

HUDSON, NH BOARD OF SELECTMEN
Minutes of the November 3, 2001 Department Heads' Budget Presentation Meeting

1. **CALL TO ORDER** by Chairman Ann Seabury at 9:00 a.m.

2. **ATTENDANCE**

Selectmen: Ann Seabury, Rhona Charbonneau, Robert E. Clegg, Jr., Shawn N. Jasper (left at 4:05) & Terry Stewart

Staff/Others: Paul D. Sharon, Town Administrator; Priscilla Boisvert, Executive Assistant; Steve Malizia, Finance Director; Sean T. Sullivan, Director of Community Development; Dave Yates, Recreation Director; Jennifer Richtarek, Recreation Committee; Richard Gendron, Chief of Police; Capt. Ray Mello; Lt. William Pease; Sgt. Don McCrady; Lisa Nute, Information Manager; Assistant Fire Chief Shawn Murray; Deputy Fire Chief Gary Rodgers; Charlie Chalk, Fire Marshal; EMT-I Steve Gannon; Torrey Demanche, Executive Secretary

3. **BUDGET PRESENTATIONS**

A. 5920 Community Service Organizations

Motion by Selectman Jasper, seconded by Selectman Stewart, to level fund Rape & Assault Support Services, Nashua Area Health Center, St. Joseph's Community Services, Nashua Mediation Program, CHIPS and Hudson Seniors carried unanimously.

Motion by Selectman Charbonneau, seconded by Selectman Stewart, to fund Home Health & Hospice at \$16,000 carried unanimously.

Motion by Selectman Jasper, seconded by Selectman Stewart, to fund Nashua Transit Service at \$16,006, plus \$1.00 per trip carried unanimously.

Motion by Selectman Jasper, seconded by Selectman Stewart, to fund Community Council at \$10,198 carried unanimously.

Motion by Selectman Clegg, seconded by Selectman Charbonneau, to fund American Red Cross at \$4,000 carried unanimously.

Motion by Selectman Jasper, seconded by Selectman Stewart, to fund Nashua Soup Kitchen & Shelter at \$7,500 carried 4-1. Selectman Charbonneau was opposed.

Motion by Selectman Jasper, seconded by Selectman Stewart, to fund Big Brothers/Big Sisters at \$5,100 carried unanimously.

Motion by Selectman Jasper, seconded by Selectman Clegg, to not fund Souhegan Health Services carried unanimously.

B. 5110 Board of Selectmen

Selectman Jasper thinks the time has come to add a part-time Welfare person. There is a point of diminishing return when you take Paul's salary into consideration. They should consider getting someone in to do Welfare because, whether it is Paul or someone else in that position, things just haven't gotten done. He is not finding fault with Paul, but there are too many things for one person to physically do. Mr. Sharon said Welfare probably occupies 20%-25% of his time. Selectman Jasper said there are a lot more things that need to be done. If he doesn't follow up on things he's asked for, it doesn't happen for a long period of time. He understands it's because there is more there than one person can handle. He thought they should include a figure for a part-time Welfare person. Selectman Charbonneau asked if this was creating a new position. Selectman Jasper said no, it's when they create full-time positions from part-time positions. Selectmen Clegg and Charbonneau said they wouldn't be comfortable creating even a part-time position without doing it as a Warrant Article. Selectman Clegg said they are creating a new position, even if it is part time. Discussion continued. Steve confirmed that for crossing guards and dispatchers, the Budget Committee has put that through because there are no benefits involved. Selectmen Clegg and Charbonneau maintained that a new position is just that, regardless of the number of hours.

Selectman Stewart said she didn't remember approving a part-time position for Kevin that he asked be made full time. Several people answered that it was a transfer from the Rec Department. Chairman Seabury said they could generate a part-time person in the Selectmen's Office and a part-time position in the Assessor's Office and put them together in the Assessor's office. Selectman Jasper said that wouldn't work because of the benefits. He asked Paul how much they should put in.

Mr. Sharon said they were probably talking about a secretarial-level position, with a certain amount of confidentiality involved.

Several Selectmen asked where she would sit. Selectman Jasper said it could be arranged for her to use the Selectmen's office. Mr. Sharon said he's kept his eyes out for a client, who may be qualified. Selectman Jasper said this would be an hourly person and hoped they could get someone who was either retired, or a stay-at-home mom.

Motion by Selectman Jasper to add \$15,000 to 102, with appropriate FICA, for temporary office help failed for lack of a second.

Chairman Seabury said perhaps next year the Administrator could put together a package. Selectman Jasper said he has mentioned this every year they do the budget, and there are too many things that aren't getting done. Selectman Clegg said he would support a Warrant Article. Selectman Jasper said that would set a bad precedent in that every time they would want to increase the number of crossing guards or call firefighters, it would have to go on the Warrant. They should have a standard that applies to all situations. Selectman Clegg said they used to not have to go to the Warrant for replacement vehicles, but now they do, according to the Budget Committee. Selectman Jasper said they were going to fight the Budget Committee on the floor of Town Meeting if they take it out. He can make a convincing argument that the Budget Committee has gone way beyond what State law allows. If the Budget Committee tries to make them put it in Warrant Article form, the Selectmen could take them to court because statutory authority does not give them the ability to decide what goes on a Warrant Article. Discussion continued.

Selectman Clegg asked how NHMA comes up with their fee. Mr. Sharon said it is a formula based on a combination of assessed value and population. He will get a copy of it to Selectman Clegg.

Selectman Jasper said they were not being realistic about the Selectmen's Office regarding what can get done with the personnel there. They also need to hire a temp when someone is out. That is the only office that doesn't do that, and that is the main office of the Town. Very often, there is no one there to answer the phones. Selectman Clegg agreed. Mr. Sharon said he has already talked with Selectman Jasper about this. Part of the problem is that one person is part time and often, either he or Priscilla is there alone and then when the other person is out, goes to lunch, etc., the other one may get called away from his or her desk for any number of reasons, which leaves no one covering the office or phones. Selectman Jasper said when two people are out of the office, on vacation or whatever, that leaves only one person for coverage. Mr. Sharon said then they get Joyce Williamson in. Selectman Jasper said not always. That office needs coverage whenever Paul or Priscilla is on vacation, and that is specifically not being done. Paul makes way too much money to be acting as a secretary. Mr. Sharon said they do try to plan for coverage when absences occur. Priscilla agreed, saying she can't always get coverage when it is needed. Other office personnel are often too busy to help. Mr. Sharon didn't think putting more money in the budget was going to help. It's one thing for coverage while Linda is on vacation, but when Priscilla is out, that person wouldn't be able to pick up what she does, and neither can Linda. Selectman Jasper agreed, and said when Paul is on vacation, that creates a burden for Priscilla. The problem is when Paul is on vacation and when Linda, who works part time, leaves. It is too much to expect one person to handle all of the additional responsibilities. She can't answer the phones on top of everything else.

Mr. Sharon suggested \$1,500 for a part-time temp. Chairman Seabury said she didn't want someone just sitting there, wasting their time for \$1,500. She comes in every day at 2:30 and doesn't see that need.

(Start Tape 1, Second Side-- Defective Tape)

Selectman Stewart said when she comes in to sign things, usually in the mornings, sometimes there isn't any office staff around. Somebody should be manning that office at all times because there are confidential documents in this area. This is an open building, and there are some nut cases in Town. That office should either have someone there at all times, or be locked. If the Selectmen need to get in, they have keys. Mr. Sharon said the chief office should be accessible to the public at all times, and staff tries to make sure someone is there at all times. Selectman Jasper said even if there is a certain amount of waste, it is too much to expect of one person. They are only talking about when Paul is on vacation or on a conference during the times when Linda is gone, too. One person shouldn't have to try to man the whole office alone and not even be allowed to take a bathroom break. It is frustrating when he calls and gets an answering machine during the day in the Selectmen's Office. Mr. Sharon said their first choice would be to get Joyce Williamson to come in, who is cross-trained in a lot of areas. Selectman Clegg asked if this was creating a position. He was told no, it would be temporary labor.

Motion by Selectman Jasper, seconded by Selectman Stewart, to create 103 Temporary Labor in the amount of \$1,500 with the appropriate increase to FICA carried 4-1. Selectman Seabury was opposed.

Selectman Charbonneau said if there was a problem of coverage, why didn't they have a full-time person instead of part-time? She believes it is because of who the person is that a change hasn't been made. Mr. Sharon said it was set up this way before he came here. Selectman Jasper said no one ever did a Warrant Article to change it. (Talking over each other.) Regarding the phone system, when there is a message left on the answering machine, there isn't an easy way for Priscilla to access it because it's on Linda's phone and you need a code to get it. There should be a better way of doing things and that should be worked on.

5120 Town Hall Operations (No change.)

(Start of Tape 2, Side A)

5125 Lions Hall

Motion by Selectman Jasper, seconded by Selectman Clegg, to increase 224 Building Maintenance from \$7,500 to \$22,200 carried unanimously. (Money to remodel two bathrooms.)

C. Community Development Department**5531 Engineering**

Discussion with Sean Sullivan regarding the Town Engineer. They have three candidates, but he and Paul Sharon have to fine tune things before a recommendation goes before the Board. Two of the candidates have experience with GIS. Chairman Seabury asked what duties would be. Mr. Sharon interjected that, with the acquisition of the water company, the engineering function was added to the Town Engineer's current workload. Selectman Clegg asked if that work was charged against the water utility. Chairman Seabury said it was, just like with sewer. The Town Engineer works closely with Tom Sommers on that, too. Mr. Sullivan said the Town Engineer also provides guidance when people come in with sewer questions. When the new person comes on board, they need to be more progressive with the sewer process than they currently are. Right now, people feel they are in a maze, going from one office to another. He'd like to front-end that and at least provide guidance to people at the beginning of the process and, if sewer is applicable, explain what needs to be done—not three days before they are looking for an occupancy permit. The Town Engineer also provides oversight with new roads. Although the Town uses some outside consultants, they are not available daily, at a moment's notice. If the Project Inspector runs into an issue in the field, such as the slope of a roadway, a culvert, thickness of pavement, etc., the Town Engineer would be available immediately for that. He would also be able to provide general guidance on a daily basis. Questions arise almost daily from commercial industrial developers to homeowners, and those issues alone are time-consuming. Having been at the NHMA conference and in participating in the interview process for the NRPC's Assistant Director, he has learned that Hudson is pretty far ahead of most other communities with GIS data. Now it's a matter of applying that data and implementing it, finishing up the Assessing parcels. He'd like the Town Engineer to follow up with that process.

Selectman Clegg questioned the \$58,000 salary and asked if the Board agreed to that. Selectman Jasper said it was budgeted, based on Mike's salary. Mr. Sullivan said Mike was at \$55,000 but is recommending \$58,000. Selectman Clegg said the new guy should start at the minimum step of the proposed contract. This salary falls between the second and third steps. Selectman Jasper said this salary would be effective July 1, 2002, so this person should be starting at something lower than this. If they started this person at \$58,500 they would need more money to meet his salary on July 1. Mr. Sullivan said if they want the cream of the crop, they can expect to pay \$58,500. Mr. Sharon said traditionally, they have never started anyone at the low end of the contract. Gary Wulf had always said it is a false bottom and false top.

Selectman Clegg said everyone thinks the Professional Management Union contract is the cream of the crop. Maybe they should stop making it easy for them to be in the union by giving them everything they want and make them abide by the contract they negotiated, some of them would get smart enough to vote the thing out. There is no reason to start someone in a union for anything less than what the contract calls for. Chairman Seabury said they've been setting salaries at what they wanted, whether or not it was at the first step. They have have hired excellent employees. If they can find an engineer that can work on GIS, he will be worth his weight in gold.

Selectman Charbonneau asked how much of an increase the Town Engineer would get after his probationary period, if he starts at \$58,000. Mr. Sharon said if they are putting in \$58,000 for Fiscal 03, that's what he would get, so they'd have to hire him at something less than that. Selectman Charbonneau said if the new person is in a union, he will get an increase of whatever the percentage is. Mr. Malizia didn't think he'd get a comp adjustment, but he would get a COLA increase, or \$2,600. Selectman Charbonneau said that already puts him over \$60,000. Selectman Jasper said, depending on how the contract is worded, he might be eligible for a step increase on July 1, too. Mr. Malizia said the contract proposes steps for people who have been here for awhile; all others are getting a comp adjustment. (Talking over each other.)

5533 Conservation Commission

Motion by Selectman Jasper, seconded by Selectman Stewart, to reduce 252 Other Professional Services from \$2,760 to \$1,000 carried unanimously.

Recess was called at 10:30 a.m. The meeting resumed at 10:45 p.m.

5571 Planning (No change following review of the budget.)

There was a request for funds to purchase vertical files. Right now, the plans are layered in flat files and it is cumbersome and physically challenging to retrieve them without hurting your back or falling off the stool. It is a struggle to get the plans out and it often takes more than one person. He asked Atty. Buckley how long they needed to keep plans, but didn't receive a clear answer. Selectman Charbonneau said there was a very good second hand store in Manchester that he might look into.

(Start Tape 2, Second Side)

5572 Planning Board

Chairman Seabury said recently she saw a purchase order to pay the School roadway CAP fees and wasn't going to sign it, so she talked to Paul. In reading the Minutes, she learned that the School Department didn't have a mechanism for paying back those impact fee charges to the Planning Board. She understands that the Superintendent is going to work with Paul to get that money turned back. Mr. Sharon said he has asked Sean Sullivan and Kathy McKenna to give him an estimated cost of the share of what the pro-rated share of that would be, what the Town should be asking the School for and then he will talk to Randy about it. He understands that the School has made a fairly reasonable commitment. If there is a lot of static, the Town will just send them their check less what the fee is supposed to be. (Talking over each other.)

Motion by Selectman Jasper, seconded by Selectman Stewart, to reduce 225 Engineering Fees from \$1,000 to zero carried unanimously.

5581 Zoning Department (No change following review of the budget.)**5582 Building Department** (No change following review of the budget.)

Other Professional Services was to cover someone to do electrical inspections. The former Code Enforcement Officer would have been able to fulfill this function, but the person that was just hired cannot. The Building Inspector can do a lot of different things, but does not feel he can identify electrical deficiencies. Joe, the retired person, is very good and has been helping out as he is able to do electrical inspections.

5583 Zoning Board of Adjustment (No change following review of the budget.)**D. 5800 Recreation Department****5810 Administration** (No change following review of the budget.)**5815 Merrifield Park** (No change following review of the budget.)**5821 Supervised Play**

The fees for registration will be increased to \$100. They intend to be open during lunchtime next year, so he will need to hire additional staff. Selectman Clegg thought they had to close during the lunch period to comply with the law so as not to be considered a child care establishment because the building is not in conformance for that type of facility. Selectman Jasper thinks Steve Buckley should look at that. Selectman Clegg said this should be run by NHMA. Mr. Sharon said he would give Mr. Yates Ellie Fitzpatrick's phone number. Mr. Yates said he has talked to other Rec Departments, and all of them stay open for lunch. Chairman Seabury said they could hire CIT's for the lunch period.

5822 Robinson Pond

Mr. Yates said the Girl Scout Council called to ask about possibly renting Robinson Pond for the summer for six weeks, from 9 – 4, w/ three sleepovers. At their last place they paid \$5,000 per summer. He said that is a consideration, but he would still like to keep it available to the public. They plan to submit a proposal.

5823 Babe Ruth (No changes were made.)**5824 Ball Fields** (No changes were made.)**5825 Instructional Tennis** (No changes were made.)

5831 Winter Basketball (No changes were made.)

5834 Soccer League (No changes were made.)

5836 Teen Dances (No changes were made.)

5837 KNOT Nights (No changes were made.)

5838 Adult Aerobics (No changes were made.)

5839 Community Activities (No changes were made.)

5840 Skate Park (No changes were made.)

Warrant Articles (No changes were made.)

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Motion by Selectman Jasper, seconded by Selectman Stewart, to increase Revenues by \$30,000 carried unanimously. (This reflects the anticipated increase in fees for the summer program.)

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Motion by Selectman Stewart, seconded by Selectman Charbonneau, to send to the Warrant the request for part-time office support in the Recreation Department carried 5-0.

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Dave Yates said he is stuck behind a computer, or answering the phone and isn't doing what a Rec Director should be doing. Eventually, he'd like to get a Program Director and do away with hiring a Basketball Director, Softball Director, etc. because he is doing a lot of that anyway—he picks up t-shirts, gets trophies, does sign-ups, etc. If they had a Program Director, he could concentrate on things like building a skate park, ball fields, the CIP, the budget and other management stuff. However, as a first step, he's asking for office help. Hudson is the only Town that doesn't have any help for the Recreation Director.

(Start Tape 3, Side A)

He puts in at least 50 hours a week, plus people constantly call him at home. This is just to keep step with the growing community. This is an important department and, if it goes away, there are a lot of people in the community that will not be happy.

Motion by Selectman Jasper, seconded by Selectman Clegg, to send to the Warrant an article to establish a Capital Reserve Fund for a Recreation Facility carried unanimously. (Wording to be approved by the attorney.)

Lunch break from 12:00 – 1:00 p.m.

5200 Legal (No changes were made.)

5910 Insurance (No changes were made.)

Selectman Clegg wondered if the town goes out to bid. Mr. Sharon said no, there were only two of them and the Town wasn't jumping back and forth. Selectman Clegg said a lot of communities are changing to PRIMEX and are saving substantial sums of money. Hudson would be remiss not to go out to bid. NHMA is having a problem with PRIMEX coming in so much lower. (Mr. Sharon's remarks not discernable.) Selectman Charbonneau heard that PRIMEX was going up on their rates. Selectman Clegg said the evidence he has seen does not indicate that, although NHMA has been attempting to convince everyone of that. It is wrong to just hand NHMA everything. This has to go out to bid. From the State level, he has filed a complaint against NHMA for indulging in, in his opinion, unfair trade practices. The Town cannot get a quote from BC/BS unless it joins NHMA, and that is illegal. Mr. Sharon said there is enough on both sides to cloud the issue; they've been trying to get PRIMEX to open their books. Selectman Clegg said they did and NHMA has that information. Mr. Sharon said he is a big fan of PRIMEX. His concern is to go with the cheapest price to keep the community in a stable insurance environment. Getting quotes from both agencies is not a problem. Selectman Clegg said NHMA should be invited to bid on Workers Comp, as well. Both agencies are preparing packages, both would cut each other's throat and both are very stable. Dollar-wise, PRIMEX is much more stable than NHMA. NHMA, in order to start their Workers Comp program, had to borrow over \$1 million from Property Liability. There is a question of legality, but the cities and towns don't seem to mind. The rebate is less because of that. Discussion continued. (Talking over each other.) Mr. Sharon said he and Steve will go over it. Selectman Clegg asked to be told when the contract actually expires.

5930 Patriotic Purposes (No changes were made.)

5940 Other Expenses (No changes were made.)**E. 5600 Police Department****5610 Administration**

Motion by Selectman Clegg, seconded by Selectman Charbonneau, to reduce 403 Small Equipment from \$14,000 to \$5,600 carried unanimously. (Two defibrators should be enough, as the ambulances are equipped with them.)

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5615 Facility Operations (No changes were made.)-
Discussion of repairs to the Kirby building.

(Start Tape 4, Side A)

5620 Police Communications

Discussion of Combined Dispatch. The Chief said Police operates on a UHF system; Fire is on VHF; and Highway is on a low band. Possibly, they should look at digital versus analog. Motorola doesn't feel that the Town would qualify for a trunking system because there aren't a whole lot of vehicles, but it's not out of the question. A digital system is going in statewide. Hudson, Derry, Hampton and Nashua were the only communities in the State that operated on a UHF analog system and he didn't think Hudson should change. However, Nashua just went to a trunking system, so they are out of the ballgame and Derry and Hampton are going back to VHF digital so they can be compatible with the entire State. He's not sure digital is the answer. The problem with that is if you are out of an area, you lose everything. With analog, it may only be scratchy. He plans to keep things the way they are, but they won't be able to communicate with the rest of the world. They are working with Motorola to come up with something. When the time comes, maybe they should look at all the radios so they can finally put this issue to bed. Mr. Sharon asked if Hudson could share a trunking system with another municipality. Chief Gendron said everybody just got new VHF radios.

Selectman Jasper said it sounded like he was saying they not move forward with the second phase of combined dispatch, which was the addition to the Police Station. Chief Gendron said there are some steps that have to be taken first. The original question was if there was anything in there for combined dispatch, and his answer is no. But something to look at, other than personnel and the building is the radio system. He feels they should stay the way they are for the time being. Selectman Jasper said the Fire Chief is not coming forward with a proposal, either. However, they put in a Supervisor and additional dispatchers, feeling that this would help segue into that, but it didn't sound like that was going to happen. If they are not going to hire a Supervisor within the next fiscal year, he didn't want to fund it 100%. Chief Gendron said last year, they asked for two dispatchers so he could run two people per shift. At the 11th hour, Frank said he would give up the supervisor to the Police Department so he could hire dispatchers. He needs two dispatchers around the clock, so he ends up losing in this whole thing. Selectman Jasper said he was looking at three vacancies, one of which was funded at \$45,000, which is the Supervisor. So, they can cut almost \$32,000 out of there, still giving them a dispatcher, and understanding this is the Supervisor's position which will need to be re-funded. Chief Gendron asked if they were going to be moving forward with this between July 2002 and July 2003. By next year, they should be heading in the direction of hiring a Supervisor. Discussion continued.

Chief Gendron said he and Chief Carpentino were looking for some clear direction on what they should be working on next. Selectman Jasper said last year, the direction was to hire the people and start combining and cross-training. Chief Gendron said they are only four months into the current budget and he has been busy trying to fill dispatcher vacancies. Selectman Jasper said they expected to have a proposal at this point for Phase II, so this puts everything back a year. Chief Gendron said he wasn't directed to prepare anything. Selectman Jasper said this is primarily the Fire Chief's baby, who has been the driving force behind this and if he isn't driving forward, he doesn't expect it is going to happen. Selectman Stewart hoped that this would be moving a little faster by 2003. All three studies have said this is needed, but the price goes up every year. Chairman Seabury said last year, they chose not to go forward for fear of the economic indicators. Selectmen Jasper and Stewart said that wasn't what happened. Mr. Sharon said it was separated into three phases. Last year's request was approved. Selectman Jasper said the next phase is building it, and there is no request to do so. He was referring to the \$30,000 that doesn't need to be there for the dispatcher that was supposed to be hired July 1. He wondered if there was any intention to do anything because it didn't sound like the Chiefs were communicating. Chief Gendron said no direction has been given. He will go forward with hiring a supervisor, but he needs dispatchers first. The study said the supervisor will be a part of what is going to happen. Chief Gendron said it is going to cost money to have an architect come in to draw up plans, but he will work on that phase, if that's what the Board wants. Selectman Jasper said if they are putting \$40,000 in the budget for the Kirby Building, he didn't think they should include money for architect fees, too. For next year, he could come forward with a request for architect fees. Chief Gendron said that is up to the Board. Mr. Sharon asked if they couldn't pick out what Castle-Boos originally did. Chief Gendron said it was only a rough sketch. Selectman Charbonneau said the Police Station is only five years old and if the Chief comes in to ask for an

expansion, she will want to know what is wrong. Chief Gendron said when that facility was built, it kept getting cut in order to save money. It was supposed to be in the 20's and ended up as 14. Selectman Jasper said this may be the year to establish a capital reserve fund for this purpose and fund it at \$250,000. In order to accomplish a combined dispatch center, an addition would have to be put on the station. Chief Gendron said he was ok as far as equipment goes, but the Fire Department requires extensive new equipment.

Motion by Selectman Jasper, seconded by Selectman Clegg, to send to the Warrant an article to establish a Capital Reserve Fund of \$300,000 for the purpose of building and equipping a combined dispatch center for the Police and Fire Services from unexpended fund balance carried 4-1. Selectman Charbonneau was opposed.

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5630 Police Patrol

Selectman Jasper said with full-time salaries and overtime, if you expend salaries full time, you don't use all the overtime and if you don't use all of your salaries full time, you end up using more overtime than is available. Last year, \$1,137,807 was budgeted for salaries. 95%, was used, leaving \$62,000. \$105,000 was budgeted for overtime, spent \$134,000 so they were over by \$29,000 but between the two lines, they had more than \$30,000 unexpended. Had they spent the \$62,000, overtime would have been substantially less. This year, the Chief recommends going up on overtime by \$20,000.

Motion by Selectman Jasper, seconded by Selectman Charbonneau, to reduce 105 Overtime Salaries from \$135,000 to \$115,000 carried 4-1. Selectman Clegg was opposed because if there is a major incident in Town, it will eat up a lot of overtime and two of his officers have been called into active duty.

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Motion by Selectman Clegg, seconded by Selectman Jasper, to add \$1,500 to 299 Miscellaneous Services from \$1,500 to \$3,000 carried 3-2. Selectmen Charbonneau and Seabury were opposed. (Currently, K-9 Officers have to pay for their own hotels and meals.)

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5640 Police Investigations (No changes were made.)

5650 Animal Control

Selectman Jasper asked about the court decision. Chairman Seabury said she was told that if nothing was done by November 4, the money would be turned over to the Town. Chief Gendron said if the animal shelter becomes a reality, they will need money for utilities, which he estimated at \$5,000 but he also left \$5,000 in the budget for the contract with Pelham.

Motion by Selectman Jasper, seconded by Selectman Stewart, to reduce 252 Other Professional Services from \$5,000 to zero. (No vote was taken.) (If the money is needed, it can be transferred into this account.)

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5660 Police Information Services (No changes were made.)

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5671 Police Support Services--Training & Recruiting (No changes were made.)

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5672 Police Crossing Guards (No changes were made.)

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5673 Police Prosecutor (No changes were made.)

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 (Start Tape 4, Second Side)

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Police Department Warrant Articles

Administrative Police Captain
Civilian Police Secretary, Operations Bureau
Civilian Police Secretary, Support Services Bureau

Chief Gendron explained his rationale for these articles.

Motion by Selectman Clegg, seconded by Selectman Stewart, to forward the Administrative Police Captain position to the Warrant carried 3-2. (Selectman Jasper & Seabury were opposed.)

F. 5700 Fire Department

5710 Fire Administration

Discussion of locations of fire stations. Selectman Jasper said they aren't looking to do something of this magnitude now. The study should be done closer to the time of implementation, so the information will be current. Assistant Chief Murray explained their rationale.

Motion by Selectman Clegg, seconded by Selectman Charbonneau, to reduce 217 Association Dues & Fees by \$15,000 to \$6,042 carried unanimously.

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Motion by Selectman Jasper, seconded by Selectman Stewart, to reduce 304 Gasoline from \$4,375 to \$3,500 carried 4-1. Selectman Charbonneau was opposed, saying she believes gas will be going up. (The cost center were combined into this one. However, the total previously spent was \$2,800.)

5715 Facility Operations

Chairman Seabury asked about 224 Building Maintenance (\$78,513). Gary Rodgers said they've been and want to continue updating the building, such as the safety system for the overhead doors, stair treads, door replacements, gear shelving, air cleaning system, apparatus floor lighting, air compressors and an upgrade on the fire alarm system on Robinson Road. Selectman Jasper said he'd like to see this level funded at \$50,000 but he wasn't making that motion. Assistant Chief Murray said they want to replace things as needed at today's cost instead of waiting a few years when the cost will be much greater. He'd prefer they remove the Cascade bottle system, which is not a critical safety issue, and leave the maintenance items in. Discussion of opening Burns Hill Station full time. Deputy Chief Rodgers explained those operations will start on Sunday.

Motion by Selectman Clegg, seconded by Selectman Stewart, to reduce 399 Miscellaneous Materials from \$12,290 to \$500 carried unanimously.

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Motion by Selectman Clegg, seconded by Selectman Stewart, to reduce 202 Small Equipment Maintenance from \$1,000 to \$800 carried unanimously. (Booster pump maintenance, if they are purchased.)

5720 Fire Communications**5730 Fire Suppression**

Selectman Jasper said if all of the salaries monies are not expended, there will be money left over to make up the deficit in overtime. There was \$79,480 left over in salaries, but went \$16,000 over in overtime, leaving \$63,000 that was not used. By doing that, they are taking more money from the taxpayers than they need to. Assistant Chief Murray said 105 is inflated every year by the holiday pay. It's straight pay, not overtime. The Chief has asked the Board to consider moving it to another account.

Motion by Selectman Jasper, seconded by Selectman Stewart, to fund 105 Salaries Overtime at \$293,831 and 101 Salaries Full Time be funded at \$1,067,618, with appropriate adjustments to FICA, etc. carried unanimously.

Selectman Clegg asked what call firefighters make an hour. Torrey thinks it starts at \$10.50 and depends on longevity, education and training. Selectman Clegg said call firefighters should make at least as much as crossing guards and asked if this was the venue in which to bring that forward. Selectman Jasper thought it would be more appropriate to do at a regular meeting. Torrey pointed out that a full-time firefighter starts off at less than \$12 an hour. Selectman Clegg said because they have a contract. He would like to see all full time firefighters became call firefighters and get rid of the union. Discussion continued. Selectman Jasper said they could give increases in 50¢ increments. This is the one group that gets overlooked when everyone else in Town gets raises.

Selectman Jasper said their two front engines (2 and 3) are getting pretty old and were around \$225,000 when they were bought at least 10 years ago, with a life expectancy of 20 years. They should do a warrant article so those engines can be rehabbed. Mr. Sharon said it was an operational expenditure, so it should be included in the budget. They could send one truck out this year and one next year for a complete rehab. Assistant Chief Murray said those two engines were being looked at for new radiators. Selectman Jasper said they need paint jobs and the transmissions, power train, etc. should be checked out, as well. Assistant Chief Murray will put some numbers together to present to the Budget Committee.

Motion by Selectman Jasper, seconded by Selectman Clegg, to increase 205 Large Equipment Repairs by \$75,000 (from \$30,250 to \$105,250) from surplus carried unanimously. (To refurbish engines.)

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5740 Fire Prevention (No changes to this account.)

(Start Tape 5, Side A)

5750 Ambulance

Presentation by Lt. Steve Gannon of the capabilities of the new debibrilators that are being requested in this year's budget to replace three defibs on the ambulances. They can either buy refurbished units or, for an additional \$19,000, purchase new ones. The warranty difference is a year vs 90 days. Lt. Gannon said this unit does a lot of different things. The one the Police Department carries does one thing and it is smaller because it is a first response unit. There was a lengthy discussion, with Selectman Jasper and Chairman Seabury arguing in favor of the refurbished units.

Motion by Selectman Charbonneau, seconded by Selectman Stewart, to increase 350 Medical Supplies by \$19,000 carried 3-2. Selectmen Jasper and Seabury were opposed.

(Start Tape 5, Second Side)

Selectman Jasper left at 4:05 p.m., stating that his vote on the Operating Budget was "no" because they were so far off on their projections.

5765 Fire Alarm

Assistant Chief Murray talked about wiring of poles to get some level of communications out of the Burns Hill Station, as they don't have that capability now. They need to consider running fiber optic, but copper will get them by. This needs to be addressed, especially if they go to Combined Dispatch. Selectman Clegg mentioned that Coleman Kelly, the Cable Consultant, was talking about doing this last night and suggested that the Assistant Chief contact Coleman and coordinate with him to discuss the possibilities. Coleman is a wizard when it comes to that stuff and he thinks it can be done for \$240,000. He is already working with someone in the school on this. Under the Cable Franchise Agreement, the provider has to pay for a portion of the cable. Mr. Sharon said this issue has already been discussed by staff, and they all should be included in future discussions.

5130 Emergency Management

In view of the September 11 crisis, they are enhancing their training.

5960 Hydrant Rental**Warrant Articles**

Assistant Chief Murray said starting tomorrow, they are going to start staffing the Burns Hill Station. They are doing that with personnel from Group 2 and Group 4. Those two groups have eight personnel on those two shifts. That allows them to take a Lt. and two firefighters and put them at Burns Hill and puts a Capt. and four firefighters at Central. The Town has supported the hiring of additional personnel over the years. The staffing of Burns Hill will significantly reduce response time and improve the level of service in the south end. If they bring in two more firefighters, that will put one more firefighter in Group 1 and 3 and then all four groups of firefighters will have eight personnel on them. What that occurs in July, they can then staff the Burns Hill Station 24/7. Right now, they will be staffing it only when Groups 2 and 4 are on duty with their eight people. Selectman Charbonneau asked why they would want to staff that station at night. Assistant Chief Murray said it was because of the low number of call firefighters in that area. Continuation of the justification for staffing the Burns Hill Station.

Two Firefighter/EMT-I's Motion by Selectman Charbonneau, seconded by Selectman Stewart, to send to the Warrant the request for two firefighter/EMT-I's carried 3-1. Selectman Seabury was opposed.

Renovate and Expand Burns Hill Fire Station Motion by Selectman Clegg, seconded by Selectman Charbonneau, to not forward the renovation of Burns Hill Fire Station to the Warrant carried 4-0.

(Start Tape 6, Side A)

5300 Finance (No changes were made.)

Discussion of the SAU payroll.

5330 Data Processing (No changes were made.)

Capital Reserve for Water Utility Capital Improvements Motion by Selectman Clegg, seconded by Selectman Charbonneau.

to forward a \$250,000 Capital Reserve for Water Utility Capital Improvements to the Warrant carried unanimously.

Capital Reserve for Water Utility Capital Repairs *Motion by Selectman Clegg, seconded by Selectman Stewart, to forward a \$50,000 Capital Reserve for Water Utility Capital Repairs to the Warrant carried unanimously.*

Benson's *Motion by Selectman Stewart, seconded by Selectman Charbonneau, to send to the Warrant a request for an additional \$50,000 for Benson's carried unanimously.*

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Selectman Charbonneau was concerned with the wording, saying it must be done the right way. Following a discussion, it was felt that the wording will be checked by the attorney doing the warrant.

Assessing -- Customer Service Representative

Chairman Seabury said that, after much discussion, last night they finally decided to keep the \$40,000 in the budget as well as do a warrant article to get an employee and then the \$40,000 in the budget would offset the outside hire, but they didn't vote on it.

Motion by Selectman Clegg, seconded by Selectman Charbonneau, to send the position of Customer Service Representative for Assessing to the Warrant in the amount of \$40,000 plus carried unanimously.

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Final Budget Numbers The Finance Director said right now, this gives a tax rate of \$8.03 per \$1,000 or an increase of 77¢ over the \$7.26. Selectman Clegg asked how it compared against the CPI. Mr. Malizia said they are 44¢ over the CIP of 4.5%. The \$8.03 includes the Warrant Articles. Selectman Clegg asked what it would be without them. Mr. Malizia said their goal was \$7.59. Without Warrant Articles, they are at \$7.52 for the operating budget. The increase is less than 4.4%. Selectman Clegg said then they are under inflation. Mr. Malizia said the current tax rate is \$7.26 per \$1,000. (People talking over him.). Chairman Seabury recapped by saying \$7.26 is current; \$7.59 is what the Selectmen, as a body, proposed. What came in was \$7.52, so that made a 4.4% increase in the budget. If all of the Warrant Articles pass, it is a \$1.05 added on to the \$7.52 or \$8.57 per \$1,000.

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Unicorn has been zeroed out.

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Water Utility (There were no changes made.)

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Motion by Selectman Clegg, seconded by Selectman Charbonneau, on the bottom line of the operating budget as \$21,719,821 carried 4-0. Chairman Seabury said Selectman Jasper voted no in absentia.

4. ADJOURNMENT

Motion by Selectman Stewart, seconded by Selectman Clegg, to adjourn at 5:05 p.m. carried 4-0.

Recorded and Transcribed by Priscilla Boisvert
Executive Assistant to the Board of Selectmen

HUDSON BOARD OF SELECTMEN

Chairman Ann Seabury

Rhona Charbonneau

Robert E. Clegg, Jr.

Shawn N. Jasper

Terry Stewart