

HUDSON, NH BOARD OF SELECTMEN
Minutes of the August 1, 2006 Workshop

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

2. **PLEDGE OF ALLEGIANCE** was led by Chief of Police Richard Gendron.

3. **ATTENDANCE**

Selectmen: Richard J. Maddox, Shawn N. Jasper, Kathleen R. MacLean, Kenneth J. Massey and Benjamin J. Nadeau

Staff/Others: Priscilla Boisvert, Executive Assistant; Chief of Police Richard Gendron; Captain Don Breault; Captain Jason Lavoie; Police Department Records Manager Lisa Nute; Joe MacLean; Doug Robinson, HLN

4. **DISCUSSION ITEMS**

Police Department

Chief Gendron said the Police Department is comprised of 45 sworn officers and 16, 17 civilians. The department is broken down into two categories—Operations and Support Services. Operations, basically, is all sworn officers and detectives and comes under the authority of Captain Breault. Support Services is responsible for training, recruitment, records, IT, fleet and equipment maintenance, budgeting, Animal Control, etc. Both divisions are important functions in the Police Department. In the Board's information packets is information on crime stats and calls for service, as an overview of what the department has been doing since 2003. His goals and objectives for the next year or two in dealing with crime is internet crimes against children and internet crimes, in general, and identifying drugs and those who are dealing drugs in Town. They try to break crimes into two categories—against persons and against property. Crimes against persons takes priority and precedence with the department. The Federal Government breaks them down into Part 1, Part 2 and Part 3 crimes.

So far this year, the department has investigated three robberies, compared to four in the entire year last year, so robberies seem to be on the increase. Assaults were broken down to aggravated and simple assaults. So far this year, they've investigated five and 84 simple assaults. Last year, they had 15 and 146 simple assaults. Sexual assaults, 19 so far and 35 last year. Drug activity is an area that really concerns him and they all need to work on this problem to insure that the quality of life in Hudson remains as it is. In the first six months of 2005, they made 34 drug arrests. In the first six months of 2006, they have made 50 drug-related arrests, a 47% increase, which is pretty significant. Their total last year was 69. Selectman Jasper asked if this increase was because of more activity or more aggressive policing investigations. Chief Gendron said it was a combination of both. Right now, they are down some officers. Today, they reviewed crime stats—which they do every six months—to see what crimes they were involved in investigating, and how they will attack the problem.

The police officers are aggressive and better trained to observe drugs out on the street and with motor vehicle stops, but there also is an increase of drugs coming through Hudson. Geographically, the Town is centrally located between Lowell, Lawrence, Methuen, Haverhill, Nashua and Manchester, with three main arteries running through it—3-A, 111 and 102. When Nashua makes a major drug arrest, it affects Hudson because people dealing drugs in Nashua are also dealing in Hudson.

Heroin is a major concern—cheaper than a pack of cigarettes and the heroin coming into this area is 90% pure and very highly addictive. There have been two or three deaths as a result of heroin use. Recently, there was a theft of a large amount of baby formula, which is used to cut heroin and crack, in order to make more and reduce the potency. To date this year, they have seized 98.2 grams of crack cocaine in Hudson. In May, they seized 80 grams of crack, which is considered the largest seizure in NH to date, and has a street value of \$80,000-\$100,000. To date this year, they've had 54 grams of powdered cocaine, valued at \$5,000. Cocaine is a very powerful and addictive drug. In some cases, the Fire Department has been called for someone in cardiac arrest when, actually, it is an overdose of cocaine, which the Police Department find out later, through investigations. They'd like to be able to train the Fire Department in learning how to recognize the signs of someone who is on cocaine. To date, they have seized two vehicles. On one, the whole console was removed and the drugs were stored underneath, inside the hydraulic lift. Whenever a vehicle is modified to hide drugs, the government's policy is that vehicle is crushed and destroyed, when the case is done.

NH Attorney General Kelly Ayotte has made Methamphetamine her #1 priority in the battle against drugs. Meth is a highly addictive drug and very easily made., as well as a serious health and safety issue To date, they have seized 3.5 grams of Meth in Hudson. The first lab Meth lab discovered was in Hudson. The Fire Department responded to a fire in a department complex, which they thought was a regular kitchen fire. The occupants moved on to another city and, shortly afterwards, they were arrested and charged for manufacturing Meth—and admitted they were manufacturing Meth in Hudson. Out of 22 labs in New England, 22 of them have been NH, which indicates the State of NH has a serious problem that needs to be addressed. Selectman Massey asked if they have seen any change in that with the restrictions on the sale of Sudafed. Chief Gendron said that has made it more difficult to get the ingredients, but they are managing to get it somewhere, perhaps from out of State or on the internet.

Marijuana is easy to get and readily available, probably the most commonly used drug. To date, they have seized two pounds, valued at \$5,000-\$6,000. Marijuana is the drug of choice for young adults. It is mostly smoked in blunts, which is the removal of the tobacco from a cigarette or cigar, and filled with the drug.

Prescription drugs are the most difficult to investigate. They work with the pharmacies in Town, who are giving 110% cooperation. When they see any abuses in prescription drugs, they call the department, which has been successful. However, people are also procuring drugs over the internet, which makes it difficult for the police to investigate. They are able to find a doctor, probably in Puerto Rico or the Dominican Republic that will sign a prescription for OxyContin, Vicodin or Demerol and order the pills. Working with the US Postal Service, they were able to interrupt the sale of 73,000 Vicodin pills coming into Hudson from Florida. Ritalin is another issue, and they see it in the school system. Sometimes students, who are prescribed Ritalin, do not take the drug themselves, but take it to school and try to sell it, which is problematic in trying to identify and investigate those cases.

Being smack in the middle of major cities, the department is seeing a lot of drugs coming through the community. They continue with education in the schools. Officers are constantly given roll call training and they even bring in they even bring in the Drug Task Force to reinforce that training through learning how to recognize drugs through motor vehicle stops, but it is still becoming a problem. They have one officer permanently assigned to the Drug Task Force, 40 hours a week, and comes under the AG's Office. The Town has seen the benefit of that for many years, but with the amount of drugs coming through, within the next couple of years, they might want to seriously consider hiring another drug officer to work in Hudson to coordinate efforts. Another way is to assign an officer to the DEA Cross Border Task Force, or another one to the NH AG's Drug Task Force. However, he feels that if one is assigned directly in the Hudson office, it would work better locally.

Chairman Maddox asked if something could be produced for HCTV that would help in this effort that would make parents aware of what they should be looking for, signs they could be taking notice of, etc., to help recognize what is going on. Chief Gendron said that could be done, and he is all for educating young adults about the danger of drugs, but didn't think it would reduce the amount of drugs coming to Town. The only way to do that is to identify the drug dealers, arresting them and putting them away. They are already educating parents about internet crime, what the tell-tale signs are. Chairman Maddox asked Chief Gendron's position on bringing the police dog into the schools. Chief Gendron said his position was, and still is, that the K-9 is a resource that can be used in the schools, but for all the right reasons. If they believe there is a serious drug problem in any one of the schools, and there is a suspicion that there is—if the faculty can smell Marijuana coming from the restrooms, or see drug deals going down, or kids are walking around in a drugged state, or if the Police Department has information that leads them to believe there is a major drug problem—then by all means. But to walk in arbitrarily, line people up and do a drug search, absolutely not. Students don't relinquish their rights when they walk through the door. If they did a search, it's not a criminal search, but an administrative search. That option has always been made available to the schools, and they clearly understand that. He urged parents, if they suspect their child is purchasing drugs within the school system, to the police, and they will work with them. The students don't want to be labeled "rats," so that information is kept confidential. They have to start somewhere, so they look for the parents to help with that. The other day he was asked if he thought there were any drugs in the high school. As much as he'd like to see it, it is not 100% drug-free, but he didn't think there was a serious drug problem. Between the School Resource Officer and the administration, they seem to have a pretty good lid on it.

Chairman Maddox asked the Chief to expound on the School Resource Officers. Chief Gendron said they have three—one is at Alvirne, one is at Memorial and the third is assigned to the elementary schools. They have three functions, which they have to understand in order for the program to work: 1) they are there as a resource for the school, the students and the teachers. The students should feel free to go up to them and discuss problems they are having. The officers wear a polo shirt and are easily approachable. They've had situations were students explain there are problems at home--domestic violence, sexual abuse, alcoholism—and they don't know who to turn to. That is helpful in dealing with some of the problems that would eventually make it to the street; 2) they are there as a police officer, so any crimes occurring on that property will be investigated and, if there is a crime, the people committing those crimes will be charged; and 3) they are part of the school, and they do training. They have been very successful in working with the Superintendent, who has been very supportive. Officer Paul does the safety programs, Officer Emmonds does the DARE Program and Officer Downy participates with students who are interested in the criminal justice system, educating on the dangers of drunk driving and the Drivers' Ed program. The SRO's are a plus. He can remember when they had to respond to the high school on a daily basis because of problems. Just about every day, there was a fight up there. They found out gangs were coming in from Nashua and Lowell to settle scores. Kids would be taken to the hospital in ambulances, some of whom were seriously injured. The school wanted to hire a security officer, but the Police Dept. made a deal by using that money for a part-time officer, and by getting a grant, within a year it would be straightened out, which they were able to do, with the help of Bryan Lane, who runs a tight ship. A clear message was sent that the schools had to be a safe learning environment, not a place to settle scores, sell drugs, etc. The SRO has been one of the star programs.

Many years ago, a comment was made that the Police Department didn't have a good rapport with the kids in Town, that they didn't even know who the kids were, that they just kept on arresting them. The SRO program definitely broke down those barriers. The three officers do know a lot of the kids. Detective Dubuque now knows all of the players; it's incredible. Officer Paul has been in the school from first grade to graduation. If you ask any kid in Town which officers they know, they will rattle off the SRO's and the K-9 Officer. They have spoken to other towns about the benefits of the SRO program, including Amherst.

Selectman MacLean asked if most of the seizures were made from vehicle stops in Hudson. Chief Gendron said a lot of them were, but a lot were also from investigations where they developed information and set up controlled buys, buying from drug dealers. Capt. Breault said the larger seizures have been by confidential informants, who provided information. They then do surveillance to build a case, and then they will actually do a drug buy, which is called a rip. A lot of the smaller amounts are picked up on motor vehicle stops by the officers, who are trained to detect it in a car and ask for a consent to search. Selectman MacLean asked if the motor vehicle operators were Hudson residents usually, or people just passing through. Chief Gendron said some of them are coming to Hudson to deal drugs. He didn't want to get into all of the details on public television.

Chairman Maddox asked if the Board wanted to see numbers on another undercover officer for the FY08 budget. Selectman MacLean said if someone was on drugs, that was probably the source of a lot of the other problems—the violence, burglaries and theft—so she would make this a priority. Chief Gendron said she stole his thunder because that was true—there was a direct correlation between crime and drug abuse. They are dealing with three aspects—people who use and sell drugs; those who just sell drugs; and those who just use drugs. Some people will do *anything* to get drugs. They will steal baby formula or vehicles, they will commit robberies and they will shoplift. St. Mary's Bank robbery was by major drug dealers and the money was gone quickly on heroin.

Selectman Massey said the type of individual that is successful in undercover work probably is not the type of person that would be satisfied with a daytime job. He wondered if this would be a permanent position, or if there would be a rotation and, if so, if that would change the type of person they'd be looking for. Chief Gendron said it's not good practice to keep an undercover drug officer doing the same work because it becomes problematic. Right now, the Drug Task Force Officer that they sent to the AG's Office is rotated every two or three years.

(Start Tape I-B)

The ideal situation would be to have a drug officer at the AG's Office who works there, does his two, three years, and then bring that person down here. That person would cultivate information and prepare the case—get things ready. The luxury of the Drug Task Force is when he needs 20 undercover officers, he has them. When it comes time to take down people, he has the officers coming in. There is a triangle of drug dealing—Nashua, Hudson and Manchester. This would be a rotating position, but it takes a special individual to do this type of work. Selectman Massey thought it would be worthwhile to look at the numbers.

Chairman Maddox asked the Chief to put the numbers together for the Board for budget season.

Chief Gendron said so far in 06, they've handled 184 domestic violence calls—verbal and physical assaults. Last year, there were 353. What concerns them are repeat offenders. The Victims' Witness Advocate reviews the log on a daily basis to review the calls. She will call them to make sure they understand their rights. If she sees it was a serious domestic, she will pay a visit to the house to try to convince them to come to court to secure a DVP to alleviate the situation. Until the mid-90's, most of the homicides they investigated were domestic related because they escalated to that point. Cheryl Talarico did an excellent job, and Lori Grant, who came to Hudson from Manchester, is doing equally as well. She is very dedicated and clearly understands the need for this position.

So far this year, they've investigated 27 burglaries; last year, they had 61. It appears to be down this year, but during the summer months, they see a lot more burglaries. Some of them are drug-related. The same with thefts. They've seen a rash of thefts from people's vehicles that are unlocked—people taking cell phones, loose change, CD's and anything else they can get their hands on to pawn so they can spend whatever cash they can get their hands on. Those are probably directly related to drugs. Most of the shoplifting cases occur in Wal-Mart, some in SAM's and even in the grocery stores. The sub-station in Wal-Mart works out good for the department and for the store, as well. Selectman MacLean asked what the difference was between a burglary and a theft. Chief Gendron said a burglary is when someone breaks into your home and steals something, that's a burglary. If they went in your backyard and stole something, that's a theft.

Capt. Lavoie works with residents and businesses on crime prevention programs. Police presence in a neighborhood is one way to reduce burglaries. Seeing a cruiser coming down the street is a major deterrent. People in Lowell have told them that they were going to commit a crime in Hudson, but didn't because of police presence. A Deputy Chief from Lowell told him that when he drives through Hudson, he is amazed at the police activity. He sees cruisers stopping people, and that's a credit to the police. They are reducing the opportunity for someone to commit a crime. There was a study done many years ago, where prisoners were interviewed to find out how they knew where to commit burglaries and thefts. They said they drive through a community, and if they see police officers out and about, they go somewhere else. The Hudson Police Department tries to reduce the opportunity for someone to commit a crime by being present in neighborhoods.

Chairman Maddox asked Lisa if all of the various programs—Neighborhood Watch, Watch Your House while You're away, etc.—were on the Police Department's web site. She said yes, they were, at hudsonpd.com. John Beike updates and maintains the site for them. Everything is linked to current programs, news articles, State agencies, the Town, etc. They are always looking for more ideas. When people e-mail them with suggestions, they are considered and implemented, if appropriate. Chairman Maddox most residents don't know this is available to them on their web site. He wanted people to know that there are resources and programs that are available that they can take advantage of. Chief Gendron said Hudson was one of the few communities in the State that does vacant home checks, and they have gotten a lot of positive feedback. They let people know they were there by leaving a business card, and that is a plus. A lot of police departments have done away with it, saying they just don't have the time. This is one way to keep people's homes from getting broken into. The Police Department will gladly start up Neighborhood Crime Watch Programs; they just need to see the interest.

Internet crimes is an area where law enforcement, in general, needs to do something. This year, Concord passed some strict laws regarding sexual predators, and that is good. The State of NH did a lot to protect children. One of the things he was a strong proponent of was notifying neighbors or residents of sexual offenders living next to them. Now they have very strict penalties. When he went to Concord for the signing of the bills, Gov. Lynch thanked him for putting so much work into it. The web site, MySpace.com is a problem site. It's amazing how many parents do not know what their kids are doing on the internet. Lt. Avery, Lisa Nute and John Beike have put together an excellent program to educate parents about internet crimes, going to PTA meetings. They will probably end up doing another program this fall. If people want to attend the class, call HPD and ask for Lisa to get on the roster. Unfortunately, some parents do not know what their children are doing on the internet. Kids, today, are pretty

computer savvy and, in some cases, their parents don't even know how to put the computer on. It is discouraging, when talking to parents, that the computer is downstairs in the basement or in the child's bedroom. Lisa and Lt. Avery will always encourage them to put that computer in the family room, or somewhere where the parent can see it, and they shouldn't be afraid to investigate the sites to see where their children have been. Some parents say they don't want to violate their children's privacy—but they are the parent, not the friend. Parents need to oversee where their children are going. Even with all of that, the internet has opened up the floodgates for sexual predators. Everyone has seen the stories on TV shows like Dateline about it. At one time, a sexual predator felt isolated and thought they were the only one that felt that way. Now, with the internet, they learned that they are not the only one with an interest in meeting with children to engage in sex. The department investigated a case this year where a 15 year old met someone on MySpace.com, snuck out of the house and ended up in Lowell where she met two guys and was sexually assaulted in Hudson. Years later, they find out that sexual predators had come into the community and met up with Hudson children, who became victims. This is an area that needs to be attacked now. Sgt. Dyac and Det. Niven are receiving extensive training in dealing with this. Internet crimes also include fraud and it is incredible what is going on, and law enforcement can't seem to slow it down. Chief Gendron said he was going to try to do something this year to attack this problem, which will show up in his monthly activity report. Our children are our most valuable resource, and they need protection.

With all of the publicity that MySpace.com has received, Selectman Massey thought that it might take peers to drum the message into some people. He asked if any thought had been given to asking someone who had a bad experience to talk about it. What is particularly frightening is that young adults are putting very personal information on a totally public venue. Chief Gendron agreed that it is scary, but MySpace.com has been around for only a couple of years, so the victims are not adults yet and cannot come forward to talk about it. It will be years before they will be able to talk about their experience. If parents were to look at MySpace.com to see what was on it, they would be amazed. There is so much personal information on there that is never going to go away. When they start giving out phone numbers, addresses and where they go to school, they are playing with fire—and they don't know how close they are because the person on the other end is a dangerous sexual predator, and those are the individuals that will take the chance to drive to the high school and watch that person come out of the school and will try to find that address, or will follow that person. He can't stop kids from getting on those sites, but the parents can. The parents should look to see what is on there and put an end to it.

Selectman Jasper said he had heard somebody had posted something and he needed to find it, so he was searching through there. He has been on the site only twice to look for that information. The first time he was searching through, he was shocked that a very, very adult—some would say pornographic—picture came up, which can be posted. It, apparently, takes time for them to go through and see what is posted. This isn't a clean site. He certainly won't let his daughter access it. Chief Gendron said it was one of the worst things that has happened. It started out by kids talking back and forth, but it emerged into what it is today, and definitely out of control, without a doubt. Chairman Maddox said there are other sites as bad as MySpace.com. Chief Gendron said there are a lot of chat rooms, but MySpace.com is a major concern. Chairman Maddox asked if the program Lt. Avery and Lisa does can be put on HCTV, even if it's a 15-minute segment. Capt. Breault said, in Lisa's class, there are a lot of steps that they are teaching to the parents that they don't want the kids to know about. Lisa said there are some things that could work, like signs to look for and things like that. Chief Gendron said they could put out a blurb saying, "Where's your child's computer? If it's in a hidden location, get it out in the open for the safety of your child." Or a blurb telling parents to look at the web sites their children are accessing. Lisa said if a child is missing, and the computer was in that child's bedroom, a search warrant is needed in order to go into his or her bedroom. Chairman Maddox said probably a lot of parents today don't know where their kids are, even if they are inside the house. It's a shame they have to be looking into this, but it's part of protecting the future citizens of Hudson.

Relative to arrests, motor vehicles to criminal, Chief Gendron said so far this year, there have been 453 adults and 102 juveniles have been arrested. Last year, there were 1,009 adult arrests and 238 juvenile. With that many arrests, the officers are pretty busy.

Selectman Massey noted that domestic violence has been on the rise for the last four years and asked what that could be attributed to, in order to try to combat it. Chief Gendron didn't know the reason for the increase, but it may be the increase in population. The economy affects it, but the economy is pretty strong, right now, so he really didn't know. Selectman Massey said they could have a little blurb, telling people what to do if they are a victim of domestic abuse, that confidential counseling is available. Chief Gendron said years ago, people didn't take domestic violence seriously, so people didn't call; they lived with the abuse. Today, people realize that there is help out there. They have a Victims' Witness Advocate who is working constantly to make sure their rights are protected. Selectman Jasper asked if there has been any tracking of where domestic violence occurs, either by location in Town or type of housing. Chief Gendron said that was an excellent question. Last year, they implemented the crime analysis reporting, which Lisa does. Lisa said the majority of them were in households and the worst month last year was March. Holiday stress also adds to it, the economy and stress in the household, as well. They track repeat offenders, so they can put officers and Laurie on them, to try to minimize them before they become a real problem. Selectman Jasper asked if the tracking showed that domestic violence is evenly divided up between multi-family housing, mobile homes, single family homes, etc., or if there was more of a concentration in a certain segment of housing. Lisa said they haven't actually looked at the types of housing units, but from tracking addresses, the majority are single family homes. What they usually do deeper analysis on is what building, such as Elmwood, and if there is any potential issue like that.

Selectman Nadeau said the Fire Department gets educational videos and asked if the Police Department did, too, which could be shown on HGTV—bike safety, internet safety, etc. Capt. Lavoie said they might get something on how a particular incident was handled, but most of them are geared toward the police doing their jobs more effectively; training videos for themselves. Chief Gendron said they could look into it, but with bike safety, they've found it's a lot easier to go out and interact with the kids, versus putting it on a tape and having them watch it. Capt. Lavoie said they have trained officers for the Bike Safety Program, and they will actually examine the bike to ensure it is safe to ride, and that he or she has a helmet. They'd rather work hands-on,

which is safer, all around. Selectman MacLean said the Chief had spoken with the Selectmen before on what a valuable resource the Child Advocacy Center was to the Town. She asked about Bridges—rape and assault support services—and if they do as much for the Town, because the budget shows they get twice as much as CAC. Chief Gendron said he can't say enough good things about CAC. He didn't bring the numbers on the amount of cases they've worked with the Police Department on, but they are forensic interviewers who helps interview young victims of serious or violent crimes. The building is set up for audio and video taping and they do a great job. If HPD is interviewing someone who has been raped, they refer them to Bridges because the Town cannot do counseling, etc. After that, the Town doesn't do any follow-up. Both CAC & Bridges are providing a service to the Town of Hudson that is definitely needed. If the Town didn't have Bridges, he would be recommending hiring someone to provide that counseling service. The police can't do that; their function is to fight crime. The Police Department uses both Bridges and CAC and he couldn't say which one is used more than the other.

(Start Tape 2-A)

Selectman Jasper said, as a follow-on to what Selectman Nadeau brought up earlier, there must be some nationally produced videos available that would be helpful to make parents aware of what to look for, relative to the internet and drug use. He didn't think there would be a lot of kids tuning into the public network, but parents would. Chief Gendron said he could look to see what is out there. The problem he had in the past with videos was that many of them were outdated and downright corny. Showing that would lose the whole effect. He wouldn't mind showing a good video, as long as they could show them. A lot of them are for training purposes only, but he will look to see what he can find.

Chairman Maddox said cable is a forum that needs to be utilized for educating all of the citizens, young and old. Seniors are being ripped off by scam artists—people coming up to their homes, promising to do roofing, driveways or other repair work—and they should be informed of what to look for. It is devastating to that one person who gets taken in, so whatever can be provided to the citizens in a non-threatening manner, is beneficial. They don't have to leave their homes to go to a meeting. Watching something like that on TV is advantageous to them.

Chief Gendron said calls for service is any time an officer responds to anything and provides a service, from unlocking a car door to taking a burglary report. The question came in during budget time that if there was an accident and three cruisers responded, if that was considered three calls for service, and the answer is no; it is considered one incident. These numbers do not include motor vehicle stops. In 2006, to date, they've responded to 12,312 calls for service. Last year, the total was 23,740 for the entire year. When officers are responding to calls, they are not patrolling, running radar, involved in assisting Capt. Lavoie's people in crime prevention programs, etc. The Hudson Police Department is very pro-active when dealing with crime but, if they don't have enough officers out on the street, they end up becoming reactive, just responding, and that's what they are going to be doing pretty soon. The last time they hired additional officers was in 2002, from a federal COPS hiring grant of \$150,000. His liaisons have asked him to refrain from asking for additional officers so they could deal with the manpower shortage in the Fire Department, but eventually they have to look at getting more police officers out on the street. Selectman Nadeau asked if they could break down the 12,312 number by emergency and non-emergency calls. Chief Gendron said it can be broken out by what the calls are—lockouts, accidents, etc.—but a call for service can't be ignored, unless the Board decides they don't want to do lockouts any more, which would be a big mistake. Selectman Nadeau asked how many calls they got for lockouts.

Selectman Jasper said what was not shown was motor vehicle stops. He was surprised and impressed last week when one of the bicycle officers made a motor vehicle stop and was writing up a ticket, and asked how they managed that. Chief Gendron said they are put in problem areas, some of it in traffic, also along the riverbank where kids are drinking alcohol and smashing beer bottles all over the place. They just used them on late nights, having problems with people reporting their vehicles are being broken into. People don't make the connection, when they see a mountain bike coming down the road, that it's a police officer. If they are having a hard time at an intersection, they will put a police officer on a bike there, such as at the intersection of Chase/Ferry and Derry. People come across the bridge in the right-hand lane, but make a quick left on 102, cutting off the vehicle in the left hand lane. It's tough to use a cruiser for that, but the mountain bike officer can be sitting right on the sidewalk at the intersection, and people don't even see him. When people are stopped in traffic, they've actually pedaled their bike right up to the car, knocked on the window, telling the driver when the light turns green, to pull over.

Chief Gendron, in response to Selectman Nadeau's request for the number of calls they got for lockouts, so far in 2006, they've had 184 calls for lockouts. Selectman Jasper asked if those were houses or cars or both. Chief Gendron believed it was vehicles. The Fire Department unlocks houses; the Police Department doesn't. Lisa said there were just under 18,000 motor vehicle stops, so far in 2006. Chief Gendron said they made a lot of motor vehicle stops because there are a lot of violations and it's three warnings to one citation. Their job is to change people's driving habits. The Town doesn't get any money when they write a citation, either. With 18,000 stops in half a year, the officers are pretty busy. Selectman Massey said the monies collected for fines do not come to the towns, they go to the State. Chief Gendron said there was a bill introduced in the Senate by a small town up north to allow money collected for fines to go to the Police Department or the Town, and he testified against it. He didn't want it to turn into the Dukes of Hazard, that if the revenues were down, they go out and start writing tickets. He thought the Board would want to be totally detached from that, too. It works fine the way it is right now, with the money going to the State of NH, not the Town of Hudson. Selectman Jasper said that's why he put on his State Ways and Means hat; he was a little torn with the Chief's ratio.

Selectman MacLean said the other day when she and her husband went to Wal-Mart, at that bridge, there was an office chair sitting on that green island at the intersection, and thought they should have an officer sitting right there. Chief Gendron said he wasn't crazy about putting an officer in the middle of a traffic island. Yesterday, they arrested someone at that location, who was coming the wrong way right in front of the lumber company, right up on the other side of the island. He just came out of the golf course and they thought he was intoxicated, but he wasn't; it was a hot day, and he was just driving up there like it was nothing.

If an officer was standing there, he might have gotten hurt. He understood what she was saying, but the mountain bikes can move around quickly and they run in pairs. They are out mostly on Fridays and Saturdays, and they do a great job on day shift and second shift.

Chief Gendron said the feedback they've gotten relative to the speed trailer is that it works great. The minute people see how fast they are going flashed up on the board, their brake lights come on and they slow down. People don't realize they are speeding, but speed isn't always a factor in some of the collisions.

Chairman Maddox asked if the Board wanted the police to continue with lockouts. Chief Gendron said this was a nice service that the Town provides, when a Hudson resident locks him or herself out of a car. If the Police Department didn't provide that service, it will cost that driver \$200 to get it unlocked. Some towns have discontinued this service, but it's a small price to pay for provide that type of service, especially when people ask what they are getting for their money. The Town won't gain a lot by discontinuing it and he strongly recommended continuing it. Chairman Maddox said the purpose of the workshop was to ask those types of questions, adding that the consensus was against discontinuing it.

Chief Gendron said motor vehicle crashes are a major concern for the Police Department trying to control this. Some is a result of poor road character in Town. There is a lot of traffic in Town and the roads aren't able to handle that type of volume. At the same time, during morning rush hour and at night, people just want to get home, and they will do all kinds of things, like passing on the right, follow too close, talk on cell phones, and some are speed related, but not all of them. The three major locations that seem to always pop up are Central Street, Route 102/Derry Road and Lowell Road, with Lowell Road leading, this year. Placing the officers at these areas during rush hour acts as a deterrent. When people see a cruiser sitting there, they slow down. Another location is on 102 by the Mall. People tell him, and the Chairman is one of them, they always see cruisers on the road. That is because they are trying to attack problem areas through directed patrols. People are glad to see violators stopped; they honk their horns and wave, saying it's about time these people are caught. But they can't be everywhere. Sometimes officers are tied up at the station with an arrest, but they're doing the best that they can. They have a special team of officers trained to investigate serious motor vehicle crashes and fatal accidents, with a lot of money being secured through Highway Safety Grants for that. They started out with one team and are up to two now. A team was called out for the fatal on Old Derry Road Sunday night. They review every serious motor vehicle crash to see if everything was done right, if there were any violations or indictments. This year alone, they've reviewed 43 serious motor vehicle accidents in Town; last year, 84 and 96 prior to that. It's an active team. He amazed at the information they are able to gather by collecting evidence at a scene. It's something that's definitely needed. Last year, they had three fatalities and last year there were four, which is a lot for a community the size of Hudson. A lot of it is making sure the roads are built properly to handle the volume of vehicles. This is something the Board, and the Planning Board, needs to look at in the future. They need to look at the Police Department as a resource when they are looking at the roadways because they can provide data.

Chairman Maddox said to be pro-active, maybe the Police Department can provide the Planning Board with the problematic areas, such as Dracut and Sherburne. They met with the State and they were going to put an island there. Now that the reflective barrier is no longer across the way, that seems to have just gone away. Chief Gendron said their hands are tied when it comes to that intersection because it's State controlled. A resident bought the location right across the street at the intersection and he widened his driveway, so if you're coming down Sherburne Road at night, or if you're intoxicated, or if you're just not paying attention, it looks like an extension of the road, and they will go right across, and that's where the accidents are happening. What the resident recommended was to put a flashing red light for Sherburne Road and a flashing yellow light for Dracut Road, which seemed to make sense, but DOT strongly opposed it, saying that the residents won't want that flashing beacon light. They tried a few other things, such as putting in a bigger stop sign, and clearly defined a stop line in the road, and down the road they gave ample warning that there was a stop sign intersection coming up. They asked if they could put a chevron reflective barrier across the street to let people know that the end of the road is coming up. Since they've done that, they've had two or three more collisions, but he couldn't recall if any involved intoxication. He thinks they've slowed things down and that the resident is somewhat happy with what they've done. Chairman Maddox said his point was that the dialogue should go both ways. If the Police Department has a problem area, they should let the Selectmen and Planning Board know so they can keep it in the back of their minds that it needs to be addressed. Chief Gendron said they did let the Selectmen know and the Highway Safety Committee responded out there with DOT, but they didn't inform the Planning Board because they didn't think there was anything they could do to help. The Board of Selectmen could say they want a flashing light but, ultimately, it is the DOT Commissioner that makes that decision. Chairman Maddox said if the Planning Board knew that was a problematic site, they could have told the resident he could widen his driveway, but they need to have a place to put the reflective chevron so people would know the road ended. In his two years on the Board, he hasn't seen a set of Minutes from the Highway Safety Committee. Chief Gendron said relative to the chevron, the resident that lives there has been more than cooperative; he will do anything the Town wants. He just doesn't want to see any more vehicles ending up in his driveway. Luckily, some of them just ended up on his lawn; one time his garage got hit. Chairman Maddox said they finally put one at the end of Greeley Street, after that house had been hit a couple of times. Selectman Jasper said they put up a guard rail. Chairman Maddox said he was looking for communication on problem areas. Chief Gendron said he never would have guessed that that area was going to be a problem, but it turned out to be.

Continuing, Chief Gendron said relative to communications, this month they are scheduled to begin the conversion from UHF to VHF digital and hope the project will be completed by the end of September. The State of NH, through Homeland Security, is looking to upgrade all police and fire consoles who operate 24-7 emergency service. The State has been in the Hudson Police Department and it looks like they are going to qualify for \$60,000 worth of grants to procure equipment. He hasn't received the cost for total upgrades yet, but he should get that pretty soon. That will complete the total cycle for the whole State. He knows the

question will be asked what they've already done. They replaced mobile portable radios and some of the infrastructure. They didn't do anything inside the console area inside dispatch. They brought a lot of the equipment over from the Police Department when it was downstairs, so some of that stuff is grossly outdated. They are going to make some improvements this month and next, but it's not going to complete that project. That will be the final, complete phase of upgrading all the radio systems for the Hudson Police Department.

Another concern that he's brought to the Board before, is part-time dispatchers, which just haven't worked out. Right now, they've got 80 hours of part-time dispatch to help provide 24-7 coverage and, sometimes, two dispatchers on days and seconds. They start out by working 24 hours, then they're down to 16 and down to eight. He got a message today that a dispatcher needs to take the whole month off. Part-timers done work because if they don't do the job a minimum of 16 hours a week, they don't remain proficient. They want to be able to operate the dispatch center with 320 hours a week. They want to take 40 hours of part-time and make it 40 hours full time, then convert the remaining 40 hours to a full-time clerk for Services and Legal Bureau. They have one full-time clerk in the Legal Bureau since he started in 1978, and today, they are making five times the arrests they did back then. Every time an arrest is made, there is a multitude of paperwork for discoveries, and it is very time-consuming. At one time, they didn't even have a Support Services unit or any Training unit, and now they do. Paperwork is generated through policies and procedures, training, accreditation, records, crime stats, etc. Somebody has to do that, and they are constantly pulling dispatchers, or whoever, to help, and it just doesn't work. They need someone trained and dedicated for that. For this year's budget, they aren't asking for additional personnel, just to move them around—taking the 80 hours in dispatch and make one 40-hour full-time dispatcher and one 40-hour full-time clerk, at the same pay. As it is, they are already 'robbing' dispatch.

(Start Tape 2-B)

Selectman MacLean said their pay might be the same, but if they are made full-time, they would receive benefits. The Chief said that was correct. Chairman Maddox said that would be a 30% increase in that line item. They needed to be careful, because it wasn't an even swap. They have heard, for a long time now, that part-time dispatchers don't work out, so he was in favor of going to full-time, but he wasn't convinced they needed to hire a clerk. Chief Gendron said the need was there and they are using a dispatcher for that purpose. Selectman MacLean suggested hiring a part-time clerk, that had nothing to do with dispatch. Chief Gendron said he'd agree with that if all they wanted to take care of was the Legal Bureau, but they need someone in Services, too. Duties need to be split between the two divisions.

Selectman Jasper said, at this point, the dispatchers are able to do some of that work, so it would indicate there is some slack time in dispatch. He was envisioning people sitting around, twiddling their thumbs. Both Chief Gendron and Lisa objected strenuously. Selectman Jasper asked if the dispatchers would not have enough to do, if the clerical duties were pulled away from them. Again, Chief Gendron and Lisa disagreed. Lisa said they have late night dispatch doing all of their records functions. When it comes to citations, they officers have to enter those themselves. A stack of paperwork--warnings, parking, all clerical duties, which would normally be in the records division—is given to late night dispatch to do on their down time, and they do what they can. Selectman Jasper asked if the daytime dispatch helps. The Chief and Lisa both said there's no time during the day. Chief Gendron said there were some other issues, too, that would have to be addressed in nonpublic session.

Chairman Maddox wanted to do this in two parts and asked if the Board was in support of converting part-time dispatch to full time. Selectman Massey said he was interested in looking at the impact on the budget for the clerk. Chief Gendron said he'd like to talk about this in more detail in nonpublic because there were some other issues. Chairman Maddox said the Board needed more backup justification because it's not a swap of 80 hours. They were taking people with no benefits and making them full-time. Chief Gendron said the reality is that what is going on right now is not working, and the only way to make it work is to move some things around. Selectman Jasper recognizes that there is growth and they have to add to the budget, but he is going to be looking very carefully at how many people they add to the budget because labor is already 80% of the total budget. They've talked to the Fire Department about that and they've talked to other departments about that. He didn't see them being able to add 10 people to the budget this year. The Police Department wanted another drug officer and these two, but three is a lot of people. He'd like to see the numbers, but at the end of the day, there have to be some priorities. Chairman Maddox said if part-time is a problem with training/recruiting, that should be the first priority. If dispatchers have to do some clerical work, welcome to everyone else's world. Chief Gendron said the point was a lot of them were not doing it at the dispatch center. They are entering tickets in the computer in between phone calls, but other things cannot be done at the dispatch center. They are taking phone calls, calling the academy, etc., so it's not like someone sitting in one place, doing the work. Someone at 3:00 a.m. can't put stats together for Lisa, who isn't there, or call the academy at that hour. Chairman Maddox said that was something that could be talked about during the process.

Selectman Massey asked what the magic number was for part-time versus full-time for benefits. He was told people get benefits, starting at 32 hours. He said an option was to look at a part-timer for 30 hours. He wanted to see the difference in salary between a 40-hour full-timer versus a 30-hour part-timer. Chief Gendron said he has zero luck hiring anyone part time; history has proven that. Chairman Maddox said a high-stress job of a dispatcher is a different animal from someone filing, but this is an option the Board would like to see. Selectman Jasper agreed that a dispatcher is a different animal. On the county level, there isn't a lot of those 30-hour positions, but there seems to be people out there that don't need the benefits because they get them through their spouse, and would like to work only 30 hours a week. The benefit issue is over 30%. Chief Gendron said they will look at it, but they'd rather reverse it. He'd prefer a full-time clerk because they've already trained someone to do a lot of the clerical stuff and she is full time. Now to say they are going to knock her down to 32 hours is a kick in the head. Selectman Massey said the position doesn't exist yet. Chief Gendron said no, but they've had to fill in that position; fill the job to do the work. They grabbed a dispatcher and trained her to do some of the work. Chairman Maddox said but they are still a dispatcher, at this point. Chief Gendron said yes, but they wouldn't want to hurt that person by knocking her job down to 30 hours.

Relative to facilities, within the next 10 years, the Board is going to have to look at expanding the current 14,200 sq. ft. police facility to at least 24,000. Londonderry was just done at 23,000; Hampton was slightly higher than that. The current facility was constructed in 1994. Depending on the growth and the agency, the facility was projected to last eight to 10 years. They are starting to see areas that need attention. IT was, basically, a cabinet they stuck in records but it has almost emerged into a separate division. They are seeing tight quarters in detectives. They had to convert one interview room into a report-writing room because they took that over for an office for Lisa and John. Some people are sharing a desk. They have reached the point where they need to start planning ahead for the future. They have to be concerned about the detention cells. They thought they would be able to address that if they did the combined dispatch, but that didn't pass. Eventually, they need to punch out that wall and add in additional detention cells. The Services Division, which was a weight room, has three desks, but that is starting to get a little tight, as well. Another area they need to look at is separate areas for handling juveniles. The Federal Government is getting very strict in that area. They have to be careful when interviewing them. In the next cubicle, they can't be interviewing an adult, so they have to use an office, or something else. They have two sally ports now that are used for prisoner transports. One is used for light maintenance—washing and cleaning cars, etc. Originally, an indoor range was proposed, so they should consider that, too. They have an outdoor range at the landfill that Continental Paving helped them build, but it is limiting. If they go out there at night, they worry about the neighbors complaining. Today, Capt. Lavoie and Off. Hobecke were training two recruits in temperatures over 100°. There are other times they can't qualify because DPW is either doing something, or there are people in the vicinity. With an indoor range, they are able to do quite a bit, but that's something down the road.

The gas pump needs to be replaced; it is not reliable. It was down again today. It has been modified so many times, nothing more can be done to it. The tank is fine, however; it's just the pump that needs to be replaced. He has asked the maintenance person to look for a decent, used pump with a card system or a key, so they can keep track of the usage. The Hillsborough County Sheriff also uses it, along with Litchfield, the Library, Fire, DPW and the School Department. Selectman Nadeau asked if used pumps were available and if they were expensive. Chief Gendron said they are expensive and hoped they could fine one because they are going to get caught one of these days. If he can't find one, he'll put it in the budget. Selectman Nadeau asked what the building across the street was used for. Chief Gendron said a little less than half is used for defense and tactics, a meeting room, and a fitness room, with cardio, Nautilus and free weights. Under State mandate, the Police Department is tested every year to maintain their certification for physical fitness. As a requirement, they have to provide people the ability to work out. Or else they would have to pay for people to work out at Gold's Gym. Most of the equipment was purchased through drug forfeiture money, which means it has to be used by the Police Department. The regional SWAT team also uses it. It gets heavy use on a daily basis by the employees; it's one of the best benefits for them and it is working out. The Police Officers have to stay physically fit to do their jobs. Selectman Nadeau asked if the space was needed for the tactical force, or if it could be converted into office space.

Chief Gendron didn't think working out of two separate buildings would work. He asked if Selectman Nadeau wanted to move the whole detectives division over there. Selectman Nadeau said yes. Lisa said there would be a cost involved because of IT issues. Chief Gendron said there were also security considerations and didn't think it would meet the standards at all. Selectman Jasper said they need to do some long range planning, with a number of options. They went from 2,000 sq. ft. at Town Hall to 14,000 and didn't think they were in a crisis mode, but they have to solve the issue of dispatch. It is expensive to do the addition on to the Police Station for the dispatch, and they still haven't solved the space need. He didn't know about the topography of the lot where the Kirby Building sits, but if they think outside of the box and say, what if they were to level that building, could they build a dispatch center on that lot, put in some other uses that don't have to be contiguous to that building, which frees up space, such as a meeting room and the current dispatch center. How do those numbers work, and does that help solve the problem?

Chief Gendron said the current dispatch area isn't much space, so they won't gain a lot. This has been brought up before, and they would have to put someone in that area as a receptionist 24-7, because when people come to the window at 7:00 at night, there won't be anyone there; it's across the street. He supposed it is doable; anything is possible. Selectman Jasper said people could be directed to go across the street to dispatch for night service. Chief Gendron said the problem comes when someone walks into the station to report a crime, and there is an empty lobby. If someone comes in to bail someone out, or if someone comes in because of an emergency, and there is no one there. Those are the things they have to look at. Selectman Jasper said there could be signs, directing people where to go. He wasn't looking for answers tonight, and he understands it doesn't solve all of the space needs, but if he picks up 2,000 sq. ft., it will help. Chief Gendron said dispatch area wasn't 2,000 sq. ft. Selectman Jasper said he knew that, but he was also including the meeting room. If the Kirby Building was leveled, and the community room was moved across the street, he wondered how that would work out. Every time he saw the plan on what the dispatch center was going to do, it changed. During the budget process, he said it doesn't seem they settled on anything because there are so many different dynamics at work. Chief Gendron said when they were going to do combined dispatch—and this is how it got kind of confused—people said now they are going to add cells and widen out the community room. The reason why they decided to do that was strong advice from the architect who said, while they were in that area, knocking walls down and doing things, it would be cost effective to move the walls out now. People were all up in arms about that suggestion. People would have been very critical if they didn't do it at that time. Selectman Jasper said he understood, but the CIP submittal this year was, again, different. (Talking over each other.) Things continue to be looked at in different ways, but they always focus in the same area. Maybe it makes more sense, when looking at all this space that are going to need, just to start over with a new building, and does that solve the space issues for another 10 years, if they were to do these things. Chief Gendron said that wouldn't solve all of the issues; they couldn't move the IT section over there or the detectives or the sally port. Selectman Jasper understood, saying the Town hasn't grown that much, also realizing that the Chief was looking for the optimum for his department—but they were in 2,000 sq. ft. Chief Gendron said and that was wrong, and they had lawsuits to prove it. Selectman Jasper said he wasn't arguing that, but the department has gone to seven times the space they had, so they don't have to jump another 10,000 sq. ft. all at once. Chief Gendron said he was simply making recommendations to the Board, as he was instructed to do. Selectman Jasper said he was in total agreement with that, but they still have the dispatch issue. Chief Gendron said, as far as he was concerned, the

dispatch issue was done. The Town voted against combined dispatch, so he wasn't even bringing it up to talk about. He was talking about the building, itself. Eventually, they need to look at constructing an addition, or maybe another complex and utilizing that building for something else. That's a decision the Town will make. He was just alerting the Board of what to expect will be coming. He didn't want to be in the position they were in in the 80's, when the space issue got to the ridiculous point, working in 2,000 sq. ft., and end up behind the eight-ball again. He didn't want the Town to be position of jeopardizing investigations or creating liability, so he was giving plenty of notice that this is an area that will need to be looked at. Can they build across the street? Yes, but some issues will need to be addressed.

Chairman Maddox thought they were jumping the gun a little bit. His intent was to look at the FY08 budget, while the Chief was looking at long term. If they are going to spend \$4.5 million to put on an addition and another \$1.5 for combined dispatch, they might as well just build a new building. Those are things they need to take a look at, but in the short term, for the FY-8 budget, is it cost effective to move the meeting room across the street and utilize that meeting room for the detectives? Is that doable in the FY08 budget? He didn't think they wanted to get into a new police station, at this point, but things that can be done in the FY08 budget cycle.

Selectman MacLean said this needs to be addressed and planned for, but 10 years ago, a new facility was built, so to most people, that seems like yesterday—and it is a beautiful building. Chief Gendron said they take a lot of pride in the building and make sure it stays that way. Selectman Massey said they shouldn't lose sight of the fact that the building is actually smaller than what the police asked for, but it was what the voters would approve. Chairman Maddox said before they go down that road, he was going to call for a brief recess. Selectman MacLean said she wanted the floor back when they reconvened. Selectman Jasper it wasn't the townspeople; it was the Board of Selectmen, and that was the only proposal they came forward with.

A recess was called at 8:55 p.m. The meeting resumed at 9:05 p.m.

(Start Tape 3-A)

Selectman MacLean said a quote came to mind regarding the Chief -- "You do a little more every day than people expect, and soon, people expect more." Hudson has the best department in the whole State, and the Chief does a great job, so if he does a great job with what he has, people figure he doesn't need anything more. Maybe in order to plan for a new building, or an expansion, they could establish a capital reserve fund and put money aside for the definite inevitability. Selectman Jasper said they could do that, but they don't have enough money to put in the current capital reserve for a replacement fire truck. To do a building like this, they would have to do a bond. The Highway garage money, \$1 million, came from surplus because they had some very good revenue years, but a police station would cost multi-millions. Unfortunately, the reserves have been whittled down dramatically in the last few years. When they have such a strain on the tax rate, such as they have had, you can't increase taxes now to save bonding costs later. They'd have to raise taxes by \$500,000 a year to make any kind of an impact, and that isn't going to happen, when they've got all those other needs out there. Selectman MacLean said perhaps now, but people may just say that's what they do want, if they see it's saving money on the other end. It wouldn't hurt to ask. All they can say is no, and if they say yes, they can't complain because they voted for it.

Chairman Maddox said that was something to discuss at budget season. Regarding the gas pump, that's something that needs to be addressed now, and asked the Chief to get the Board the costs for a new one and a reconditioned one. Chief said he is already asking for prices on those because he believes it is going to go. They can use the Highway as backup, but the pump at Town Hall is centrally located and keeps the officers out in the field, as opposed to bringing them back to Constitution Drive. Selectman Massey asked if they'd be able to use drug forfeiture funds. Chief Gendron said no; that would be supplementing, and he didn't want to go to jail. Selectman Massey asked what the drug forfeiture money could be used for. Chief Gendron said for new programs that are directly related to drug investigations, including hiring a new drug officer. Replacing a gas pump, however, is clearly supplanting, and that is not allowed.

Chairman Maddox asked for the numbers for a gas pump, well in advance of budget season. This one has been limping along, so it's only a matter of time. He asked the Board what the direction was for the Chief relative to facilities. Selectman Jasper said none for FY08. They have to focus on a library for now, to give it a nice, clear, unencumbered shot. He will not support any other building projects this year. Selectman MacLean didn't see the harm of asking to establish a fund. Chairman Maddox said he was looking for other options, since they are certainly not going to build a 10,000 sq. ft. addition. Are there other things that can be done for short money, such as the Kirby Building, or redoing the Community Room, etc. Something to take them through the next year or two before having this discussion again. The Chief should come back with the numbers. The Board may, however, decide to do nothing at all, but at least they've have the numbers and an idea of what the Chief is talking about in dollars.

Selectman MacLean asked how much it would cost to send everyone to Gold's Gym, which the Chief had mentioned facetiously earlier. Maybe they would give them a good deal, and that is centrally located. There might be a savings if they did that. Chief Gendron said they have invested in thousands of dollars of equipment, and it is so convenient. The officers feel a lot more comfortable working out in their own gym, rather than going to private gym. The Kirby isn't this great building; Selectman Jasper had the right idea. It's a cinder block building that they've already sunk a ton of money into, including a new roof, and it isn't well insulated. The employees fixed the building up; they volunteered their time, ripping walls down, painting, etc., to make the building what it is today and to just take it away from them is a slap in the face. Chairman Maddox pointed out that the Chief is the one who brought up this suggestion originally; Selectman MacLean was just picking up on it. Chief Gendron said the point was the employees worked hard for this, and one Board told them to go ahead with it, so that is what they did, and now another Board is thinking of taking it away. The employees won't know what to think any more. Chairman Maddox said he wasn't arguing the point, he was just saying that the Chief is the one who put this idea in her head. He asked the Chief to bring back the numbers for small dollar fixes. Chief Gendron said he'd have to bring in contractors to look at the rooms in order to give an

estimate, and maybe even an architect. He asked where the money for that would come from. If he is asked to wing it, he won't be able to do it, because he is not a contractor. Selectman Jasper wasn't in favor of expending any money this year to do anything and until they can replace the community room, it wouldn't be wise to divide it up. The Police Department wasn't at a critical point right now. What he was hearing was that they have to start thinking about this. The Chief agreed. Selectman Jasper didn't want to put any money into planning for this this year. Their focus should be on the library and they told the Fire Department to look at what needs to happen at the Leonard Smith Central Station. If they bring in three or four of these things, they will all get shot down. The Board of Selectmen has to prioritize and, right now, the library and Central Station are on the table. The Chief and his department can get their creative juices going, relative to long term. He didn't think the voters said no to combined dispatch; he thinks they said no to that particular plan. He thinks they still have to look at that because there is a critical need next door in dispatch. Maybe in the plan the Fire Chief comes up with, an elevator and a second floor for dispatch, and the issue of combined will go away. He has never been a huge fan of combining dispatch, but they have to look at the economics of it and what makes more sense, but this isn't the year to start pumping money into that.

Selectman Massey said, realistically, trying to get something before the voters in October of this year that would have a lot of momentum behind it just isn't there, but they kid themselves if they think they are going to be able to magically come up on some year and put together a budget for a building. It's going to take some time and money. He'd like to see, in next year's budget, a line item devoted to the cost required to come up with a plan that could be brought to the voters in 2009 or 2010. It won't happen just because they say next year, let's focus on a building and, in three months, expect the Chief to have a plan. They need to put some money in next year's budget, if they want a plan to come out in 2009 or 2010. He agreed that putting short money into that building right now is not the best way to go, simply because the whole issue about combined dispatch and whether or not they are going to wind up with a public safety building, as opposed to two separate facilities, needs to be addressed. The short answer is they need to figure out how to put some money in next year's budget to help the Chief put together a plan that could be brought to the voters, either in 2009 or 2010.

Chief Gendron said his intent tonight was just to let the Board know that this is something that needs to be addressed. He knows he's not going to put up a building next year, but he didn't want to be in the same position they were in back in 1993, when all of a sudden it became an issue and they were jumping around, trying to get it done. It's coming, and he didn't want to walk in one year and be told it has to be done now. Chairman Maddox said this would be a discussion for their next workshop, past FY08, on into the future.

Relative to staffing levels, Chief Gendron said currently there are 22 officers assigned to the patrol division, which does get kind of tight. They try to run at least four officers on second shift; they'd like to see five. The problem is when people are out. Recently, one officer became pregnant, so she was on light duty, then she had the baby and was out on family leave. During that time, they can't go out and hire a temporary police officer; it gets filled in by everyone else, or they do without. He has a Lt. that is out of work for eight weeks because of surgery, that will be followed by at least eight weeks of light duty and two officers are in recruit training. It's tough to keep them at full staff.. and things happen. Officers do get hurt on the job; that's the nature of the job—and female officers have families. That's a fact of life and they have to deal with it, but it does become a problem. In 2002, they hired two officers with a COPS grant, and the only two they've added. There is a false perception that they keep adding police officers, but that isn't true. The requests he's made are for replacement officers. Each year, they are required to do a manpower staffing analysis, based on the calls for service, which is done by Capt. Breault. With the formula used, they would need six additional police officers in patrol; the FBI formula shows they'd need an extra 15 officers. He's not telling them they want to go out and hire 15 officers next year, or even six. He is just presenting the Board with the facts. The department is not heavy; they do not have too many officers; they are making do with what they have, but it is tough, especially when someone is out of work for a length of time. They take it on the chin and are constantly training people.

Relative to equipment needs, next year, they are looking to purchase a polygraph machine at approximately \$9,000. Selectman Jasper said in order to read a polygraph, he thought they needed someone who was trained. Chief Gendron said they planned on training two officers this year and are working with Director Loman right now to sponsor a polygraph course at the academy, as opposed to sending someone to PA, FL or Toronto. It is a lengthy, 12-week class, so it's easier to send them to Concord, rather than out of State. If that goes through, he'd like to train two officers—one for criminal investigations and one for recruiting. They do a lot more polygraph work in investigations, with a greater success in solving crimes. Selectman Jasper asked if they currently use polygraphs. Chief Gendron said they pay an outside service, from \$300-\$500. Selectman Jasper asked how much a year was spent on it. Chief Gendron said he uses it for recruiting, and is very limited. He'd have to get the numbers. He has not approved a lot of requests for polygraphs for criminal investigations because he just didn't have the money. It would be easier if they had their own machine. If the academy does they training, they will save a ton of money on training. The machine costs \$9,000 but there is money available for them. Selectman Jasper said he supported exploring the grant assistance.

Chairman Maddox asked, if the Chief has manpower issues, how he could send people away for 12 weeks to perform a function that could be subbed out. He was having trouble absorbing half a year to train two people so they could have in-house personnel, when they could sub-contract that work out. Chief Gendron said at a cost, and they are not running as many polygraphs as they'd like to in order to solve a crime because of the cost. Selectman MacLean asked if the findings were admissible in court. Chief Gendron said not conclusively, but it is a great investigative tool. When someone fails it, they usually end up telling the truth. There is grant money available, if it is awarded to the Town. Selectman Nadeau asked what other towns around here has one. Chief Gendron said the ones he knows are Nashua, Manchester, State Police, Merrimack, and Londonderry is getting one.

Selectman Massey said almost every article or subject matter he's read on cases of polygraphs are a smart person can defeat them; the polygraph is only as good as the person administering it; and unless you have a great deal of experience... so before he

would be willing to approve a \$9,000 product, he'd want to know how much they are currently spending, the anticipated amount he'd be spending if he could sub it all out, and how would they know if they had these people trained that they would be trained sufficiently that they would be able to provide a better than even chance that the test produced the right answer. Chief Gendron if someone ends up being certified after 12 weeks of training, they should be able to run the machine. That's the point of the 12 weeks of training. He knows what Selectman Massey was saying about the articles, but he believes in polygraphs. During the recruiting process, the polygraph reveals quite a bit. Selectman Massey said he was thinking more of the criminal side. Chief Gendron said they've had cases where he has authorized paying people to come in and do them, and they got the answers they were looking for. He wouldn't be asking for a polygraph if he didn't think it was a very useful investigative tool for detectives to use. He would use it much more than he does now that he has to pay for one. Even if he doesn't get the machine, he feels it is worth sending the officers to be training. They tried to borrow Manchester's for recruiting, but they couldn't get anyone to do it. There aren't enough polygraph examiners around. This is something they need to explore. Sometimes, they are told by other towns that they don't have the time for other towns.

Selectman Jasper thought they'd get a lot of public support on this if they said they'd hook up Selectmen candidates on Candidates' Night. Chairman Maddox said they could probably beat it.

Selectman MacLean asked if two officers needed to be trained, or if only one could be trained who, in turn, could train the other one. Chief Gendron said no, an officer cannot train another officer. Each has to go through a certified school, which is what they are looking at right now. One would do the criminal side and one the recruiting side, but if one is out, the other one can run it. If they run this class in Concord, and he is able to send them, all he needs to pay for is mileage, not housing. It's something they should take advantage of because he didn't know if they'd get this opportunity again. If, in subsequent years, they decide to do it, they would have to send them out of State for the 12 weeks. Selectman Massey asked when the class in Concord was. Chief Gendron said if it's done, they are trying to schedule it for this fall. They are working out the details with the academy and the class is limited to 12 students, which is pretty much filled up. Selectman Massey asked if they did the training this year, and it wasn't in the budget, would it be wasted? Chief Gendron said no; the problem was getting the examiners. He could try to borrow a machine, which is like a laptop, so it's not a total waste.

Chairman Maddox said he wasn't in favor of it. A \$9,000 piece of equipment will cost \$30,000 to train people and they might fall into the same pattern as with the noise equipment; they didn't do it enough. Chief Gendron didn't know what he was talking about. Chairman Maddox said he was told there were no officers on; those that did it didn't have certification updates; and they were talking about a lot of money here to train people... overtime to cover the shifts. Chief Gendron said there was no overtime; he never said there was any with this. Chairman Maddox asked if he was going to send two officers and leave two positions empty during the day. Chief Gendron said yes. Chairman Maddox said for the use they are going to get out of it, he'd rather see them outsource to another company. Chief Gendron didn't think the Board clearly understands what they use this equipment for and how many times they could use it, conducting investigations. As police officers, they know. They know when they bring someone in, who they know isn't telling the truth, when they are sitting down for a polygraph test, they say OK, I'll tell you what you want to know. If they are going to solve crimes, this is well worth the effort and money. He didn't know what the Chairman was talking about relative to noise complaints because they have never, never refused to take a noise reading for anybody. The Sergeants were trained and if someone called them for a reading, he was sent out, but there is no certification on that, so he didn't know why someone was saying that. Chairman Maddox said that's what he was told. Chief Gendron said that information was wrong. They have always helped out in that area.

Selectman MacLean said the speed trailer was a separate warrant article, and wondered if this could be, too. Chairman Maddox said the Selectmen are elected to do what needs to be done. They don't have to ask the voters every time... if they should paint this room blue or green. If everything is put on the ballot, they will have 16 pages of ballot questions. Selectman MacLean said a blue or green room isn't the same thing as solving crimes and making Hudson a safe place to live. People might approve \$9,000. Chairman Maddox said the \$9,000 is for the piece of equipment, then there is 12 weeks of training for two people at their rate of pay. Selectman MacLean said the Chief knows if he can spare those two people and if this equipment is necessary. She's not a law enforcement person, so she will support the Chief.

Selectman Jasper said what tips him toward supporting this is hearing that when recruits are hired, they're told there is no machine available or there's no operator available, and when you're hiring police officers, with the responsibility they have, and the things that can happen, that's a critical need, to make sure they put potential officers on a polygraph. He thinks about one particular officer, and didn't know if, when he was hired, he would have passed or not, but from sitting here over the years and hearing what has happened when candidates are put on them, and what has come out over the years, this is something that is very important for the well-being of the Town and the citizens. He knows the Chief has said they are short on manpower, but he is making training a priority and will have to make do. Chief Gendron said he wasn't crazy about sending people to the academy, but that's part of the job, and he can't outsource this, either. Maybe he wasn't saying it the right way, but they just couldn't find anyone to run polygraphs. He went everywhere asking. Even the person they did find said he couldn't run any more for the Town. Outsourcing isn't working, so they are now stuck. They just went through all the stats—if they want him to fully investigate crime and solve crime, then they got to give him the tools to do the job. Yes, two people going away is going to be a burden, but he is willing to take that on the chin in order to get this done. He's not crazy when people go on family leave or away for training, but that's the nature of the job.

Selectman Nadeau asked if there was a company that did this professionally. Chief Gendron said they were aware of one company, and they've used them. They cost as much as \$500 apiece, and that was awhile ago. Hudson isn't the only department feeling the pinch. Other Chiefs have told him the same thing. Everyone is in the same jam. Selectman Massey said, relative to

cost, they are not talking about an added cost to the Town. They are talking about an opportunity cost, so instead of spending two officers' 12 weeks salary, they are talking about an opportunity cost in they could either spend it on this function, or that function, but they are going to spend the money, regardless. In that respect, they are talking about \$9,000. He is coming down on the same side as Selectman Jasper, at this point. However, given the fact they would be investing this kind of time in these individuals, he would think they would want to get some return, in that they would be committing to spend three years with the department, if they get that training, because these two people have now got a valuable skill.

(Start Tape 3-B)

Maybe three years is the wrong number, but they can take the training, and then be gone. Chief Gendron thought that would be opening Pandora's Box because there are a lot of other specialized training that they do. He didn't envision the two individuals he was considering leaving the department. He understood the concern, but didn't think that was the right way of doing it. Selectman Jasper said he was thinking along the same lines as Selectman Massey. He thought there was a program a few years back where they did that. Chief Gendron said the only ones they've been doing contracts with are new hires. The Town paid for part of Capt. Mello's law degree, with the understanding he'd stay for three years. With the K-9's, there is a contract that says the dog is the property of the Town of Hudson and, for whatever reason they left within a year, the dog remains with the Town. However, if they kept the dog, and when they retire, they buy the dog back for \$1. That's the norm everywhere. Selectman Jasper said this training was a little different because most of the other training is readily available. This is a one-time shot for only 12 officers in the State. If the Town gets two of them, that's a valuable commodity. Chief Gendron said it was going to be Sergeants. Selectman Jasper said, over the years, a lot of officers have moved on, but not ranking officers, so he felt pretty safe.

Selectman Massey said he would support sending the two officers to school this year, if they can get in, but he wanted to look at the overall budget before he makes a decision on the polygraph machine, itself. He wouldn't commit today that he would absolutely support putting that in the budget because, at this point, they don't know what the budgets will look like, but he would support sending two officers to the school and would consider this in next year's budget, in its totality.

Chairman Maddox asked what the annual re-certification. Chief Gendron said they have to run X amount of tests to remain certified. Chairman Maddox asked if Hudson would then become the resource for 10 other communities that don't have anybody. Chief Gendron said he was just looking at the Town of Hudson. Selectman Jasper asked what if Litchfield or Windham asked. Chief Gendron said he would help them out, just as they already do with the SWAT team and investigations. It's hard to say no to mutual aid to them, but he is looking to do this for Hudson. He'd be hard pressed to say no, unless they were busy with a heavy caseload, in which case he'd say they don't have the manpower to do it, just as other towns do now. If he had the time, he'd do it; he wouldn't say no. Chairman Maddox said then it's four to one. He was still opposed, but that's democracy.

Chief Gendron said two bullet shields need replacing. They are old and one just melted away; he didn't know what happened to it. They were bought in the early to mid-90's, so they need to be replaced at \$2,000 each. With weapons repairs, they need to replace the springs, as opposed to purchasing new guns, which will save a great deal of money. The recording system in the detectives area is currently VHS and needs to be replaced with DVD format. Six AED batteries need to be replaced on the defibs for a total of \$1,500. They need some furniture replacement. They still have some of the old chairs they brought with them when they moved out from Town Hall.

The critical incident van is a 1990 Ford, purchased from the Fire Department in 2001, and is not reliable. The accident investigation team uses it, as well as the evidence team and the SWAT team. It is a multi-purpose vehicle, used in emergency situations, and it isn't starting. He'd like to look at a one or two year old ambulance or a small van that they can outfit locally. All they need is cabinet space, countertops and wiring for portables and laptops. Chairman Maddox thought an ambulance would probably work best. Chief Gendron said a box truck would work best because it allows them to store a lot of equipment in there and they can stand up in it. Chairman Maddox said he was stunned last week, relative to the ambulance. Selectman Jasper said the Police Department had a problem with the ambulance ever since they got it, and he didn't want to see them doing that all over again. With the trade-in they got, it didn't make sense to him to keep it. Chairman Maddox disagreed. A one or two year old box will probably cost \$40,000. He thinks they acted in haste, getting rid of the ambulance the way they did, at the \$120,000 level. They probably could have looked at going to the lowest bidder and getting rid of the options and keeping that vehicle so they could turn it over to the Police Department. There were a number of things they could have looked at. Chief Gendron said that ambulance had an electrical fire in it. The Fire Department has a lot of electrical equipment that the Police Department doesn't need, and they can't seem to disconnect all of it to get rid of it. They just can't do it. He'd just as soon gut out the whole box and reconfigure it. Selectman Jasper asked if the box on the current truck was OK. Chief Gendron guessed so, but he didn't know what they were made out of. Selectman Jasper said with those electronics, the longer it sits between starts, the more problem they are going to have with the battery and every thing else, because there is always something drawing down on the battery. Chief Gendron said they've replace the batteries twice already, and they aren't cheap. Selectman Jasper said that's the problem; there are so many electronics in there, and so much stuff that is constantly drawing on the battery, if they are not starting it every day, there is a problem and that is part of what it is. He was wondering, if the box is still good, if it would be better to get a chassis that doesn't have all of the electronics. Chief Gendron said they need something all open in the back. Selectman Jasper didn't think that was a big modification, but he didn't know because he hasn't looked at it. He is not thrilled about using another ambulance and asked how long they've had problems with this one starting. Chief Gendron said almost since they got it. They've brought it to Downtown Lincoln Mercury—everybody has looked at the thing and said it's tired. The engine is OK, but everything else is done. Selectman Jasper said that's exactly what they would have gotten with this latest one, which has already had an electrical fire. They probably did a quick fix on it, knowing that it was going to be out of service. He didn't know if, in this case, it was the wise thing to do. Chief Gendron said they don't just jump-start the thing. It takes awhile to turn over. Selectman Jasper said even a trickle charge isn't always going to work.

Chairman Maddox said, for short money, they could replace at least one that is not working very well with one that is operational today, as it is the third ambulance out, as opposed to what he's got now that doesn't start 1/3rd of the time. He asked if the Board wants him to go out and get a price for a box, or a chassis. Selectman MacLean asked if the Town has a third ambulance. Chairman Maddox said not now; the Board traded it away last week. Selectman MacLean asked what the Chairman's short money solution was. Chairman Maddox wondered if that was in the best interest of the Town. It might have been in the Fire Department's best interest to get that new ambulance, but if they looked at what was best for the entire Town, are they better off trading in the Police Chief's old ambulance and getting \$2,000 for the trade. Now, there's a delta of only \$6,000 as opposed to going out and finding a vehicle that he can try to put that box he has on to. He asked if the animal control vehicle was \$19,000. Selectman MacLean thought the trade-in with the ambulance last week had to be done that way because that's the way it was set up. Chairman Maddox said there is a question in that regard that they need to check into. Selectman Jasper said he may have been wrong—either this time, or the first time.

Selectman Massey said he wouldn't be in favor of converting the van because it's already nine years old and they've had a problem with it. It came up last year during the budget hearings, using the existing box and putting it on a new chassis. The cost of doing that was almost the same as a brand new system, by the time they were finished. He'd rather look at what it would take to get a box van; a delivery-type truck. What he had in mind was the type the plumbers are using right now, sitting on a 250 or 350 Ford chassis or 2500, 2500 Chevy chassis. Chief Gendron didn't know that they were going to vote on this. He was just putting this out as one of the issues they need to deal with. (Talking over each other.) He was leaning towards Selectman Massey's suggestion. In September, he will be able to see some vendors. He didn't want to get into something really big, just something that is functional for them, something this is reliable and going to work. When the key is turned, he wants it to start so they can respond to whatever emergency is in the community. He will look in that area and see if he can get a price on used vehicles for comparison. He can check with McMulkin to see what a chassis would cost, but the Fire Department already looked into that, and found it would be a lot more. Selectman Jasper said that was an ambulance, and it probably wouldn't work. He thought the vehicle he saw Sunday night was not a regular ambulance box, but it was—the way it was painted.

Selectman Nadeau asked if drug forfeiture money could be used for this. Chief Gendron didn't know; it was kind of stretching it, but maybe. Selectman Nadeau asked if the truck was just for Hudson's use, or if it was for Southern Regional. Chief Gendron said it was the Town's, to get his people from Point A to Point B. If the SWAT team is going to Derry, they use that vehicle to respond in, but it's Hudson's officers in it. Selectman Nadeau asked how often it was used for that. Chief Gendron said they train every first Tuesday of the month. He didn't know how many call-outs they've had in the first six months. Chairman Maddox said when he read the report today, he thought it was four. Capt. Lavoie said someone asked about putting the team in a cruiser, but each one of them is carrying a hockey-type bag, with all their gear, and they get dressed on the way to the incident.

Selectman MacLean said if they find out that Selectman Jasper misspoke about the warrant, she would support Chairman Maddox's plan. Chairman Maddox said that's what they need to talk about. If you need a piece of equipment that you need to be able to turn on and go—if a perfect world, they would buy him a \$40,000 brand new box, but this is Hudson. Chief Gendron didn't think it would cost that much. Chairman Maddox said the Chief said he was looking for a one or two-year-old ambulance. Even a truck Selectman Massey was talking about, by the time exterior racking is put on it, etc., the numbers jump up quickly. Selectman Jasper said they won't need exterior racking. Chairman Maddox said the equipment that the accident reconstruction team needs is kept in the cabinets in the vehicle now. Chief Gendron said they carry a duffel bag with all the equipment. The weapons are stored in the building. When they get a call, they back the van to the back door of the station and they load up and go. Some of the accident reconstruction equipment is stored in the vehicle, but not all of it because it is temperature sensitive. Chairman Maddox said, again, they need to take a look at their options. He was suggesting that, for very short money, they could at least get them into a piece of equipment that is much newer than they have now. It's not perfect, but do they want to spend additional money? They need to find out if that warrant article could be used, what a piece of equipment would cost, when they want to see this. At some point the ambulance is going to be traded in because the contract is signed.

Selectman Jasper said the ambulance is only six years newer. They've already heard the Chief say they've had a problem with the ambulance starting; it's not an issue of the body rotting out or anything else, and they are going to have the same problem with the electronic nature of the beast; it's not a vehicle designed to just sit for weeks at a time and they are going to end up in the same situation. They are getting \$8,000 for the trade-in and he thinks they can get a basic cube van for less than \$30,000 because there really isn't much to them. It's a heavy-duty pickup truck cab, or the next size up, with a box on it. They don't need a lot of the bells and whistles. Air condition is pretty standard now. Even in the short-term, it doesn't make much sense because they are going to put a lot of manpower into stripping it out. Chief Gendron said he's held back stripping out the old ambulance they have not because from Day One, they've had problems, and until they got them fixed, he didn't want to gut it out, since that would cost a lot of money to do. All they did when they took it over was change the red lens to blue, repainted the truck because it was involved in an accident, and added graphics. It's tight inside, too, since it was not built for what they are using it for. Beggars can't be choosers and, when got the opportunity for that old ambulance, he took it and it cost him \$10,000 which was transferred out of his budget. Getting it to where it is today, he has soaked some money into the vehicle, and it still isn't reliable.

Chairman Maddox asked if the consensus of the Board was to buy a new van. Selectman Nadeau wanted the newer old ambulance transferred to the Police Department, and the Police Department's old ambulance used for the trade-in. Chairman Maddox said that was his preference, too. Selectman MacLean said she stood there, too, but... (the rest of her remarks were drowned out by other people talking over her). Selectman Massey said if they trade that in for a new one, they've still got to come up with the \$8,000 difference on the bid, so they haven't saved any money by trading it in. Chairman Maddox said if it's traded in, they will probably get \$2,000 for it. (Talking over each other.) Selectman Nadeau said if they want the bid, they will

make it work. Selectman Massey said any junk will get you at least \$1,000. Chairman Maddox told the Chief to find out what the price was for a new one, for whatever they are looking for. Chief Gendron said they would come up with some options.

Chief Gendron said the accident investigation software needs to be upgraded for \$250. Chairman Maddox said those things are all short money items and should be in the FY06 budget. Relative to cruisers, Chief Gendron said they are looking at changing from five to six, leaving it at \$120,000 because they are just not keeping up. They have a 2000 Chevy that has over 70,000 miles; a 2000 Ford with 72,000; 2003 Chevy with 72,000; four 2005 Fords at 63,000/55,000/65,000/64,000. They can keep the 2003 Chevy with 57,000 for another year. Trying to hold him to five cars is getting tough, with a fleet of 24 vehicles. He thinks he can replace six with \$120,000 to stay ahead of the curve. Selectman Jasper asked if he could do six this year, with what he has already been appropriated. Chief Gendron said he had to wait until he saw what the bids are. They did make it happen last year, with 05-06 money. Sometimes this comes up at the Budget Committee; he gets questioned about buying six vehicles. They have been doing five for many years, but they need to look at changing it. Selectman Jasper said if they have \$120,000 he didn't think any cares how many vehicles are traded; it's more of a budget number. Chief Gendron just wants the Budget Committee to know that they are looking to do six.

Selectman Massey said he was looking at equipment inventory, which shows a 2000 Chevy Impala and two Lumina from 1999. He asked if there was any reason why those vehicles were being replaced, because they are used by the detectives. Chief Gendron said the 99's were traded in; they are gone. Selectman Massey asked if any of those vehicles couldn't be a sub-compact, as opposed to a Crown Vic. Chief Gendron said he has tried to rotate the cruisers through and throw them in there towards the end. They experienced with the Lumina; bought them brand new and they worked out fine. When it comes to detectives' vehicles, he's not opposed to buying a regular vehicle, if they are dedicated only to them. Selectman Massey said the Chief was moving down the cruisers to the detectives when they replace the cruiser. Chief Gendron said he did this year and he was going to move some vehicles around as unmarked vehicles. When trading in vehicles, two things are very important—the year and the mileage. He contemplated buying the detectives a non-police package because they aren't engaged in pursuits and sometimes the stealth mode works best for them. He'd be willing to look at a 6-cylinder Camry or Hyundai Sonata because they are built very well. Chairman Maddox said it would cost a little more than \$120,000 because they have to strip the old cruiser.

(Start Tape 4-A)

Relative to IT, Lisa said this year, a server is up for replacement, so PC's dropped down so she can keep the money about the same every year. The biggest item in the budget is upgrading the phone system, which is 12 years old and went in as the building was being constructed. They are experiencing problems with it and it's too old for a backup. They seem to have a bad sector on their voice mail section. When a user goes to listen to the automated attendant to see what to push to delete that message, it cuts out, so they have to go see her or start pushing buttons and hope they get the right one. She's looked into the phone system and there's nothing that can be done to repair that. It's just on its way out. Public Works building has already had their system go on them, and theirs is even less old than the Police Department's. Town Hall will eventually be in the same boat. There's a lot more features out there they could be utilizing. She met with KC and the School and they talked about doing something jointly, where they could utilize the same voice over IP that they have. They have a couple schools that need to be upgraded, as well, so they are at the point where it is a good idea to see if there is something they could do jointly. It would be a whole lot easier if one of them didn't like their vendors, but she would hate to lose Statewide Communications, who have provided fabulous service over the years. She can get a quote on upgrading the system and she has a meeting tomorrow with a couple of vendors that the school uses to see what it would take to do something jointly and find out what features their phones would provide and if they would be comparable. There will be something in the budget.

Chairman Maddox asked if this was something for FY-08 and if the \$25,000 was just a place-holder. Lisa said depending on what costs she comes in with with the school system, it will be something they will have to budget a piece for, because they can't go too much longer, or it will be the whole piece because, eventually, the Town will have to do the exact upgrade. Chief Gendron said whether they do it all this year, or budget half this year and half next year, they have the opportunity to look at the Town's phone system and the Police Department's. If they go in together with the school, they could probably get a really good price. The Police Department's phone system is maxed and is failing and, like the Fire Department, his phone system has got to work 24/7. Selectman Massey said this needs a bid spec and put it out to bid. He's already had the conversation with Kathy Carpentier. Before they do too much, they need to have a pretty good picture on whether or not they can combine the school and Town operations on a single bid spec and, if they can't, that they at least look at being able to combine all of the Town operations on the same bid spec and, certainly, at \$25,000 they are the threshold where they need to have it go out to bid. He thinks that would solve the problem a little bit, as to who they like for vendors. Lisa said what she would come in with at budget time is to show what it would cost to upgrade, and she's not sure upgrades can go out to bid. Selectman Massey said that's different. Lisa said if they have the same phones, they wouldn't have to upgrade everything at once. As the existing phones die out, they would be swapped with a digital system, which is capable of voiceover IP and things like that. What they are looking at is a voiceover IP intranet, with the school and Town together, but they can do that with separate systems. The DPW that just got upgraded would not be a waste, if they upgraded the existing system within the whole Town. They simply merge their system with the upgrades and, eventually, Town Hall's upgrades. Before budget time, she will come before the Board to let them know the options. She also needs to update the Adobe suite. In FY09, they will need to update the security system software to the tune of about \$2,200. They had to slow down the processor to work with the software because it's so old. That has to be done in the future, too, and depending on where their budget comes in, \$2,200 is out of the question with the phone system, but it would have to come in right behind it.

Relative to support services, Chief Gendron said one of the prime responsibilities is training police officers and part of that is career development. Last year, they experimented as best as they could with absences, and took an officer from patrol and put him in detectives for four months. That got him off the streets for awhile and exposed the officer to different types of police

work. That officer got involved in some pretty good investigations and when these officers are sent back out on the street, they are better police officers. They know what to look for at a crime scene and have better interview techniques. The Chief is developing a good pool of candidates that when he has a vacancy in detectives. They also showcased this career development program during the assessment process, and the assessors were very impressed. One of them decided to take it back to her agency and implement it there. Chief Gendron said they'd like to take it one step further. If they can hire the additional officers, he'd like to pull an officer off of the street for a year, expose him to detectives for four months, then to legal bureau for four months, and then move him into services for training, recruiting and crime prevention programs, and then putting him back out on the street. They get a year off the street, but get to see all different aspects of police work. It's a win-win situation and it keeps the officers motivated and develops them. They don't see the turnover they saw before. Back then, his concern was retention. Now, his concern is training officers for the future. There is nothing better than having an officer that's served in all three divisions. When it comes time to promote him to Sergeant, he's already worked in all those aspects and clearly understands the need for all three.

Chairman Maddox said he did his annual ride-along, and the two Sergeants he had were excellent, and they said the very same thing. They got to see a lot of different things by going to the various departments. They are not just a patrol officer who gets to see the inside of a cruiser, day in and day out. He believes this is beneficial, but asked for clarification of, "approve an additional three officers for career development." Chief Gendron said instead of taking three officers off the street, they would hire three new officers and put one officer in detectives, one in legal and one in support services, and then rotate them. If they did only one at a time, it would take 20 years to complete the whole cycle. Selectman Massey said this would, obviously, be a warrant article and he would want to see it in relation to the whole budget. He didn't want to discount this out of hand, at this point. Selectman Jasper thought the Chief was rotating people in, and somebody would come out of detectives and go back on the street. Chief Gendron said no, they were putting the additional person in. Right now, he has three working, permanent detectives—Doug Dubuque, Mike Niven and Matt Solari and another officer assigned to the drug task force. He was looking to bring in a fourth detective in order to learn the job, and then bring him back out. Chairman Maddox agreed with Selectman Massey in that he'd like to see some numbers, adding that three additional officers was a little high for him, but maybe it could be modified.

Chief Gendron said the legal division was responsible for prosecuting all of their cases in Nashua District Court. As he has told former Boards of Selectmen, the judges are getting a little upset with Hudson. One of them said they sent the Board a letter, but he didn't know if that happened. They are running trials three days a week and juvenile trials one or two days a week and arraignments two days a week. Atty. Hume is assigned there and Sgt. Briggs. When the prosecutor is upstairs doing a trial and someone is downstairs doing a juvenile matter, they are running up and down and the judge has talked to both him and the Captain more than once, asking when the Town was going to get additional help. Hudson brings in the second highest number of cases into court, and they are holding things up. The Chief has explained over and over that the Town just does not have the bodies to put in there. The only way this would be resolved would be if they did the career development thing, with the additional body that would be rotated every four months. He cannot take another body off the street to handle that. The judges have threatened that if this isn't corrected in the near future, he's going to start flushing cases. He didn't want to see that happen, but they are on a tight schedule themselves, so this is an issue Hudson is going to have to look at. Selectman Massey asked how many cases get thrown out by the judge because Hudson isn't prepared to prosecute or they don't have evidence. etc. Chief Gendron said none yet, that he is aware of. They've lost a couple where an officer is on duty has to testify on a citation and he doesn't get there on time, but they've not lost a criminal case or a DWI. What the judge has said is that he will start doing that because Hudson is holding up the court. They only have so many judges and plan to get through their list by the end of the day. Selectman Massey asked if holding up the court meant that they schedule another court date. Chief Gendron said what he was referring to was if Atty. Hume is in courtroom one, and Sgt. Briggs is in courtroom two, downstairs in juvenile and Hudson's docket is up and they are looking for Hudson's prosecutor, they take a recess until she can get down there. If Hudson isn't in that courtroom, they are flushing the case.

Selectman Jasper said one of the recommendation on the Citizens Task Force on the Court System is to give specific times; that's part of the problem. You have three places and they are all scheduled between 9:00 and 12:00. Chief Gendron said they've worked out an arrangement with the court, doing DWI trials at 1:00 but they are competing with the City of Nashua, as well, who have many attorneys. They are asking Hudson to have attorneys for each courtroom, so they can move on. The other issue they are dealing with, now that they are spending their time in court, they aren't back here, negotiating cases. For instance, an attorney is saying his client is willing to plead guilty to X, Y & Z, if A, B & C is dropped. They just don't have that time available, so they are forced to go to trial on a lot of cases. One of his biggest overtime budgets is court. They go to trial on just about every case. It's a vicious cycle that doesn't end, without more bodies to handle the workload. Career development would soften the blow.

Selectman Jasper said it seems that there ought to be a way they can work out a system where the courts aren't scheduling everything for the morning because it's not reasonable to give a broad range. Chief Gendron invited Selectman Jasper to observe it firsthand. That court is one of the busiest in the State; between Hudson and Nashua, it just keeps on going. It's not like Hudson asking for Wednesday afternoons. They are running way over, and that's the problem. There are so many cases coming into that court, and not enough people handling them. The judge told him he was going to lay it on the line; the Town needed to do something soon, but nothing has. He didn't know how to make it any clearer; if the Town didn't do something about the manpower issue, he was going to start flushing cases. Chief Gendron told the judge that he had manpower issues, too; he can't just go out and hire people. Selectman Jasper didn't think the courts were being reasonable. Chief Gendron again offered to bring Selectman Jasper to meet the judge to share his thoughts.

Relative to animal control, Chief Gendron said a major problem is unlicensed dogs. They have 3,054 dogs on file, but Jana estimates there are 1,500 to 2,000 more dogs somewhere out there. The formula she uses is based on the population in Hudson. This year, there are 362 dogs not licensed. Of that number, some are probably dogs that either expired, or they no longer have it.

They are now required to visit the residence and hand the person a civil forfeiture, saying they didn't register their dog in April like they were supposed to, or in May when they were sent a warning, and they didn't do it in June. It went to the Board of Selectmen, who signed off on it and gave it to the Police Department to issue forfeitures, which is an additional fine. That is very time-consuming. They've been working on this problem, trying to resolve it. Lisa has been working with the Town, who installed a new system. Every year, they have this large number of dogs that people don't register. There was a thumbs down from someone saying they couldn't pay it by mail, but they can register their dogs via mail. Selectman Jasper asked if there was any way for people to inform the Town that their dog died. Lisa said yes, call Town Hall. Selectman Jasper asked if there was something that came the license, telling people that. Chief Gendron said yes, there is and they sent everyone a letter, informing them their dog needs to be licensed, how much to send, and if they no longer have the dog, to let them know so they can take it off the books, and people don't do that. This isn't a budget item, but he wanted the Board to be aware of this problem they deal with every year and it's very time-consuming. Jana has been dealing with a few abuse cases, but they are seeing a lot of wild life coming out. As development continues, coyotes, etc., are being forced out of their habitat. Selectman Nadeau asked if the dog registration information was on cable. Lisa said yes, and is in the HLN, and it's on the web site. Chief Gendron said people just ignore it.

Chief Gendron said, relative to future needs, they need to start projecting when they want to start to expand the police facility. In three years, they need to replace 40 bullet-proof vests, which will cost about \$60,000. They have a five year expectancy. They also need to start replacing pistols. This year, to save money, they are replacing the springs. They might have to replace AED's (defibrillators). If they do that, they'd like to replace them at the same time as the Fire Department in order to get a better price.

Selectman Jasper said when you have multiple things, like the vests, it's best not to try to replace them all at once. Chief Gendron said that's what they were doing. They bought Monarch Second Chance vests, 10 at a time, and then found out that the material was defective. Over several years, they had purchased 40 vests, so they went after the manufacturer. Rileys, in Hooksett, didn't want to lose them as a customer, so they bought back all of the defective vests and bought 35 brand new Point Blank vests and gave them to the Police Department. Those are going to need to be replaced. As new officers were hired, new vests were purchased, so those five will be going at the same time. Selectman Jasper said maybe replace 10 when they are four years old, and maybe some could stretch out to six years. Chief Gendron said if an officer wears a vest longer than five years, and that officer gets shot and the bullet penetrates, he didn't want to be a part of that. They haven't asked for vests in the last three budget seasons because Rileys bought them, so they were ahead of the game. This won't be in this year's budget; he was just giving the Board a heads up. Chairman Maddox said why not put some money in for 15 of the vests in the FY08 budget, so at the end of the year, they can buy 30 of them between the two years, so they aren't getting whacked at one time. That would be better than waiting to buy them all at the same time.

Selectman Massey said he was a strong proponent for capital reserve funds because they have a tendency to do exactly what Selectman Jasper is talking about, to prevent spikes either up or down, and a spike down is worst than a spike up because they next year you are hit with the up-tick again, and you get hit twice in a row. With a capital reserve fund, you achieve the same thing. You only have a certain amount of money every year, but when you buy these types of items, you buy them all with the same quality and if you do run into a problem you are able to take care of it. If they are only good for five years, you only replace 20% of them every year, or you have a capital reserve fund that puts in 20% every year, so on the fifth year, you got all the money you need. Selectman Jasper said that would be a better way of doing it because then you get maximum use out of the equipment.

(Start Tape 4-B)

Chief Gendron said they are always buying spare parts for weapons, so they would have a multitude of different spare parts, but if they all have the same type of weapon like they do now, they all carry Sig-Sauers, the training is the same, the parts are the same, etc. He supported buying all of them at the same time. Selectman Jasper thought they should start funding that in the FY08 budget. Chairman Maddox thought they should set up a capital reserve fund for police equipment, and put both the vests and guns both in there. Selectmen Jasper and Massey agreed.

Chief Gendron said down the road, not in the next budget, they need to talk about hiring a clerk to do crime analysis and records. Lisa is doing this on overtime. They invested \$80,000 in the crime analysis program, which is a valuable tool they use to determine where the accidents are happening, where crime is occurring, where domestics are happening, etc. This can pinpoint everything, and they allocate and direct their manpower to those locations, based on that information. Also, down the road, they need to hire additional officers, whether for the career development program or to supplement what is happening out on the street.

Chairman Maddox thanked the Chief and his personnel for coming in. Discussion on who was going to swear in the new police officers. Chairman Maddox said he moved some things around so he'd be able to do it, but the paperwork was already done and signed off on by the Board because it was thought that Vice Chairman Jasper was going to swear them in. It was decided to leave it that way.

Selectman Jasper thought these sessions were very productive and would move them a long way when it comes to the budget season because so many things have been discussion. They may not all agree, but they all have a better understanding of where they are all coming from and the departments have a good feel for where the Board is coming from. Chairman Maddox said people think the Board disagrees, but they are simply having a discussion, something they haven't been able to do in past years because they try to do the budget in three nights. They've been discussing things tonight for 3-1/2 hours, so they've had a chance to get dialogue going between the elected board and the departments.

5. ADJOURNMENT

Motion to adjourn by Selectman Massey, seconded by Selectman MacLean, at 10:45 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