for the questions, keep them a log book that can be tracked by phone, address and name, and pass them on to people that can go out and actually address the issues, personally.

Selectman Massey said, as one last thing, they shouldn't forget why they are doing this. They are doing this for at least two reasons, in his mind. The first is it's a significant cost reduction to the existing program, but irrespective if it was a cost reduction, this country is rapidly moving toward the place where it will almost become mandatory that you recycle, so they are just getting a jump on it, for something he would rather do under his terms and conditions than what some federal or state department might say they have to do. So, they are doing this because it's the right thing to do, and this is the right time to do it.

Selectman Maddox thanked the contractors for coming, adding that this discussion wasn't meant to torture them—that doesn't come until July. It's really an education for the Board, because the Selectmen are the ones that will be getting the phone calls. He will take at least one day's vacation the first week of July because there isn't anything better than following a trash truck around on your vacation. It's important to get as much information out as possible. They want

this to work. He agrees with Selectman Massey. The idea this Board took was not only to save money, but to move them towards where they should be going, as a community, looking at the future of their environment. They are trying to do that, with the help of the contractors. Some of the questions he asked were questions he was asked on election day and some of them were his, from reading the forms. They are just trying to solve Hudson's problems and not picking on Pinard or Corcoran. They want this to work, and he's almost willing to make Eloise the person who comes out and does the training with the camera crew. The town has never recycled because it never made any sense. It always went in the same hole, so why bother? Now, they are getting an incentive. They will hopefully see 1,000 tons the first month, but then 900, then 850, and they can see a reason to do this to themselves. He is hoping, with the contractors' cooperation and assistance, with some of the things they've talked about, not only will they do good by the citizens with their tax bill, but will also help them with recycling in the future.

Chairman Jasper declared a recess at 8:30 p.m. The meeting resumed at 8:38 p.m.

(Start Tape 2-B)

C. Use of Unexpended Funds for Paving Work

Selectman Maddox asked if salt was remaining in the line item because he signed a lot of purchase orders for salt, and asked if he'd be able to handle this storm without a problem. Mr. Burns said yes. Selectman Massey asked what additional roads would be done. Mr. Burns said \$140,000 doesn't go as far as it once did, but he'd like to do Baker Street, Cummings, Highland Ave. area, which is a mess. They've been doing drainage improvements over there and upgrades. Then he'd like to do Kenyan, Campbello and Gambia Street, also off of Webster Street, Merrimack Street, along with the improvements done on 102. He wants to put the finish on Belknap Road. Last year, they replaced the sewer and reclaimed and put the base down. He'd like to put the top on that and be out of there before July. They reclaimed a section of Robinson Road from Lawrence to Griffin last year, and he'd like to put the top on that. Selectman Robinson thanked the Road Agent for taking him around town yesterday to show him the roads that are going to be repaved—and he could assure everyone these roads really need to be repaved. He appreciates the Road Agent's hard work.

Motion by Selectman Maddox, seconded by Selectman Nadeau, to authorize the Road Agent to use the surplus \$140,000 from accounts 5552-105, -308 and -312 for additional paving work in FY07, carried 5-0.

D. Extending Current Town-Wide Paving Contract

Road Agent Kevin Burns said he received a proposal from Brox to extend the town's current contract into next fiscal year, with a \$2 per ton increase and a 7¢ per sq. yd. increase in the reclaiming. His recommendation was to accept this offer. With the \$2 increase, they'd be going from \$50.72 to \$52.72 and that is still lower than the second lowest bid last year. They had the bid opening in Nashua, and they are paying \$56 a ton, which is what Hudson will probably be offered, if they decide to go out to bid. Brox is willing to extend the contract with a modest increase, which is still a lot better than what their neighbor is paying.

Selectman Maddox thought they should go out to bid. Maybe someone will beat the price Brox is offering. They shouldn't skip over the bid process. If Brox is willing to give this price on a piece of paper, they'd put it on the bid, or maybe somebody will come in cheaper. Mr. Burns said this offer was made before the bid opening in Nashua. When they made the offer, they didn't know what the prices were going to come in at. Continental was in the \$58 range and Pike was even higher. If the town goes out to bid, Brox is going to go with what their bid prices would have been, now that they know what they're paying in Nashua. He didn't think anyone would beat this price. If they go out to bid, it will just cost the town money, at least \$3 more a ton. He's had a long working relationship with Brox, and that's his gut feeling. If the town doesn't accept this, let the chips fall where they may. Selectman Massey asked who the winning bid for Nashua was. Mr. Burns said Brox at \$56. Chairman Jasper said Brox is a company in town, and if they don't go through the bid process, Brox will know they have this, so it will help with their scheduling. Their trucks burn a lot of fuel, so being in town is also to their advantage. He can't see where they would save any money if they went out to bid and, if they did, they'd end up looking like the biggest bunch of idiots in town. They've been doing this in town for years and the only time Brox does not get the paving contract is when Brox does not want it, when they are already booked up.

Selectman Maddox said he could not vote for this, adding that they are not extending the current contract because there is a price increase. He didn't disagree with what the Chairman said, but they are not extending; they are adding two dollars to the current contract. He'd rather see them go out to bid. Chairman Jasper said Selectman Maddox had a valid point, but at this time, it was just semantics. The town knows, and Brox knows, what the price is, so he believes all interested parties will be satisfied with the proposed motion.

Motion by Selectman Massey, seconded by Selectman Robinson, to waive the bid process and extend the Town-Wide paving contract with Brox Industries into FY08, with a price of \$52.72 per ton for paving and \$1.66 per square yard for reclaim work, as recommended by the Road Agent, carried 4-1. Selectman Maddox voted in opposition.

E. Pavement Marking Program

Road Agent Kevin Burns said the contractor from last year has offered to extend the line-stripping price for another fiscal year, with no price increase. Selectman Massey asked what price they were paying. Mr. Burns said .0269 per linear foot for yellow and .028 for white, not to exceed \$27,500.

Motion by Selectman Nadeau, seconded by Selectman Maddox, to waive the bid process and extend the paving marking contract with HI-WAY Safety Systems, Inc. into FY08, with no price increase, as recommended by the Road Agent, carried 5-0.

Road Agent Kevin Burns said the new street sweeper is fabulous. If they weren't going to get bad weather, they would finish the north half of the town this week. They are getting done in a day what would normally take a week. If Mother Nature cooperates, he anticipates being done, including the schools, by the beginning of May, not the end of May, which they had originally hoped. Chairman Jasper said he doesn't necessarily buy into all of this global warming and his father commented that the winters have been moving a little later into spring. When they used to put their chicks out on the range, they would be out by this time and the weather would be warmer than it has been. Mr. Burns said they do seem to be plowing more in April than they used to.

F. Liaison Reports

Ben Nadeau said the Rec Department has comedy night coming up. They just had move night, with over 200 people, which was a good night. The Fire Department is looking at the rescue pumper trucks. The new ambulance is in and is doing very well.

Ken Massey said he gave his report last Tuesday.

Doug Robinson (As the new Selectman, he didn't have any liaison assignments yet.)

Rick Maddox said the Police Department had a great blood drive. A number of officers have moved on, so they will be going through the hiring process very shortly.

Shawn Jasper said regarding Benson's, Atty. Hodes met with the attorney from the state today and they are down to four issues—the same four issues they have been “down to” for the last year. He gave very strong marching orders to Atty. Hodes to impress upon the state the town was not going to continue down this path. The town was supposed to have the title to that property “in 18 months” about five years ago. The buildings are deteriorating and the property is getting to be a wreck. There are break-ins and problems. If they can't wrap this up, the town needs to consider walking away from this project. However, before he did that, he would be doing a full court press with the Executive Councilor, the Governor and the Commissioner, but this was just unacceptable the way they are going. The issues are the two landfills, which don't seem to have any hazards there. They have been monitored, but there is always the potential for future liability, which the state owns now. All they need to do is give legal verbiage to indemnify the town. The state is in litigation over the pile of dirt with the asbestos in it which, again, all they need to do is indemnify the town. They have finished the survey so they can identify, by metes and bounds, the area that they will never come in and take from the town, and touch. The only thing they would have is the right to pass and re-pass and the obligation to put anything back that they needed to move. The Department of the Interior standards for rehabilitation, which make the use of the Haselton Barn cost prohibitive because they would have it clapboarded and painted every five years, which would probably be \$25,000 for an old barn. If they are not happy with that, they could look at subdividing out that nice little corner lot, and they can keep the barn and the state can do the rehabilitation which, of course, they wouldn't. They would watch the barn fall into the cellar hole, as they have been watching everything else they are taking care of fall into disrepair. It's a little ridiculous on the state's part to take the stand that they have, but it's one department versus another. He was assured the state's attorney will get back to Atty. Hodes within the next two weeks.

Selectman Massey said there's one additional item in the contract they need to hold firm on, and that is if the state, for whatever reason, ever takes back the property, they would have to pay market value, not the purchase price. Chairman Jasper said all that verbiage came out; that was agree to last April. The state conceded that the only way they'd be able to take any of it back would be by eminent domain proceeding, which would be market price.

Selectman Maddox said before he became a Selectman, they were looking to just do passive recreation. As they are trying to find places to put ball fields, is the use of this still going to be nothing more than just a passive park, or are they going to look at doing other things on that site? Chairman Jasper said that's why the purchase price is \$188,000. There is a spot down by the Haselton Barn that is reserved for a ball field, but that's the only suitable site. They can't go in and do leveling on the site. They have to leave it in its natural condition, but that is a level site that a ball field could be created on. Selectman Maddox asked about other structures. Chairman Jasper said they can do some other structures, with permission. Obviously, a rest room is permitted in there, but as far as municipal buildings or anything like that, no. That's why the purchase price is less than one buildable lot in the town of Hudson. That's why it was negotiated that way. If they wanted to do others, then they'd be buying at market price. The state paid \$4.1 million for that park, and the town is getting it for \$188,000. Selectman Maddox asked how many acres. Selectman Massey said about 39. Chairman Jasper said no, it's well over 100 acres. The historic district is probably 39 acres, which is the part the town would have without any encumbrances. They still have the ability to do wetlands mitigation on the rest.

Selectman Robinson asked if they wanted to talk about how much money was in the Benson's account. Chairman Jasper said Mr. Malizia prepared a document for them on this. The town has the funds to do some serious work out there. About \$475,000 is available, with only \$188,000 earmarked to buy the property. The rest is to begin the project work. They also have the grant for the train station, which they cannot begin until they own the property. They are in a

Catch 22 on that. Selectman Robinson asked for a breakdown of the \$473,016, where it came from. Mr. Malizia said a significant piece was raised through taxation. They are also getting funds from the Shepherd's Hill account, and PSNH donated \$5,000 last week. There was also another donation from the Land Use Change Tax Fund, some surplus monies that was voted to go into the renovation and/or fix-up account. The capital reserve funds are restricted to the purchase. The Board of Selectmen have discretion on spending all of the other funds for Benson's purposes. Chairman Jasper said the capital reserve fund is about \$8,000 short of what they actually need. Mr. Malizia said they have a \$50,000 appropriation from FY02. Chairman Jasper said they are in good shape, but they need to get moving on it.

Selectman Nadeau said they can start building their ball field as soon as they get it. Chairman Jasper said there is a lot of work that needs to be done on the remaining buildings down there and another winter is not going to be kind to any of them. It's imperative they get this wrapped up within the next two months, so they can go out to bid on a number of things and actually begin to take care of the roofs, if nothing else. Selectman Massey said, as a follow up on the train station, he recalled that they had about nine months. Mr. Malizia said a referral was requested and granted, due to the situation. Chairman Jasper said they did stay on top of that. Selectman Maddox said this was approved by a Board of Selectmen many, many years ago, maybe as they get closer to maybe, almost getting this, they should take a look at what that plan was and see what the costs are going to be and if this Board is still going in that same direction. He's heard all kinds of history, all kinds of wants. He just didn't know where they were going with this, but just getting roofs on would suck up \$250,000. Chairman Jasper said the Haselton Barn's roof is good for a number more years. It was put on by Arthur Provencher not too many years before he went out of business. Beyond that, there is the train station, which is a small building. Most of the elephant barn is gone. That barn is probably as long as this room and twice as wide. The A-frame was in pretty tough shape and he didn't know if it was salvageable or not, and the gorilla cage has a flat room. That's all for buildings. The office building has a small roof, but that's in tough shape. The cap is gone and you can see out the ridge. That's why it's imperative to get going on this. Not a lot will be spent on roofing in the grand scheme of things. Last year, the Selectmen put on a warrant article and the people said yes. They have the Benson's Master Plan and Priscilla can make copies for anyone who doesn't have one, but as they get going, that plan will need to be refined, as funding and realities dictate. He would like to see, working with Kevin, is getting him extra help so they can do their lawn-mowing and cemetery maintenance but, at the same time, getting in there and start cutting back some of that brush. They are going to have that wonderful new tool of his, and they might think of buying another attachment for it, or a brush hog attachment might be suitable, to keep that whole place from growing up into forest. If they can get this wrapped up, he's hoping to see some stop-loss effort going on there this year.

Selectman Robinson asked if there was a drop dead date on this in a couple of months. Chairman Jasper said he told the attorney to tell the state that this needs to be wrapped up in two months. If he comes back in two weeks and says they can't do that, then he, personally, will go to the Governor and Executive Councilor Wieczorek about the remaining simple issues. Indemnify the town; finish the language on the metes and bounds and try to get the historic preservation people to back off. There is going to be an on-site meeting with these people, who are trying to tell them they have to treat these buildings like they are the White House. He will try to attend that on-site meeting so they can physically see what he is talking about, and that will be helpful. If they can't get movement after that, they've got to say they don't want the barn. If they can't vinyl it or use some other type of material that doesn't need to be painted, he doesn't want that barn because it will just be too expensive.

Selectman Maddox wanted to make sure they were coming from the same knowledge base because the last time he heard anything about Benson's, it was CIP about seven years ago, and it was in the multi-million dollar range. He thought all of the buildings had to be maintained to that standard. Chairman Jasper didn't think there was going to be an issue with the Office Building. It's not that old and the inside has been redone a few times. They are only talking about the outside of that building.

(Start Tape 3-A)

► Chairman Jasper said the Right to Know bill, which was pending and causing him great angst, was killed. He didn't think it was going to happen since it was a 19-0 committee report. It came up at 10 minutes of seven on Wednesday night, after a contentious debate. he got Rep. Neil Kirk from Weare, NH, whose wife is a Selectman and understands the issue, to go to the floor with him, along with Rep. Cynthia Dokmo from Amherst, who is well-informed on the issue. The three of them were able to have the amendment killed on the floor of the House. He was surprised and pleased because that was a win he was not expecting.

► Chairman Jasper said relative to an update on the Stop & Shop issue, he saw a *Thumbs* in the paper and he saw when went on with the Planning Board. He called Atty. Morgan Hollis, who now understands a little better the town's position. As he told most of the Board members over the phone, he didn't think he was considering the fact the town was looking at the possibility of doing something other than building the ball field there. They had looked at two other sites the town had suggested and decided those were much more expensive than doing it at their site, so they were sitting around waiting for the town to give them the final letter, which the town should have worked further on that. Atty. Hollis is going to be discussing the issue with his client and will get back to Chairman Jasper, hopefully within the next week. If he doesn't hear from Atty. Hollis by Friday, he will give him a call.

G. Other Business

1. Liaison Assignments

Chairman Jasper said he's done the liaison assignments, having spoke with all of the individual members, and those will be handed out, but not tonight. However, no on the list was the liaison for the Solid Waste and Recycling Committee. He asked if there was a volunteer. All of the Selectmen felt that they had a full plate. Following a discussion, Chairman Jasper asked Selectman Robinson to take it on because he was the liaison to the Highway Department and the Road Agent was on the committee. Selectman Robinson won't have to attend the committee meetings, since Kevin will attend them, who will funnel the information to Selectman Robinson so he can update the Board. Selectman Maddox said until the list is handed out, none of them really know what assignments they have. Chairman Jasper said he didn't have copies of it, but everyone pretty well knows what they have. Selectman Robinson asked if Kevin would be scheduling the meetings, setting the agendas, taking care of the minutes, etc. Chairman Jasper said the chairman of the committee will be doing all of that, after the first organizational meeting, and Kevin can set up that first one. Selectman Massey said Kevin would be acting in the same capacity as Tom Sommers does with the Sewer and Water Utility Committees, as a consultant, the technical person. Chairman Jasper said until they find that someone else on the Board has the time or desire, Selectman Robinson will be the conduit for the information from Kevin.

2. **CIP**

Chairman Jasper said Ben told him there wasn't a quorum last night. There was an e-mail that Sean Sullivan put out today that talked about the process and that things just continue to go downhill, and he agreed. The problem with that process has been that they put a lot of work into it and neither the Board of Selectmen nor the Budget Committee really pay a lot of attention to the priorities that the committee comes up with. They all have their own priorities and, frankly, the way they do the rating system, it always ends up weighted towards roads and things of that nature because of the way the program is and because of the other available matching funds and everything, so it hasn't been a program that's worked terribly well. They try to do it earlier in the year, and Sean had some thoughts which are good. One of the things he suggested is that this becomes a committee that meets once every three years. The statute only requires you have a six year CIP program. It doesn't require that they be ranked or that it be once a year. It just says you have a six year program. To meet once every six years is probably going too far out, but every third year and reevaluate what is left on the program is probably good. If the committee was to get projects from all the different departments, and then say they are reasonable to do within the next six year period, and provide that document to the Budget Committee and to the Board of Selectmen, indicating these are projects they should try to accomplish, and let the Board decide how they wanted to do those within that period of time, he thinks would be a more useful document—and then update it every three years. He has spoken with the Chairman of the School Board and the Superintendent about that idea and they are both receptive to it. One of the problems they have right now is it may be a totally moot point for them to be collecting any money for school impacts because the money can only be spent for the expansion of the schools, and Hudson's schools are downsizing and will continue to do that for the foreseeable future. They may be in a situation of giving back funds that have been collected because you have to spend them within a certain period of time. If schools are going to be downsizing for the next 10 years or so, they can't be collecting money for an expansion that isn't going to happen. They can't use the money for renovations; they got a legal opinion on that.

Selectman Maddox said to that end, they should also be looking at what their balances are in all of those funds and where they are going to be going in their time line because there is a statue number, as far as number of years. The School Department needs to look at, if a certain political candidate for the White House gets in, and they say kindergarten, would that be an avenue they could use to expand the capacity? Chairman Jasper said presidential candidates will never touch that because there is only one state in the union that does not mandate kindergarten and they are presently sitting in it. However, the legislature has just passed this wonderful education bill off to the Senate, which includes kindergarten for all jurisdictions. However, that is an Article 28-A issue of the NH Constitution, which says the state shall not mandate any new, modified or expanded program without providing the funds. So, if that continues along, they still won't need the money in the CIP because the state's going to build the town a kindergarten, hire all the teachers and pay all the costs for kindergarten in Hudson. Selectman Maddox said much like special education. Chairman Jasper said no, that is federal. It's not a constitution issue. (Talking back and forth.) If the state mandates something, they have to fund it.

Selectman Maddox moved that the Town Administrator, along with the Community Development Director, work out the logistics of moving the CIP to an every three year program. Chairman Jasper ruled that out of order because the Board of Selectmen doesn't have jurisdiction over the CIP process. The second is they need to complete this year's process and then the committee could work out a process they are comfortable with, but they also need to find out who really has control over this. Normally, it is the Planning Board, but they will have to research it. They will have to go back and see what the '92 statute said. The current statute says the Planning Board can do the process itself. They can form their own internal committee, and the Planning Board can do the whole thing, or the legislative body can create the type of committee that they have, which apparently was not done, so they have to see what the statute said in '92. The process in place may not be statutorily correct, so it could be as simple as the Planning Board creating a committee of itself to do this every three years. A little more research has to be done, or they go back to the legislative body next March and ask them to properly constitute a committee and then they would develop their own process.

Selectman Maddox asked why his motion wasn't acceptable. Chairman Jasper said because the Board doesn't have jurisdiction. Selectman Maddox said that's not what his motion said. He was asking the Town Administrator and the Community Development Director to come up with a plan that would then be given to the Planning Board. He was looking to start the process. Chairman Jasper said they need to find out where they are, statutorily, with this committee right now. It may simply be up to the Planning Board, and Selectman Maddox can make the motion at the Planning Board meeting to do that. Selectman Maddox said the Town Administrator doesn't work for the Planning Board; he works for the Board of Selectmen. Chairman Jasper said the Board was welcome to overrule him, but his ruling stands that the motion is out of order, at this time. The chair needs more information as to jurisdiction. Selectman Maddox said he still thought he was correct, but would defer to the chair, at this time.

3. **"No Parking" Signs on Greeley Street**

Selectman Maddox said coming before the Highway Safety Committee will be a program to put No Parking signs on Greeley Street, where they put up the guard rail during the new construction. They took away parking spaces, so where are they going to put those cars? When he and the Chairman talked and he went down to look at 7-Eleven, which is not doable, according to what he has been handed; they don't own it, so they would have to do some talking there. Chairman Jasper said he knew that. Selectman Maddox said they do own off of Greeley Street, more towards the church by building that up. Maybe they could assign this to the Road Agent. Chairman Jasper said Selectman Maddox misunderstood where he was coming from. Entering into a partnership with the owners of 7-Eleven, to allow them to construct and maintain. Selectman Maddox said they don't own it; the church does. That's what he was just handed this evening, so he was just interpreting what he had, but that's the way it appears. Chairman Jasper asked if they were talking about the same place. Selectman Maddox handed the chair the information he was referring to. Chairman Jasper said he was talking about the space that was clearly owned by 7-Eleven. It used to be part of Thompson's gravel parking area. Selectman Maddox said they'd have to talk to the abutters. Chairman Jasper said talk to the owner of the property to see if there was an interest. The only interested abutter would be the church. He wasn't thinking about creating a huge amount of parking, but a sufficient amount in that area. He asked if Kevin had a copy of it; he did. Chairman Jasper recalled that it was just a graveled area, so it's not like that needs to be dug down. They probably put six inches of loam on top of it and called it a day. If they could leave a green strip between there and their parking lot and just create some parking down in there, they would be in and out. If 7-Eleven was agreeable to working with the town with this, his thoughts were that the kids going to the ball field to play a game would be using the store, so it would be good for business—and it would be good for the community. He asked if this was something the Board wanted to pursue, talking to the owner of 7-Eleven about doing a town project and there would be no expense to them. Obviously, the town would indemnify them in the parking area, if they were interested. When he went by Greeley Street on Sunday, there was a definite problem and he can see somebody getting seriously hurt, or worse, in that area. People were parked to the curb at the sidewalk between the ball field and Crystal Drive. Since there is about two feet from the fog line to the edge, cars were over half way into the travel lane. As people are going to try to park on both sides of the road, there are going to be some serious issues.

Mr. Burns though the parking lot by the basketball court was put in by 7-Eleven for parking. Chairman Jasper said there are only eight spots. He was hoping, at the time, the Planning Board would try to do something a little more, but what they did was just the eight spots, which really are just servicing the basketball court. It's not much of a hike from there to the ball field, if they could create 20 spots in there. There is a lot of land there that's just green space. Selectman Robinson said it was a good idea.

Selectman Maddox asked the Road Agent what it would take to put them between the church parking lot and the end of left field—do something on Greeley Street. Mr. Malizia said that was pretty hilly. Chairman Jasper said that is straight down and it's a children's play area. Selectman Maddox said it has a retaining wall that goes up only a couple of feet. What would it take to fill that in and make gravel parking up there? Mr. Burns said there is a fire hydrant and drainage there. He didn't think they'd gain that many spots, and little kids use it for soccer. Chairman Jasper said where the swing sets are and that area is church property. Selectman Maddox said he was just going in 10' from Greeley Street. The retaining wall would just have to be extended. Mr. Burns said they'd probably gain just two more spots. Chairman Jasper said they wouldn't gain enough parking spots to make it worth the effort. Selectman Maddox said Plan B, in case 7-Eleven says no. Chairman Jasper said they should start with Plan A, and he was trying to get a consensus to see if there was an interest for him to have discussions with 7-Eleven.

Selectman Massey said after looking at this and understanding what the Chairman just said, he would think, if they were going to go down that road, if 7-Eleven is interested, they would want to get some reading from their insurance companies as to the liability issues of them parking on private land, if they were to assume any liability for any cars that were there. Chairman Jasper said they wouldn't assume liability; he didn't know what liability they'd actually have in a parking lot, but they don't assume any liability for any cars in any parking lots they have not. It would just be an indemnification. The town would indemnify them against any suits for anything that would happen on there. Selectman Massey said it's something they'd have to look at because it is private property, being used for a public purpose. Chairman Jasper agreed, saying that's part of what he was asking them to look at.

Selectman Robinson said Plan A sounds pretty good. Go to 7-Eleven and see how they feel about it before going to Plan B, C or D. More parking is a blessing to a retailer. It's a gift from heaven to any retailer. Chairman Jasper said, in this case, it wouldn't be a direct benefit. They have enough, but the indirect benefit would be fairly substantial to them. He will take this as an action item, at this point, to begin discussions.

7. **Nonpublic Session**

Motion by Selectman Maddox, seconded by Selectman Robinson, to enter Nonpublic Session under 91-A:3 II (a) The dismissal, promotion or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him, unless the employee affected has a right to a meeting and requests that the meeting be open, in which case the request shall be granted; (b) The hiring of any person as a public employee, carried 5-0 by roll call vote.

This ended the televised portion of the meeting. Any votes taken upon exiting nonpublic session will be listed on the Board's April 10 agenda. Nonpublic Session was entered into at 9:34 p.m. and was terminated at 9:56 p.m.

Motion by Selectman Massey, seconded by Selectman Robinson, to seal the Nonpublic Session minutes carried 4-1. Selectman Maddox voted in opposition.

Motion by Selectman Maddox, seconded by Selectman Robinson, to hire Robert Chamberlain as a truck driver/laborer in the Highway Department, effective April 8, 2007, at a rate of \$15.39 per hour, Labor Grade VIII, Step Minimum, in accordance with the labor relations agreement, as recommended by the Road Agent, carried 5-0.

8. **ADJOURNMENT**

Motion by Selectman Maddox, seconded by Selectman Robinson, to adjourn at 9:58 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