

HUDSON, NH BOARD OF SELECTMEN
Minutes of the October 24, 2006 Meeting

6:30 p.m. -- Attorney-Client Session, pursuant to RSA 91-A:2 I (c)

1. **CALL TO ORDER** by Chairman Richard J. Maddox at 7:06 p.m. in the Selectmen's Meeting Room at Hudson, NH Town Hall.

2. **PLEDGE OF ALLEGIANCE**, led by Selectman Jasper.

3. **ATTENDANCE**

Selectmen: Richard J. Maddox, Shawn N. Jasper, Kenneth J. Massey, Kathleen R. MacLean and Benjamin J. Nadeau (arrived 8:20 p.m.)

Staff/Others: Steve Malizia, Town Administrator; Priscilla Boisvert, Executive Assistant

4. **PUBLIC INPUT**

There was no one in the audience.

5. **CONSENT ITEMS**

Selectman Massey removed Item B-1 for separate consideration.

Motion by Selectman MacLean, seconded by Selectman Massey, to receive consent items, A, B-2, C & D, as noted or appropriate, carried 4-0.

A. **Water/Sewer Items**

Sewer Abatement Application, Ref. No. S-07-06, S-CAP-07-01, 56 Derry Street, Green Tea Restaurant, with recommendation by Sewer Utility Committee to grant.

B. **Licenses & Permits**

1) **Outdoor Gathering Permit by the Hudson Kiwanis to hold Pumpkin Fest on October 28, from 11:00 am – 7:00 pm, at the Kiwanis Field (behind Charman's)**

Selectman Massey said it wasn't his intention to not approve this, but there is something terribly wrong with the permitting process because this particular event has been advertised and has been fund raising for at least two weeks that he is aware of. The Board is in the position right now that an event that they are being asked to approve has already de facto been approved because it's out there being advertised and promoted. Somehow, they need to make it known to the public that the applications for these permits have to be in before they start any promotion of it.

Selectman Jasper had a similar concern on another permit, but he looked at the date, and this one come in almost a month ago, with the last sign-off by the Chief of Police on October 5. In this case, it's an internal delay. They can't ask for much more than a month in advance. Selectman Massey said maybe they should be sending a note to the department heads to say it would be to the Board's best interest to have these processed a lot faster than they are being processed.

Mr. Malizia said after the last sign-off, the application comes back to the Admin's office, then it has to be advertised in the paper, and that takes time, and then it goes on the next agenda for the Board to approve. This is a lengthy process, through no one's fault. Chairman Maddox said maybe there should be a 60-day requirement, and letters sent to all the people who have filled out Outdoor Gathering Permits to so inform them. Otherwise, they will be in this position again.

Selectman Jasper said that would be putting a real hardship on people because these are run by organizations and, very often, these are things people decide to do just about 60 days in advance, or even less than that. He thinks they will just have to live with this. His problem before was the raffle started before it even came to the Board. Mr. Malizia said the permit has been amended to include the language that sales are not to begin until after BOS approval. The Pumpkin Fest by the Kiwanis is the first time for them. The second time around, they are usually a little quicker. Selectman Jasper said if all the department heads sign off, the Board is going to grant it.

Selectman MacLean said that wasn't true. If something was spotted that was just horrible and everybody said there was no way this could go off, then they would have to cancel it and the organization would have to put up notices that it was. That's the worst case scenario. Just because they've advertised doesn't mean it has to happen.

Selectman Massey said they could handle it by having added to the permit, "Permission to proceed is contingent upon approval at a duly noticed Board of Selectmen's meeting." That would put them on warning. His concern is, absence such a disclaimer, when they come to a meeting and are in a position of saying they don't want to have this, they've already had every department head sign off on it and say yes, and now they are countermanning all of them, and the problem they run into then is people say, "wait a minute; all of your people said ok." Selectman Jasper said they wouldn't know that, though. Selectman Massey said they know when it's on the public agenda.

Chairman Maddox said the solution is to make it a 60-day notice. Yes, some will forget and fall through, but the process is really supposed to take 60 days and that would resolve some of those issues. Internally, this can be turned around fairly quickly, but it may not fall in the right time for a newspaper ad. It's all in the timing.

Motion by Selectman Massey, seconded by Selectman Jasper, to approve the Outdoor Gathering Permit by the Hudson Kiwanis to hold a Pumpkin Fest on October 28, 11:00 a.m. to 7:00 p.m. at the Kiwanis Field, carried 4-0.

- 2) Request by Hudson Junior Women's Club to place a banner at Taylor Falls Bridge from November 18 to December 3, to advertise their annual craft fair, referred to the Road Agent to coordinate placement.

C. Acceptance of Minutes

- 1) Board of Selectmen's Meeting of September 26, 2006
- 2) Board of Selectmen's Meeting of October 3, 2006
- 3) Board of Selectmen's Meeting of October 10, 2006

D. Calendar

Oct 25 7:00 Planning Board in CD Mtg Rm	Nov 13 7:00 Conservation Commission
Oct 25 7:00 Seniors in BOS Mtg Rm	Nov 14 7:00 Board of Selectmen in BOS Meeting Room
Oct 26 1:00 Trustees of the Trust Funds BOS Mtg Rm	Nov 15 5:00 Water Utility BOS Meeting Room
Oct 26 7:00 Open Space in BOS Mtg Rm	Nov 15 7:00 Library Trustees in BOS Meeting Room
Oct 26 7:30 ZBA in CD Meeting Rm	Nov 15 7:00 Seniors in the CD Meeting Room
Oct 29 End of Daylight Savings Time	Nov 16 Books due to the Budget Committee
Oct 31 6:00 – 8:00 Trick or Treat Hours in Hudson	Nov 16 7:00 Democratic Committee CD Meeting Room
Nov 06 6:30 School Board in CD Meeting Room	Nov 16 7:30 Budget Committee in BOS Meeting Room
Nov 06 7:00 Board of Selectmen	Nov 20 6:30 School Board in BOS Meeting Room
Nov 07 7:00am – 8:00pm – Voting hours in Hudson	Nov 21 7:00 Budget Committee in BOS Meeting Room
Nov 08 7:00 Benson's Committee BOS Meeting Room	Nov 21 7:00 Cable Committee in CD Meeting Room
Nov 09 6:30 Recreation Committee at Rec Center	Nov 23-24– Town Hall Closed for Thanksgiving Holiday
Nov 09 5:30 Sewer Utility BOS Meeting Room	Nov 27 7:00 Budget Committee in BOS Meeting Room
Nov 09 7:30 ZBA in CD Meeting Room	Nov 28 7:00 Board of Selectmen in BOS Meeting Room
Nov 10 Veterans' Day – Town Hall Closed	Nov 29 7:00 Budget Committee in BOS Meeting Room
Nov 11 2:00 VFW's Flagpole Dedication Ceremony	Nov 30 7:00 Budget Committee in BOS Meeting Room
Nov 13 First Day to receive Zoning Petitions	

6. OLD BUSINESS

A. Votes taken after NPS on October 10, 2006

Motion by Selectman Jasper, seconded by Selectman Nadeau, to give a temporary hourly rate increase to Lisa Labrie, Town Accountant, from Step 4 (\$26.73) to Step 5 (\$28.22), effective 10/15/06, to end upon the return of the Finance Department to full staff, or six months, whichever is less, carried 5-0.

Motion by Selectman Jasper, seconded by Selectman Nadeau, to give a temporary hourly rate increase to Pam Bisbing, Water Utility Clerk, from Step 5 (\$15.31) to Step 6, (\$15.91), effective 10/15/06, to end upon the return of the Finance Department to full staff, or six months, whichever is less, carried 5-0.

Motion by Selectman Jasper, seconded by Selectman Nadeau, to temporarily increase the hours of Pam Bisbing, Water Utility Clerk, from 30 to 40 hours per week, effective 10/15/06, to end upon the return of the Finance Department to full staff, or six months, whichever is less, carried 5-0.

Motion by Selectman MacLean, seconded by Selectman Nadeau, to authorize the Finance Director to fill the Temporarily vacant position for 30 hours per week (Pam Bisbing's position), effective 10/15/06, with temporary labor, carried 5-0.

Motion by Selectman Jasper, seconded by Selectman Nadeau, to promote Lt. Dave Morin to Captain Training/Safety Officer in the Fire Administration Division of the Fire Department, a non-exempt position in accordance with the Police, Fire and Town Supervisors Association, Step 1, at a hourly rate of \$29.06, subject to the probationary requirements established by the Board of Selectmen, effective 10/15/06, as recommended by the Fire Chief, carried 4-1. Selectman Maddox voted in opposition.

Motion by Selectman Jasper, seconded by Selectman MacLean, to authorize the Fire Chief to advertise for a Fire Lieutenant's position within the Fire Suppression Division of the Fire Department, internally and externally, for an hourly position in accordance with the salary pay schedule in the International Association of Fire Fighters, Local 3154, carried 5-0.

Motion by Selectman Jasper, seconded by Selectman Massey, to authorize the Fire Chief to temporarily fill the Fire Lt.'s position with an acting Lieutenant within the Fire Suppression of the Fire Department and to authorize the Fire Chief to temporarily fill a fire fighter vacancy with a temporary fire fighter, Toby Provencal, within the Fire Suppression Division of the Fire Department, effective 10/15/06; additionally, these are hourly positions, paid in accordance with the pay scale provided in the International Association of Fire Fighters, Local 3154, carried 5-0.

B. Public Hearing/Board Action on Amending the Town Code, Chapter 205-16, Fees

Chairman Maddox opened the public hearing at 7:17 p.m. and asked if anyone in the audience wished to speak on this. There was no response, so he closed the hearing.

Motion by Selectman MacLean, seconded by Selectman Jasper, to amend Town Code, Chapter 205, §16, Fees—Lions Hall, by replacing the words "Lions Hall" with "Community Center," and adding, "E. The Board of Selectmen, at its discretion, may waive the rental fee," carried 4-0.

Motion by Selectman Jasper, seconded by Selectman MacLean, to waive the rental fee for Nottingham West Lions Club for use of the Community Center on November 4, 2006 and March 31, 2007, carried 4-0.

C. **Planning Board Tax Map Update Account—Fund Request (Pictometry)**

Chairman Maddox said this item was deferred from September 26, 2006, when it was brought before the Board by Assessor Jim Michaud, who is now withdrawing his request that the Board of Selectmen participate in the Pictometry software grant process because he cannot sufficiently answer the questions in a timely manner in order to meet the deadlines to participate in the grant savings aspect of this software product offer.

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

Ben Nadeau said the Older Persons Advisory Council has completed their report and has been distributed to the Board for discussion at their next meeting on November 14.

Shawn Jasper said he did not have anything.

Kathleen MacLean said deliberations are coming up with the Budget Committee, to which she is the liaison. She intends to represent the Board of Selectmen with the greatest of integrity. When they are deliberating the school budget, she knows what has been done and what might be considered common courtesy, but she wanted to know if she is a member of the Budget Committee, at that time, and not representing the Selectmen. She asked if that was true. Selectman Jasper said when she is sitting as the Selectmen's representative to the Budget Committee, she is representing the Board of Selectmen. When the Board has given her no specific direction, such as the budget document, then she has to act according to what she feels is in the best interest of the Board of Selectmen. When sitting there, she represents the Board at all times. Often, she has to use her own best judgement. Selectman MacLean said since the Board doesn't really have a say in the school budget, she asked if she then votes the way she thinks best. Selectman Jasper said that was correct. Mr. Malizia said unless the Board has decided on specific action on a specific warrant or a specific issue. Selectman Jasper said they have in the past had discussions on things of that nature, but normally they do not. Selectman MacLean said she's heard Selectman Massey say, in the past, that she should go along with the School Board member because, as a courtesy, he sort of goes along with her, but she cannot promise to do that. She would have to listen to the deliberations and then decide, if that isn't a problem with people. Selectman Jasper said he would certainly encourage her to do that because, very often, there are motions that are made that are reasonable and they are not there just to support the School Board and they are not there to support the Selectmen. Last year, it was a little different and that's exactly what happened, but he didn't think he'd ever seen it go like that before. She has to use her best judgement, just like she would at a Selectmen's meeting. Selectman MacLean said she has attended Budget Committee meetings in August, September and October and they are a very wonderful group of people and the taxpayers should know they are luck to have these people looking out for them and working hard. She appreciates that, too, and she is really looking forward to all of those deliberations.

Ken Massey said he didn't have anything tonight.

Rick Maddox said, at this point, they were going to continue with the budget, since they did not finish it last night.

Continuation of Budget Deliberations

Town Administrator Steve Malizia thought it would be prudent to give the Board an update of where they are at. They removed some articles that were not forwarded to the warrant and identified some items that are still outstanding. The Town operating budget has been adjusted in accordance with the actions the Board has taken to date. Right now, based on what they know, what they have and what the Board has done, there is a tax rate of \$4.97 per thousand tax rate, which would represent a 7.1% increase over the previous year. Selectman Jasper asked about the operating budget, but Mr. Malizia didn't have that figure. Selectman Jasper asked what this year's projected tax rate was expected to be. Selectman Massey said \$4.64; Mr. Malizia concurred.

5110 Administration/Board of Selectmen

Mr. Malizia said last year, the Board had \$100,000 put into this budget for Green Meadow activities that has been removed from this budget and shows a large decrease because of that. If the Board chooses to put something in, this is where they put it last year. That's why this budget is almost 100k less than last year.

Motion by Selectman Massey to increase Cost Center 5110, Line 220, Service Recognition, by \$1,000 from \$500 to \$1,500.

Selectman Massey said this was in support of the actions the Board took at their last meeting—the so-called Ice Cream Social. Selectman MacLean said she was going to vote against it, not because she doesn't want the ice cream social that she voted against, but she would be happy to donate her own money to that, but not the taxpayers' money. Selectman Massey said he expects a check from her for \$1,000; Selectman MacLean said she'd donate 1/5th of the amount.

Vote: Motion carried 3-1. Selectman MacLean voted in opposition.

Selectman MacLean said she is on her way out, but she wanted to know if the Selectmen do this job for the money because she doesn't. She didn't even know they got paid. To each of them, it isn't a lot of money, but collectively, it is. Basically, they are volunteers, and if they are so concerned about cutting money out of the budget, maybe they should cut that line item, although it seems unfair because she is leaving. She moved to reduce 5110-102 to \$0. Selectman Massey thought the motion was out of order because the salaries of the Selectmen are fixed by the voters, saying Selectman MacLean could agree not to take the salary, and give it back, as a donation. She said she intends to do that. Chairman Maddox said then she will just about cover the ice cream social. Selectman MacLean said if none of them do it for the money, it

wouldn't be a great loss, but it is when you add it all together. Chairman Maddox said this would be the end of his term and he is up for re-election, and he actually thought their pay was too low, when you factor in all the things they are invited to that they have to pay for, and all the donations they are expected to make. That accounts for all of the money they are making. Again, he thought that figure was too low, so they would cancel each other out and the others could decide.

Selectman Jasper said while he doesn't do it for the money, as he is a State Representative for \$100 a year, he does appreciate the stipend and it is nice to have. From a historical perspective, it was 1982 or 1983 that the Selectmen's salary was last adjusted. When he came on to the Board in 1983, it was \$3,200 and it had either been changed at the March '83 meeting or the meeting prior to it. Selectman MacLean said she just thought if they were desperate to cut those numbers, that would be a good spot. Selectman Jasper said she was willing to give up the \$3,200 but she wouldn't donate the \$1,000 for the ice cream social.

Chairman Maddox said he felt the opposite way from Selectman MacLean because, after they add up all the things they end up going to, the money is used up. It's not a lot of money, and none of them are there for the money. They could work at Mickey D's and clear more money. That's not the reason they are here; they are here to serve, but he agreed with Selectman Jasper inasmuch as that covers a lot of their expenses, if nothing else. But, knowing where they are with the budget, he decided not to bring it up as an item.

Selectman Massey said it does raise an interesting question. Since the salary is fixed at \$3,200 and there are only five positions. He has always been puzzled why, in any given year, they spend more than \$16,000. He knows that in the March timeframe, if there's an outgoing Selectman, then one person gets a certain salary and the other person gets another salary, but the two of them should be the equivalent of a single Selectman's salary. He was puzzled as to why, every year, they see more than \$16,000 spent in that account. It should not happen. Mr. Malizia said it's for Joyce Williamson, the temp floater person, when she pinch hits. That's the line the money is expended from.

5120 Town Hall Operations

Selectman Jasper asked if anything was put in the budget for chairs for the Selectmen's meeting room. Mr. Malizia said he didn't put anything in, but if the Board wants to, they can. Selectman Jasper said they are getting awful; they squeak and tip and are in tough shape. Mr. Malizia said there are a lot of people using the chairs. He thought about looking at the contingency account at the end of the year. He was hesitant to buy the same ones they bought on the other side of the building because he didn't think they were going to last. They look nice and shiny now, but he didn't think they'd stand up to the abuse they will be getting. Selectman Massey said to get the kind of chair they want, they are probably talking at least \$1,000 per chair. Mr. Malizia thought that price was too high. Selectman Massey said the chair he bought from Digital was a \$1,000 chair and it is not the typical chair you would expect to see in a meeting room.

(Start Tape 1-B)

Selectman MacLean said if the chair she was sitting in was at her home, in front of her computer, she would just keep it until it fell apart—so these are fine with her. Selectman Jasper said he didn't disagree with that, but the problem is some of them lean and the one he has makes a lot of noise, which everybody at home can hear every time he moves, and it's not the only one that does that. It's very disruptive when those types of noises are being emitted during a meeting—unless you are on a show like Ozzy Osbourne.

Selectman Massey said they should take the Town Administrator's suggestion and, in the April-May timeframe, look at the Selectmen's budget and the Contingency fund and, if they can do something then, to do it. Selectman Jasper was fine with that, but they do need to do something. Chairman Maddox suggested putting \$3,000 in the FY08 budget, as a place-holder, to say they need to do something. If they have money left in 07, then they can combine it, and buy the chairs in July of next year. This is one of those things where nobody wants to spend \$1,000 but the first time someone falls out of one of these—Selectman Massey said he already did, and that chair has been thrown out because it came in half. Chairman Maddox thought maybe Selectman MacLean could donate her money towards a chair. Again, it's an expense that no one wants to do, but it must be done. It's not just the Selectmen who sit in that room; the Budget Committee will be spending hours on end in there, and all of the other boards that will use this room. These chairs are getting used constantly. He didn't disagree with Selectman MacLean's statement that if this chair was at his home, it would work fine for him, but a lot of different people on many nights use these chairs, so they need to be comfortable and safe.

Motion by Selectman Jasper, seconded by Selectman Massey, to increase 5120-403 Small Equipment by \$3,000 from \$0 to \$3,000.

Chairman Maddox said this was a place-holder and \$3,000 in a \$20 million budget was reasonable; they know it needs to be done and they didn't know if there would be anything left in contingency. At least this is a reminder that they wanted to do something—even though he may never get to sit in them. Selectman Massey said he stands by his original statement. If they are going to do this, it should be done with leftover money from the Selectmen's budget at the end of the year. He didn't want to add another \$3,000 to the budget, and they are probably going to be looking at other cuts.

Mr. Malizia said given this room is being used by many groups, it is probably not beyond the realm of possibility that perhaps some of the Cable TV money can be used for this function because they are broadcasting meetings. If that committee doesn't spend all of their money, it doesn't benefit the cable users. If they don't spend it all, it just goes to the tax rate. Selectman MacLean said they do spend it all. Mr. Malizia said no, they don't. Selectman MacLean said they did last year because they bought a lot of stuff to equip the other meeting room. Selectman Massey said about \$60,000 went into the capital reserve fund. Mr. Malizia said once the commitment is made, they can't put any more into the capital reserve fund. He's not saying they should do this, just offering it as a possibility that it may be a source, at the end of the year, other than contingency or this meager budget.

Vote on the motion was 2-2, so it failed. Selectmen Maddox and Jasper were in favor; Selectmen Massey and MacLean were opposed.)

Extra Item – 5120-224 Building Maintenance

Mr. Malizia said he put in another request, outside of the budget, to put vinyl siding where it says Hudson Town Hall that is painting and peeling, right now. It's a maintenance issue. Most of the building is brick, but some areas are still wood that could be replaced with vinyl siding, remove the gutters and put in seamless gutters and install metal trim and vinyl soffit. He got a quote to give them an idea of what that would cost. This isn't imperative that it be done, but it is a maintenance issue that the Board might want to consider. It isn't necessary to do this year, but it would simplify some of the longer-term maintenance issues. Selectman Jasper thought the chairs were a little more important, but it was something they could look at to see what shape the budget is in at the end. It's not a huge cost. Mr. Malizia said he just wanted to bring this to everyone's attention.

5125 Community Center

Mr. Malizia said there were a couple of items they need to start replacing or repairing. He looked at, and had the Town Custodian look at some of the things that are needed there. The overhead outside garage door in the rear is falling apart, so they need to be replaced. It is drafty and causes a loss of heat. They are also looking at possibly vinyl siding the front and rear façade of the building. As the Board might recall, they had been offered a donation of siding, but that donation has not happened. He has contacted the donor numerous times to try to schedule the actual installation of his donation that he has not been able to perform. To that effect, he has basically given up on getting that donation, since this has been going on for about a year and a half. He has asked for a quote to vinyl side front, side and rear, and he asked that they be submitted separately. They can be done piecemeal, or all at one time, and that's why his numbers represent.

Selectman Jasper said, as he was standing outside, looking at the building on primary day, he was not only thinking of the necessity of doing all of that, he was looking at all the various wires that come in there and hit the building from all different points, thinking that that looked pretty awful, and probably would still look awful, even with putting on new siding. He thought they should look at relocating those utilities underground, or to another point, or try to do something. He thought that should be done before the vinyl siding is done. He suggested looking at relocating the utilities first.

Selectman Massey said since a good portion of this building is now being utilized by the Recreation Department, he thinks it would be appropriate to use the money from the Rec Center contribution fund to do this work and, in addition to considering what Selectman Jasper talked about, he would also like to have them consider some additional outside lighting to be used primarily for night events and specifically for all of the elections they hold. When it gets dark, the outside lights are not sufficient to provide illumination across that entire front. They have used emergency stick lighting that seem to do well, but in general, given that it's used extensively by Recreation, he didn't see any reason why they couldn't use money from that contribution fund to do this work.

Chairman Maddox said, after the last election, he asked Kevin Burns to fix the light in front of the building that was flickering, so that has been replaced. He also asked him to look at lighting the parking lot across the street. Mr. Burns told him that it would be tough, that they would have to put something up fairly high on the building so they wouldn't be shining into the cars that drove down Lions Ave. He thought the most sensible thing would be to put something on to one of those utility poles, but they didn't get a price to do that. It will be dark this November, the way it is looking. Mr. Malizia said he's arranged with the Road Agent to get some sort of temporary lighting, at least for this election, so that's already in process. The concern he has with using the Rec fund is that the money was that it was collected by the Planning Board for additional recreation facilities for the people of Hudson, as opposed to fixing up and/or repairing and/or renovating. That was a concern because he didn't know if that is permitting under those collections. Chairman Maddox didn't think there was anything that prohibited it, but didn't think that was the right use for it. It's for adding more fields or more capacity, not to maintain something they already have—but they could always ask.

Selectman MacLean asked if the donor has come outright and said no, they are not doing it, or do they just keep putting it off. Mr. Malizia said, after a year and a half of putting them off, he suspects the answer is no. Selectman Massey said this was supposed to be a Scout project. Mr. Malizia said no, the Eagle Scout project was to scrape and paint the trim and construct a sign. This donation was for the siding for the front façade, the upper and lower parts of the front of the building. He is frankly tired of chasing the guy and being told he will do it in a week, or in a couple of weeks, and then not. Selectman MacLean asked if they could mention the name on TV.

Chairman Maddox wasn't sure they want to put money into putting vinyl siding on, if they are going to address the electrical. At the very least, they should consider replacing the garage door, as a first step in doing something at this location. It is reasonable money. Mr. Malizia said it will also save on the heating bill.

Motion by Selectman Jasper, seconded by Selectman Massey, to increase 5120-224 Building Maintenance by \$10,000 to \$17,090, (amended to \$8,690).

Selectman Jasper said this gives them the garage door. They could do part of the vinyl siding and look at relocating utilities, if that is feasible. Chairman Maddox thought relocating the utilities would cost \$10,000 in itself. Selectman Jasper said if that is the case, then they just don't do it. If they do decide to do it, they have the money in there. They have two possible projects. Selectman MacLean said she would vote against the motion, but would agree to adding enough to do the garage door.

Amendment by Selectman Massey, seconded by Selectman MacLean, to change the increase amount from \$10,000 to \$1,600, from \$17,090 to \$8,690.

Selectman Jasper said he would vote in favor of the amendment because he could see the handwriting on the wall, and he'd like to see the garage door get done, at the very least.

Amendment carried 4-0.

Vote on the main motion carried, 4-0.

Selectman Jasper said they seem to be spending \$1,500 - \$1,600 a year on janitorial supplies, but they haven't spent much at all this year. He didn't think \$3,000 was necessary. Mr. Malizia said when they put that amount in there, they were cleaning up after the summer program, and didn't know why the amount was so low and wasn't sure if all of the PO's have been cut.

Motion by Selectman Jasper, seconded by Selectman Massey, to reduce 322 Janitorial Supplies by \$1,000 from \$3,000 to \$2,000 carried 4-0.

Selectman MacLean said she had highlighted almost every 322 line in the budget because people can use a little more elbow grease to save a couple of bucks, so she was in support of the motion. Chairman Maddox said they had to consider that a lot of these cleaning products are petroleum based, but he agreed there was no reason for doubling the amount.

Vote: Motion carried 4-0.

5151 Town Poor (Welfare)

Mr. Malizia said this year, the Board put in \$140,000. To date, they've spent \$25,000 but it does tend to increase in the winter with fuel costs, utilities, etc. The backup shows where the money is spent—and this is a high-rent area. Chairman Maddox said there is no way to track how much money the Town gets back. Mr. Malizia said when they get back reimbursement money, there is a revenue line, and they do account for it. They do recover some funds, from a State or federal agency or from a lien, and that is included in the revenue budget. If they receive monies for expenses paid in a year, for example assisting someone in this fiscal year and got the money this fiscal year, they could actually net down the expense, which is a nice thing they are allowed to do, but most times they recover it from a different year. But there are monies recovered. The staff is mainly Kathy Wilson and Linda Corcoran, who are very conscientious and take the time to manage this and really keep a lid on it because it could be higher, given some of the economics he has seen. It's not uncommon for big cities, like on the other side of the river, to push clients this way, so they are very aggressive in protecting the assets here. He thinks this budget should carry them through. Selectman Massey said in FY06, the Town received \$16,973 and in FY07, they budgeted \$1,000 and are budgeting \$1,000 this year.

5200 Legal

Mr. Malizia said this covers the two main areas of legal expenses—their general counsel, the firm of Hodes, Buckley, McGrath & LeFevre and their collective bargaining expenses. Next year, he anticipates two contracts to be under negotiations—Fire and the Supervisors' contract. Their two-year contract with their general counsel will be expiring in June 2007, so they will either be going out to bid, if that's the direction of the Board, or entering into a new contract with the current attorneys. Generally speaking, they include an increase for their expenses. Selectman Jasper said given the history, with the actuals running less than the budgeted amount, he questions going to \$159,000. Mr. Malizia said they would get less legal services, if they get a new rate. If they start getting close to that number, the Town would get less hours. Selectman Jasper said in looking at the history, a reduction was justified. Mr. Malizia said he manages this as tightly as possible, but it all depends on what litigation they are exposed to.

Motion by Selectman Jasper, seconded by Selectman Massey, to reduce 5200-218 Legal Fees by \$9,650 from \$159,650 to \$150,000 carried 3-1. Selectman Maddox voted in opposition.

5910 Insurance

Mr. Malizia said this is close to being solidified, but they still need a final number for Workers' Comp. Sometimes they don't get the bill until January, so they are making a best estimate guess, at this point. Selectman Massey said given what they know their experience this year has been, he asked if a change was anticipated. Mr. Malizia said no, but what does change is payroll, and that has some bearing on it. He believes they will still be in the range where they won't see an increase, but he wouldn't expect to see a decrease. If their experience is the same and the payroll is higher, they won't go down on the premium.

Selectman Jasper asked for another set of tabs, when this book goes to the Budget Committee. The Budget Committee is not going to be happy with this type of setup, trying to go through all of the pages. If they could just replicate the tabs, it would make it a much easier document to use. Mr. Malizia didn't know if they had the tabs, but they will check to see what they can do. Selectman Massey said if they can't do what Selectman Jasper is talking about, then at least a front page with the number of each of the line items. Selectman Jasper asked why they couldn't replicate another set of tabs and put them in. Chairman Maddox said on their tab alone, they've jumped back and forth six times. Selectman Jasper said not within the cost center. Either that, or they need to bring those things into the tab area, even if they are not numerically sequential. If they are in an area that the same department head is going to view, then they need to be together because this just isn't working terribly well. They've done it with the tabs where the back up is, so he didn't know why they can't do the same thing where the budget is. Mr. Malizia said he wasn't saying they can't; he just hasn't looked at it yet. For instance, Animal Control is way far away from the Police budget, based on the coding the State has put together. Mr. Malizia said they are going to be replicating a lot of tabs, which might get confusing, and they may look at putting an index in to see if that is helpful. Selectman Jasper said it is hard to flip back and forth.

(Start Tape 2-A)

Mr. Malizia was saying the MS-2, MS-5, etc., have purposes, and they all have an accounting code and the auditors recommended that the Town start using them. What happens is some of these end up becoming "orphans." Animal Control is not under the police purpose; it's way at the end. Selectman Jasper said maybe a combination of both; the major departments where things are together, if Animal Control is there, you got a sheet with a listing, and there may be a tab that says, "Other," and at least they can look at that. It would really be nice to be able to at least find Police, Fire, etc.—the big ones.

Selectman Massey said in years past, this wasn't a problem until two years ago when he and the Finance Director met with the Budget Committee Chairman and, playing off of what the School Department was doing, they came up with two separate books—one book with the summary and one book with the backup. In the past, the tabs would have been on the other book than the one they are on now, but then they had the problem of looking at the summary line and trying to flip back and forth. This is the second year for this structure, as a result of the meeting between the Budget Committee Chairman, the Finance Director and him. He does think, though, that there should be some means of

knowing where they were. If it can be done with tabs, that's great, but at the very minimum, there should be an index page. Chairman Maddox said it was terribly difficult to do his homework with the current setup because they were constantly searching for where a line item was in the other book. Selectman MacLean said she was glad to hear that because her initial reaction, after getting the budget books, was of panic. She thought maybe she was premature on panicking, but she wasn't.

Selectman Massey said the only other question he would ask, and probably can't get an answer until Kathy can look at it, and wondered if there was any reason they have to sort on the State code, as opposed to the Town code. In other words, on the sort criteria, throw away the first six digits. They would only know that if the people looking at the report structure and the reporting program they have is possible, then they could get everything together that belongs together. Mr. Malizia didn't know if that could do that. Selectman Massey said he'd take that as an action item.

5930 Patriotic Purposes – Level funded, no change.

5940 Other Expenses

Mr. Malizia said this is where the Board of Selectmen's contingency resides, and also where they've been funding earned time, the earned time trust fund. What has come out this year is the last payment for the Hills Conservation Easement was made in 07, so the Town is the proud owner of that conservation easement, the development rights—paid in full. He didn't change the contingency line, but he did have a handout so they could look at where they were with the earned time trust fund—the \$75,000 will put them at 25% funding, based on today's numbers, which he believed to be reasonable. They won't get to 50% any time this decade.

Selectman MacLean thought that putting \$50,000 into contingency every year was a given, but the actuals in previous years shows different amounts. If they haven't been spending it, maybe they could just cut it in half. Mr. Malizia said that was not correct; they have been spending it where the expense is. For example, a couple of years ago, they did the gas tank and spend it out of a maintenance account, so the Board signed transfer paperwork. That way, they know what the expense was; they have the paperwork in the office and gives them some visibility as to what the actual expense was, versus just charging all the expenses in here. Every year, during his tenure here, it has been \$50,000.

Chairman Maddox said maybe a history of what has been transferred out, as part of the backup, would be helpful. Selectman Jasper said this started out being known as the John Lawrence Slush Fund because Mr. Bednar gave the Selectman a terrible time about it. It was John Lawrence's idea they should have this and, since its inception, it has been \$50,000—going back to '83. Mr. Malizia said in they factor in inflation, it's a rather modest amount, relative to things that can go bump in the night and the expenses they could incur. Chairman Maddox said '82 sounded like it was an enlightened year in Hudson—Selectmen's salaries and a \$50,000 fund. It would be nice, though, to know what did come out of contingency over the last three or four years. Right now, there's the heater that's got to be done, and they don't have any place else to take it from.

Selectman Massey said his recollection was, at least for the three years he's been working on the budgets, it's less than \$20,000 for each year. Chairman Maddox said last year, they took \$25,000 out into the Green Meadows support system. He was concerned about the accrued time. That number is 25%, and this is for the FY08 budget. Selectman Massey asked what the anticipated liability was for this year, not that they could predict every one. Chairman Maddox said they should be able to tell what people's time of service is and where they could retire. Mr. Malizia said he could think of two that would have significant exposure—age, time of service and eligibility to retire. They would have an impact on this, but they wouldn't drain it in half because they have caps on this and they've had paid out anybody who had in excess of 720 hours. Bottom line, they can't accrue huge amounts like they used to be able to. There is one long-term employee who may or may not be eligible to retire. Chairman Maddox said the Chief of Police said there was someone in the Police Department. Mr. Malizia said if there is, it is probably a lower-ranked person because two Captains retired last year and are out of the pool. Some new guys have been promoted up and they are fairly young and not in a position to retire. There may be a couple patrolmen who have reached the end of their career, but it won't swing this to the level that a Captain or Deputy does. Selectman Jasper said anything over 20% is very healthy. When you think of all the employees they have, that's almost \$1.2 million of liability. How many people quit or leave a year? Even if some people are heavy-ended, not 10% of the workforce will be leaving in one year. That won't happen. Chairman Maddox said the Town Clerk told them she had a number of people who might be leaving in the next couple of years, and they are talking about FY08. Selectman Jasper said they are talking 10% of their total full-time personnel to drain the fund, and it may take more than that. People in the Highway Department don't tend to build up a lot of time. Mr. Malizia said when they did the contract negotiations, the larger ones tended to be folks that were on the rolls when the Town went to the earned time program, so if you were a veteran here when the switch was made, you had the time on the books. In the Police contract, there's even lesser of an accrual than there are for some of the other contracts, so over time, this liability shouldn't increase. It should stay the same, or go down, because they've cut the top end. Bottom line, unless 10% of their people leave in the same year, which they haven't seen, they should be OK. Chairman Maddox was worried more about 5%, but all at the high end. Mr. Malizia said in all the organization, he could think of maybe one or two personnel that might have some accrued time that would be significant. Selectman Massey said, for clarification, if he looks at the 630 2006 total liability of \$1.197 million, is that the total exposure to the Town? Mr. Malizia said if everyone left tomorrow, that would be the total exposure. Selectman Massey said because they've capped the accruals now, this number won't significantly increase.

Selectman Nadeau joined the meeting at 8:20 p.m.

5041 Moderator

Mr. Malizia said the analysis he received today from Kathy Carpentier today indicated that several lines could be decreased. Selectman Jasper said the labor pool should be different. Mr. Malizia said it should be adjusted by one-fifth, based on four elections instead of five.

Motion by Selectman Massey, seconded by Selectman MacLean, to decrease 5041-102 Salaries by \$1,300 from \$6,600 to \$5,300, carried 5-0.

Motion by Selectman Massey, seconded by Selectman Nadeau, to decrease 5041-108 FICA by \$100 from \$505 to \$405, carried 5-0.

Selectman Massey said, just a little tidbit, in case anyone wondered what FICA stood for, it is Federal Insurance Contribution Act.

Motion by Selectman Massey, seconded by Selectman Nadeau, to increase 203 Sml Equip Reprs by \$200, from \$500 to \$700 carried 5-0.

Motion by Selectman Massey, seconded by Selectman MacLean, to decrease 241 Printing by \$4,240 from \$6,000 to \$1,760 carried 5-0.

Motion by Selectman Massey, seconded by Selectman MacLean, to decrease 257 Equipment Programming by \$2,881 from \$7,303 to \$4,422 carried 5-0.

Gasoline/Diesel

Mr. Malizia said the other night, \$10,000 was cut from the Police budget and he wondered if the Board wanted to make any motions to put gasoline back into budget, based on the price. In the Highway Department, they'd be looking to increase that account from \$53,000 to \$54,736 and increase of \$1,736; in the Fire Department, they would be going from \$6,500 down to \$5,720 a decrease of \$780; the diesel account in the Highway Department would go from \$68,000 to \$78,723 an increase of \$10,723 which gets them fairly close to the number they had the other evening. Selectman Massey said it was something like a net of 361. Selectman Jasper said they may be budgeting a little high. They all think of this in terms of what it is at the pump. (Talking back and forth, regarding the gas tax.) Selectman Jasper said the average for 07 is \$2.20 and \$2.30, respectively, but that was at \$3.00 and he didn't think 07 averaged that high. Mr. Malizia believed the average was in the upper twos. Selectman Jasper said it was \$2.61, so that would give them around 40 cents worth of taxes, so it would have to move back up to \$2.60 or so for that to be the average. Even if they moved these down just five cents apiece, that's a lot of money in the budget. He thinks they could go down 10 cents on each of them. He didn't think they needed to budget it quite this high. The Highway had budgeted it at \$2.13 for gas; Police were at \$2.50. Diesel is where the big difference is because Highway is budgeted at \$1.89 and they are budgeting it at \$2.30. They survived that first year, when they didn't have enough in the budget because the hit came about in the last fiscal year.

Selectman Massey said he wanted to do some quick arithmetic and maybe he could then support Selectman Jasper. At this point, Chairman Maddox called a five-minute break at 8:30 p.m. Selectman Massey said at \$2.20 there are 113,263 gallons of diesel and gas in the budget and that comes to \$249,179. At \$2.15, that comes to \$243,515 a decrease of \$5,664. Given they know what the volatility is, and everything is a crap shoot, the \$5,664 could be covered out of the contingency fund at the end of the year. Selectman Jasper asked if he figured the \$2.15 for both. Selectman Massey said yes, for both gas and diesel. Selectman Jasper agreed that it was a crap shoot, so he was OK with that. Selectman Massey said two departments will be increased—Highway from \$2.13 to \$2.15; Police from \$2.50 to \$2.15; Fire from \$2.50 to \$2.15 and that was for gas. For diesel, Highway would be increased from \$1.89 to \$2.15 and Fire would be decreased from \$2.20 to \$2.15. Chairman Maddox wanted to know how they were going to make those motions. Mr. Malizia said they could do that at the next meeting, instead of on the fly tonight, and he would have the appropriate motions ready. Selectman Nadeau wondered why Kevin came in at \$1.89 for diesel. Mr. Malizia believed Kevin came in with a certain amount of dollars, which backed into \$1.89 for diesel. He was trying to keep his budget level-funded. Chairman Maddox said Kevin also said last year wasn't a big year for plowing, so he didn't use as much diesel as he has in previous years. Chairman Maddox thought they should take this up, after Mr. Malizia comes back with the motions, but Selectman Jasper didn't think it was that complicated. The Finance Director could be directed to make the appropriate recalculation adjustments. Selectman Massey hoped they'd start working on the finalized budget tomorrow, so before the weekend is out, they will have the most up-to-date set of numbers, so when they come back on the following week, they will be able to address it.

Motion by Selectman Jasper, seconded by Selectman Massey, to change all of the fuel items from whatever they currently are to \$2.15, across the Board, carried 4-1. Selectman Maddox voted in opposition.

Selectman Massey said, for the record, that would change what they did from \$249,500 to \$243,515 which is going to be a decrease of \$5,955—or around \$6,000.

Selectman MacLean said the other night, the Chief of Police was telling them about replacing the weapons—that shoot real bullets—and he said they could actually reduce that line by \$750 because they were going to trade in instead of replacing the springs, but that went by the boards, so she thought they could reduce that now. Selectman Nadeau said that was only if he got the gun deal. Selectman Massey said they had to be careful, saying it was only if he got the guns. Selectman MacLean said the Chief told her they could have done that; she told him she would make that motion; he told her she should.

Motion by Selectman MacLean, seconded by Selectman Jasper, to decrease 5671-403 by \$750 from \$4,750 to \$4,000.

Selectman Jasper said even if the deal doesn't come to fruition, they will be able to go to the Budget Committee to explain their intent and rationale, and the Budget Committee will 'happily' put the \$750 back in—adding, maybe not happily.

(Start Tape 2-B)

Vote: Motion carried 4-1. Selectman Massey voted in opposition, saying if the Chief doesn't get the favorable trade-in, he will need the money.

Warrant Article E – Wage and Benefit Increase for Nonunion Employees

Mr. Malizia said this was for the nine non-union employees, with the appropriate FICA and/or pension costs loaded in. Selectman MacLean moved to forward the article to the warrant, as recommended by the Board of Selectmen, seconded by Selectman Nadeau.

Selectman Jasper said they needed to talk about the wage compression that exists between the management team and their second in command, and they need to address that. Some of that discussion probably has to happen in Nonpublic, but it needs to be discussed in general terms. The reality is they really can't put those numbers into a warrant article because they are going to be fairly significant. When they get to the point where a department head is only making \$400 more than the second in command, they have a real problem, and they need to talk about those issues. This is one of those things where they need to make some adjustments, put them in the budget, and then make a

strong case to justify that to the Budget Committee and ask for their support in leaving those adjustments in there. Continue to do this type of thing for the normal, annual increases, but because of the contracts, only doing 3% for the department heads, they have created a problem where, very shortly, the second in command will be making more than the head. Chairman Maddox believed that, in some cases, they already do. Selectman Jasper said they already know they have people making more than the department heads because of overtime and details and things like that, but he was talking about the delta in the base salaries. Steve has put some information together, but he didn't know when and how they wanted to look at those issues because some need to be discussion in Nonpublic. They walk a fine line there. He was in support of the article, but they need to make adjustments in the budget, and they need to talk about how they want to do that. They could increase the warrant article by a number yet to be determined, or they could put it in the budget and make a good fight.

Selectman Massey said before they got much further into this discussion, he asked if they could dispose of the article before them so they don't lose sight of it. Selectman Jasper said it's important for the Board to determine which way it wants to go. If they decide to go with a warrant article, this is the article, and they don't want to forward it until they put the money in. Selectman Massey asked what article they were talking about. He was told E, as in Edward. Selectman Massey said the compression issue is critical and they need to address it, but he would like to hear from Selectman Jasper, on the basis that for the last two years, the Budget Committee was absolutely adamant, *absolutely adamant*, so much so that last year, a concerted effort was made to take the money out of the operating budget and put it into the warrant article, so he wanted to know what was different this year that would cause them to want to put it into the operating budget and not have it as a separate article. He was very mindful that, for at least the last two years, the Budget Committee was *specifically* – and Selectman Jasper was in that group that said, because the action of the Town, he believed in 1994, that all wage increases and job positions have to be in a warrant article. He asked Selectman Jasper why he wanted to even consider putting it into the operating budget.

Selectman Jasper said he still supports putting in the annual inflation, the 3% or whatever, into warrant article form, and in theory, he'd like to put in the increase for the adjustments in warrant article form. However, the reality of the situation is that it is nigh on impossible to accomplish that goal in warrant article form because the numbers are going to be pretty substantial. What they need to do is make a good case to the Budget Committee that these are one-time adjustments that need to be made and, if the Budget Committee doesn't agree with them, then these are worthy of taking to the floor at the deliberative session in an attempt to have them put in there. He didn't believe that if they put in a number like \$75,000 for nine people, they might as well not bother to do it because not enough people are going to be able to understand the wage compression that has taken place. There are times when you have to balance your desire to do things one way against the reality of what will happen if you take something that is not the norm and try to do it differently. What he is talking about is not the norm. He doesn't see them doing anything like this again for a number of years, so he's up against reality, whereas 3% wage increases virtually never have any problems doing those.

Selectman Massey said he wanted to be clear because for three years in a row, going back to when he came on this Board, there was a warrant article on the ballot to grant a cost of living adjustment and, at the time was called a merit increase, and the Budget Committee voted that down. It went to the voters as not approved, not because of the cost of living, but because of the merit increase, and it wasn't anywhere near what they might be talking about tonight. He wanted to be clear that if this Board decides to go to forward this budget to the Budget Committee with these increases in the operating budget, that they are real clear on why they are doing it and that there is no conversations with the Budget Committee that would cause it to be put into a warrant article.

Selectman MacLean said some of the people who are below their superiors have been working in the Town for years and years and years, so by the contract, they move up and get more than the cost of living and steps, whereas their supervisor might have come in at a relatively recent time. That would account for the discrepancy, perhaps, of the closeness of the salaries, but some of the people they were thinking of probably will be retiring soon, and then they are not going to be replaced with someone at that high wage, so the gap will actually increase between the department heads and those people because they will retire. She would support a 3%, but not a huge increase for at least for this year. If they are talking about \$70,000 she believed the people in Town would like a drug officer before they'd want to pay department heads an extra \$70,000. She wouldn't support that.

Selectman Massey asked if there was a proposal on the table that they could even be looking at. Chairman Maddox said no, not at this point, and he hadn't heard the \$70,000 number, but they do have an issue. Selectman Jasper said the \$70,000 number was just an average because the 3% was \$22,000 and there are nine department heads. That's like \$5,000 apiece adjustment. He had no idea what the number is; he was just saying when they get to that point and put it in this format, they have about a zero chance of success, whether or not they get the Budget Committee's support. He's not trying to hide anything; he's talking about it now, saying he would be willing to try to do this on the floor of Town meeting because the chances of success are greater and this is going to become a critical issue and one of the things that tends to happen is if they lose a department head, they would just have to go out and pay more money anyhow. They've good people and they should try to keep them, rather than wait until they leave because the salaries haven't been adjusted, and then they will bump them up \$10,000 or \$15,000 anyhow. That's a lousy way to run an operation.

Selectman Massey said he was going to say this only once, and then he will keep his mouth shut, but right now, he is feeling terribly, terribly down because for three years, two of them on the Budget Committee, and he was beat over the head unmercifully for doing exactly what Selectman Jasper is proposing they now do. They are talking about potentially significantly more money. He just feels, personally, terribly, terribly hurt, and he will say no more.

Chairman Maddox said they need to think of positions, not people. That's what they need to look at, positions not people. He agreed with Selectman Massey inasmuch as his first year, 'the cute cub just out of the box,' thinking about putting an amount in the Selectmen's budget to be able to adjust the salaries in a reasonable amount, as years go on. Now they are going to try to do it all in one lump sum. He didn't disagree with Selectmen Massey, but it was also him who made the famous statement that where you stand depends on where you sit. Selectman Massey said that was correct. Chairman Maddox said they have to make adjustments. Selectman MacLean said Chairman Maddox was a cute cub and now he's a cute bear. She said he people in the position need to think of the position, too. She hoped that everyone who works for this

Town works here because they love the work here, and are happy working here. If they want to be, for instance, the Chief, and quit because somebody makes more money than them, if it's because of the money, they should quit and then go get that job that makes more money than they do. If you are a Chief, it's because that's your position and you want to be a Chief—because you applied to be the Chief. If somebody makes \$400 more than you, that's not going to be a reason to quit a job and say it stinks because it's the same title—and Hudson is a great place to work. She won't support this and will leave it at that.

Selectman Jasper said Hudson is the tenth largest community in the State. In looking at the wage and salary schedule, people have opportunities to go other places, and that is a fact of life. In talking about positions, if someone leaves, they have to go out and fill that position. As the tenth largest community in the State, they have to be competitive in wages and salaries they pay to people. They can't say, "ha-ha, you took the job even though it doesn't pay that great; you are here and you love it and you will stay and if you don't, we'll hire someone else and pay them \$15,000 more and tough on you." He didn't like operating that way. As to what Selectman Massey and the Chairman has said, he understands, but what they were talking about at those times, and still are, is putting the 3% increase in wage and benefits. Also, what they had been talking about was talking a pot of money and putting it some place and distributing it. He would not support that, and would never support that. What he was talking about was specifically putting the money now in the salary line items for the positions they are talking about, so everybody knows what the increases are they are thinking of. He does not like the idea of an amount of money that they aren't saying how it will be spent until later. He doesn't support that, and never has. In theory, Selectman Massey was right. Selectman Jasper said he's got a problem here in saying what he has said in the past and looking at reality, but that wasn't what came before them last year. What came before them last year and the year before was the 3% or the 4% only. The Board of Selectmen didn't come in and say, "we need to adjust the Chief of Police's salary by X amount; the Fire Chief's salary by X amount." If they want to do a warrant article that way, then perhaps they can make a case, but if they just put \$50,000 or \$40,000 in as a general adjustment, without being specific and without justifying why, he can go to the floor at Town Meeting, he can go any place, and he can make the comparisons from the Chief's salary, the Road Agent's salary, or whomever they were talking about, and make a direct argument as to why that is supportable. He can go either way. They can do a warrant article and put in the increases for each of the nine people. They might have a chance at that, but he's not crazy about doing that, but he would support that. He will just not support putting in just one lump sum because they wouldn't know what they'd be accomplishing with that. He can go either way.

Selectman Nadeau said he'd like to put it in the warrant, the way Selectman Jasper stated, by the position. He thought they could make the adjustments in the warrant, plus the 3%. Selectman Jasper said they would do either one or the other. They wouldn't make an adjustment and then a 3%, if they were doing it in warrant article form. The 3% would be included in one amount for each of the nine positions.

Selectman Massey said they were still talking in generalities, so they don't have any idea of what they are talking about, so he assumed they were going to be looking at something before November 6, but he supported it for the last three years, so he will support putting it in the operating budget, not as a warrant article. If they do it, he would not then want to see a separate warrant article for cost of living. It would effectively take care of everything, the compression issue. Selectman Jasper said that was correct.

Chairman Maddox said he was looking at the E tab, and the amount carried for the Police Prosecutor is not the same as what was in the budget—as much as he likes the one on the warrant. \$66,000 is in the budget. Selectman Massey said that's because that's what's being advertised. Mr. Malizia said it's advertised as a range from \$60,000 - \$66,000. Selectman MacLean didn't think the Police Prosecutor should even be included. Why give him a big raise when he doesn't even exist yet? Chairman Maddox said that could be addressed when they do them individually. Selectman Jasper said just include a 3% COLA for that position. Chairman Maddox said they have to remember they are doing the budget for FY08, so this won't be this year's budget, it will be next year's. They need to get more information; they need to get some numbers. Selectman Jasper said the Town Administrator had those numbers. Mr. Malizia didn't know how much of that information was for public discussion. He started to work on some numbers, and maybe they can evaluate that, and then decide if it should be public or nonpublic. Chairman Maddox thought the motion to forward the article to the warrant for a 3% increase was premature.

Selectman MacLean didn't want to withdraw her motion, but Selectman Nadeau withdrew his second. Selectman Jasper said if no one seconds the motion, it does for lack thereof.

Warrant Article X, Sewer Utility

Mr. Malizia said he drafted the wording for this article that was discussed on October 23. Selectman Massey said he'd be satisfied if the attorney is going to pass on the language, as long as they keep the two existing things in, which is to pay for expansion and additional capacity, which are two different things, and that the Board of Selectmen remains as the agents to expend. Mr. Malizia said that's what it says, the same as last year. Selectman Massey said, as a clarification, he has been thinking all along the Water Utility Capital Reserve Fund did not pass last year, but he looked at the ballot once again, and making the Selectmen the agents to expend and it did pass, so all four capital reserve funds in the sewer and water utility are agents to expend by the Board of Selectmen because when they did the original, they stated the wrong statute for the water capital reserve fund that it had to be the Town to vote for it, so they just changed the statute under which it operates.

Chairman Maddox believed they were done with the budget discussion for tonight, except for what might be discussed in nonpublic session. Selectman Massey said they have to do the Veterans' credit article. Mr. Malizia said the Board already voted to forward that to the ballot at a regular meeting. Selectman Massey asked if it was at the \$400 mark. Mr. Malizia said yes.

8. NONPUBLIC SESSION

Motion by Selectman Jasper, seconded by Selectman MacLean, 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; and (e) Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed against the body or agency or any subdivision thereof, or against any member thereof because of his membership in such body or agency, until the claim or litigation has been fully adjudicated or otherwise settled, carried 5-0

Chairman Maddox said Nonpublic Session was being entered into at 9:10 p.m. and ended the televised portion of the meeting. Any motions taken upon return to open session would be listed on the Board's next agenda. Nonpublic Session was terminated at 10:40 p.m.

Motion by Selectman Massey, seconded by Selectman Jasper, that effective October 29, 2006, the salary of the Town Administrator will be increased to \$99,279 carried 5-0.

Motion by Selectman Jasper, seconded by Selectman Nadeau, to forward to the Fiscal Year 2008 Warrant the multi-year contract negotiated between the Hudson Board of Selectmen and the Hudson Highway Union for wage and benefit increases, carried 5-0.

Motion by Selectman Jasper, seconded by Selectman Massey, to forward to the Fiscal Year 2008 Warrant the multi-year contract negotiated between the Hudson Board of Selectmen and the Hudson Administrative and Support Staff Union for wage and benefit increases, carried 4-1. Selectman MacLean voted in opposition.

9. **ADJOURNMENT**

Motion by Selectman Jasper, seconded by Selectman Massey, to adjourn at 10:42 p.m. carried 5-0.

Recorded and transcribed by Priscilla Boisvert
Executive Assistant

HUDSON BOARD OF SELECTMEN

Richard J. Maddox, Chairman

Shawn N. Jasper, Vice-Chairman

Kathleen R. MacLean, Selectman

Kenneth J. Massey, Selectman

Benjamin J. Nadeau, Selectman