

## HUDSON, NH BOARD OF SELECTMEN

### Minutes of the October 21, 2021 Budget Review Meeting

1. CALL TO ORDER - by Chairman McGrath for the meeting of October 21, 2021 at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE - led by Captain Tad Dionne
3. ATTENDANCE: Board of Selectmen: Marilyn McGrath, Bob Guessferd, David Morin, Kara Roy, Brett Gagnon  
Staff/Others: Steve Malizia, Town Administrator; Jim Michaud, Town Assessor; Bill Avery, Police Chief; Tad Dionne, Police Captain; Dave Bianchi; Police Captain; Dave Cayot, Police Captain; Chrissy Peterson, Recreation Director; Jill Laffin, Executive Assistant.
4. Budget Presentations

The Town Administrator was recognized and began by saying tonight is night three of the budget discussions with the Board of Selectmen. Tonight you'll be discussing the Assessing, Police and Recreation budgets.

On your table you have a pile of documents. Just a quick run through those. The first one is outside the budget requests. This has been updated for the things we've talked about already. Again, these are the outside the budget requests.

The second information, we had a discussion about Zoning and Code Enforcement. I reached out to NRPC, they reached back and said yes, they could provide service to us for code enforcement. So I just took an estimated \$30,000. Seemed reasonable but this is for your discussion. This would be for outside the budget but they did tell me they could provide us with that service on a contract basis.

You had asked Chief Buxton to provide some information visa vie his request for the deputy, I think we talked deputy or fire marshal. He has prepared this packet for your review and consideration. Again this relates to his outside the budget request.

We had a conversation regarding perhaps starting a capital reserve fund for generators. We have 21 generators it looks like. Including water and sewer. So I basically prepared a warrant article which is the next document, Article M, for your consideration to start and establish a capital reserve fund. So I updated this sheet to put it on here as M. Again, these are to you to forward, up to you to decide whether you want to do it. Selectman Roy asked it did to me, but I just want to make sure, does the wording provide for a cycle of replacement generators before they age out. The Town Administrator replied, so we're establishing it so at this point in time basically it's pretty simple language just trying to establish the fund to replace or repair them. I don't think capital reserves typically get into that level of detail when we establish an article. Selectman Roy asked, but the language, it doesn't preclude us from doing that? The Town Administrator replied no, not at all. The whole intent is to do that. It says replace or repair because there may be cases, and it says emergency generators and associated equipment. So if you have a panel or some other. Now the other thing I did if you read the article, I split it up between General Fund, Water Fund and Sewer Fund. Because quite frankly the generators are across different spectrums of our operation. Tax payers shouldn't pay for the water and shouldn't pay for the sewer and vice versa. Very simply put a \$30,000 warrant article on. Why? Because that's typically the numbers we tend to start with to get it passed. But I divvied it up \$10,000, \$10,000, \$10,000. I included a list of the generators so you can see that there are 21 generators across Town. Again, sewer, all the sewer facilities, the water facilities have them and various buildings have them. So that just kind of tied out with this. I think we had a conversation. I just wanted to give you the information. Selectman Gagnon asked are we going to talk about this later or should I ask questions now? The Town Administrator replied we certainly can talk about it later. I just wanted to give you at least a briefing of what's here. After we get through with these folks we can talk about warrant articles and you may be able to decide this evening whether you want to forward some or not forward some. So that would be an appropriate time to have a conversation.

The Town Administrator said we're also going to discuss revenue this evening. I changed revenue because when I'm monies for capital reserve funds I have make sure it's accounted for in the revenues. So I just updated the revenue sheet. I do plan on talking about this tonight at the end of the information

that you get from these folks.

We've also provided you with, we received this late. The Finance Director received this from the bond bank today. We have some bond schedules for the proposed Police renovation/expansion. We will talk more in-depth when we get to the Police budget. But I just wanted to tell you that we have schedules. There are three kind of basic options which the Chief will walk through so we've got three basic options here from a bond perspective. I don't want to get too much detail. I just wanted to point out that's what this is.

With that, I think I'm done speaking. Unless somebody has any questions. Again we'll probably go over some of this material later on in the meeting.

#### Assessing (5410 & Warrant Article G)

Chairman McGrath recognized Town Assessor Jim Michaud. Mr. Michaud started off by saying good evening Board members. Glad to be here tonight. Jim Michaud, Chief Assessor for the Town. The budget that's in front of you is fairly flat. I believe it's actually down 1%. That's coming off the default budget that we're currently in. I also have a warrant article to keep funding the capital reserve for property revaluation. In regards to the budget itself I'm here to answer questions as they come up. It's fairly consistent with what I've done in the past. There's been some pluses and minuses but the overall is within 1%.

Chairman McGrath asked anyone have any questions? Selectman Morin was recognized and asked line 410-252, professional services, looking at it, it was \$96,000, \$77,000 and \$86,000 now it's \$107,000. Mr. Michaud explained so, in that line I have, we have a five year contract with George Sansoucy for public utility valuation maintenance. That contract is \$26,100 a year. Beyond that the Eversource cases that we're still continuing with, we have non-legal expenses associated with that. Legal expenses would be coming out of Administration and we would have a contract with George Sansoucy and we're anticipating between \$10,000 - \$15,000 for that. That's for the remainder years of that court case. That hasn't been scheduled yet. As you know we just went through '14, '15 and '16 and we have remaining years. Then in last year's budget that didn't happen, I'd asked the Board for \$35,000 for expert appraisal, for an appraisal group to start off the basis for the valuation of the Hudson Logistics Center. So I'm putting that \$35,000 in line 252 that leaves us at approximately \$31,000 in the balance. And when we have some significant commercial industrial properties, if we had a BAE, a Hannaford shopping center, if we had significant commercial industrial properties that appealed we had to go to court, we usually use an outside appraiser for that and that's \$4,000-\$6,000 for the appraisal and their consulting fees showing up in court. So \$31,000 divided by \$5,000 if you want to split the difference so that covers a potentiality and we've been doing that for years to try to cover something that might happen. That's the balance. It comes out to \$107,000. Chairman Morin thanked Mr. Michaud for his response.

Chairman McGrath asked, anyone else? The Town Administrator added he has no outside the budget requests. So this is the cost center as Jim reference he does have one warrant article. I believe its Article G and this is to continue funding the capital reserve fund that's been established for property revaluation. We put some aside every year so that when we get to that fifth year we have the funds sufficient to do the assessment upgrades. Mr. Michaud added Steve is correct. And we've traditionally been asking for \$15,000 per year for that. And I crunched the numbers, I see what we have left for after next year's re-val. If we continue with \$15,000 we most likely wouldn't have enough to do a re-assessment at the fifth year. We certainly wouldn't have enough in there if we had to react to a significant market decline after the '22 re-val. So I'm asking the Board if they would entertain moving that up to \$25,000. It doesn't get us all the way there for an updated values three years from 2022 but it gets us a good part of the way there. So, I'm trying to make sure we have ammunition to pull the trigger and do a reassessment before those five years are up. I joke and I hope it doesn't happen that, I know when the market is gonna go down. As soon as we send out the reassessment notices next summer. The day after. So you know it's funding to make sure that we have enough in there to get us most of the way there towards a reassessment. The Town could do a reassessment every year if it decided. It can't go beyond five years. So that's our window. You know if you put too high a number, doesn't pass. If you put too low a number it doesn't really get us there.

Selectman Roy was recognized and said so what number would get us there? Mr. Michaud replied, ahh, I

believe in the middle of that really long run-on paragraph that I like to write, \$32,667. If my estimates are accurate. Right? I'm taking what our reassessment cost is for next year. I'm adding 3% CPI adjustment in there and that would get us there. You know at \$25,000 we're short \$7,000 a year thereabouts. We usually get towards the end of the fiscal year. What looks better a two or a three when you're voting? Just trying to be careful. It's just not very popular words to see, let's raise money to do what?

Seeing no further questions from the Board, Chairman McGrath said Jim, I think you're done. That was quick. Mr. Michaud replied, thank you Board members.

#### Police (5610-5673 & Warrant Article D & K)

Chairman McGrath welcome Chief Avery and Captain Dionne. The Chief said I don't think I'm going to be that quick. Chairman McGrath said probably not cuz I have a few questions. Chief Avery laughed and said I may answer them before you start. I'm going to try. Chief Avery then said, thank you Board of Selectmen. It's obviously an honor for myself and my Captains to be here. Before I start I'd like to thank Steve Malizia and Lisa Labrie for their outstanding efforts through the budget process as always. I know Lisa was new to this, this year, but was right there every time we had questions. Every time we sent emails we got prompt responses which is very important as we're moving through this process. I think you all know that. The Chief continued on saying, I'd also like to recognize Sherrie Kimball, my executive assistant and my three captains; Captain Dionne, Captain Cayot and Captain Bianchi who worked diligently on this budget. We juggle a lot of things throughout the weeks and during the day and there are times we simply can't all get together but these three managed to pull through for me and did a lot of hard work.

Chief Avery then said so this is where I'm going to try to answer Chairman McGrath's questions on some ups and downs. In about early March 2021 I recognized that we were going way over our budget and immediately discretionary funding to all staff. So anything in our budget that we were going to be expending, had to come through me and close look at it with Sherrie Kimball before we allow any purchasing. The reason that we were over, we had a large amount of earned time buy-outs on our police departments. There were for retirements, couple we'll call them resignations and so the dollar amount that was cashed out that I had to accrue, and I believe the Town maybe helped me up towards the end, was \$305,595. So as you can see if we're spending roughly \$162,000 a week, as we were coming down in March I recognized we were going over. So we froze a lot of things. In comparison in 2020 we had \$90,851 which is kind of manageable. But when we started going up that route in December of earned time buy-outs, so there were a lot of freezes.

A brief overview of 2020 statistics. The Police Department answered 31,066 calls for service. Which is a huge number of calls for service if you break it down by how many people are assigned to the Patrol Division and Detectives and School Resource Officers. Our arrests for 2020 were down dramatically. They were down to 450. A lot of that had to do with COVID-19 and people were restricted from going out or some of the stores or restaurants were closed or what have you. Traffic was down. Just to give in comparison, we are already at 745 arrests for 2021 compared to the whole calendar year of 450 for 2020. And we had 541 motor vehicle accidents. Those are reportable motor vehicle accidents. We had other minor fender benders that didn't require a police report.

Chief Avery went on to say, so right now, currently, the Police Department is involved in an onsite through the CALEA process. We have one assessor going through all of our files soup to nuts. Lt. McElhinney has been tasked with dealing with that. And in December we have to go through another comprehensive CALEA assessment. It will be two members of the CALEA team that will be going through everything we have done over the last four years. I was briefed on Tuesday by Lt. McElhinney, we are doing outstanding thus far in the process. There are no hiccups. We should pass this with flying colors and I anticipate, I had a conversation with one of the assessors that's going to be honing in on us in December and he already knows that we are a top notch agency and we do everything by the book. So I do not anticipate any issues at all when it comes to that CALEA assessment coming up.

Chief Avery went on to say, the goals set forth for 2021, obviously our primary goal is to keep every employee healthy during COVID-19. That was first and foremost. Make sure everybody stays healthy. Moving on was to implement, as you know now, the body camera program. So every officer has now been assigned a body camera. This was very expensive but we were able to get that task accomplished.

Chief Avery continued with saying a minor goal, I'll call it minor, but it was for freeing up much needed space in our records department was to purge files. We're constantly having to purge legal files as Selectman Roy knows, some files we simply cannot purge. We need to hold them for a period of years. But the Records Department along with Dispatcher Colleen Jefferson that assisted them getting this process done. We've already accomplished that. The Narcotics Unit, as the five of you know, has been an outstanding unit that we implemented in July of 2020. They continued to work and never cease to amaze me the amount of work they're putting in and the amount of drugs they're taking off the streets.

Chief Avery then said, also, we have in our goals, this year, in coming up we'll talk about the Police Facility, will be two live tours at the Hudson Police Department. We're going to use virtual tours for people to see online but we're also going to open up the doors to have two tours during the week, evening hours, if we have to run it from 5:00PM to 11:00PM at night, so be it, to accommodate the citizens of Hudson so they can come in and see for themselves, what our building is like and the conditions that we're working in. again, when I say conditions, they're clean. Not saying they're not clean, they are immaculate because of Dan Clark. However, it's the space we're looking at that we want the residents to be able to see. And they're more than welcome to bring their kids in to be able to see the jail cells or all the fun things that young kids like to see, or see our police cars.

Chief Avery then said, the last one was obviously a top goal for us was dealing with motor vehicle enforcement. One of the things that was identified in the surveys that we put out to the residents of Hudson is I've been inundated with request to run directed patrols throughout this Town. I told you I contracted every single person that wrote in on a survey with their name on it. Was in direct contact with them, especially the motor vehicle complaints and I've received nothing but 100% praise back on all of the officers. That's not because of me. The people have wrote back, we cannot believe you guys have come out here and targeted the speeding vehicles on our street. So I'm very proud of the Patrol Division that is commanded by Captain Dionne. So fantastic job.

That's my opening, Madam Chair and I'm ready for any questions. If you want me to go through each area. The Town Administrator said so what the Board has traditionally done is start it. So I guess we'll start with the 5610. This is the Administration area. This is the administration of the Police Department. Chairman McGrath asked, does anybody have any questions? Selectman Morin was recognized and said 5610-231 Meals? Chief Avery replied yes, those are meals both the in-town one and the out of town one. We obviously have a budget line item for this. Do I use this? No. do we use it during the CALEA assessment? Absolutely when we have the assessors come in. but I'm not taking people out to lunch. I simply don't do it. If I do I do it's on my own tab. The Town Administrator asked you also do it for prisoners too don't you buy them Burger King. The Chief replied the practice has stopped. Unless we're in a jam and somebody obviously needs food. But most of the time, because of the bail reform, they're getting out on bail or they're going right to Valley Street Jail. Selectman Morin replied, all set thank you.

Chairman McGrath asked, anyone else? She then said, okay, so I have a couple. Line item 219 the damage settlements. The actuals for '21 were, I'm going to round up, \$8,500 and your budgeting \$4,000 this year. Do you think that's enough? Chief Avery replied, I believe that's enough. It's a crap shoot, right. You just never know. We harp, and most of those are cruiser accidents that we have had. We're doing great right now. We harp on the officers, and the Captains probably all nodding their heads behind me, how much we preach about safety driving. It's like spilling a coffee at your desk or spilling water at your desk. They're in these cars 24/7, long periods of time. So right now I believe that's enough. Chairman McGrath replied, I'm just highlighting. I've gone through and I've marked up a couple of things. And it's not really a concern for me. It's just to make sure that you've got enough. Chief Avery replied thank you.

Chairman McGrath then said line item 223 the uniform cleaning. Chief Avery replied yes that's contractual. Chairman McGrath went on to say so the actuals were \$6,700 and your budgeting \$11,600. Are they getting messier or? Chief Avery replied a lot of people don't understand that we have a cleaning service and the officers get their uniforms cleaned. A lot of officers just choose to do it on their own at home. Because they come Monday, Wednesday, Friday and if you're working a weekend they just take it home and get it cleaned. Detectives are going to use a lot more when they're wearing their suit and ties. But yeah, it's all contractual.

That's how that is budgeted. Chairman McGrath replied, okay. That's all I have for page five. That's all I have for that budget. But I do want to make a comment about CALEA. I think, from my perspective, my

advice would be to really highlight that because I don't know if a lot of people understand what CALEA is and what it means to this Town and to this Department. This is a real, again, my perspective, a real selling point for our Police Department. What you have to go through and what you have to prove that you're capable of doing and what you actually perform, it's remarkable. So I think that you should focus on that when you're taking people on a tour. New selectmen that are here, there's two of them, they may not know all of what CALEA is and what it entails. So that's my advice. Chief Avery replied saying thank you.

The Town Administrator went on section 5615, page 10, in his facilities account. Selectman Gagnon was recognized and said line item 206, electricity, this is just more I guess for my own knowledge. We heard from the Library that they did some energy efficiency upgrades and whatnot and that actually had a significant savings. Where do you stand with that kind of work? Chief Avery replied, in the progress. It's already started. We had older lightbulbs in our inventory. Now we're slowly moving towards changing them all over. But yeah, we had to up our electricity bills. I know the rates for Eversource went up, and I guess it was 21%, I believe. Somewhere around there. So Dan Clark, is in the process of switching over.

Selectman Gagnon went on to say, I had a couple more, if I may, Madam Chair. Let's see here. 208 I just said why 208, telephone, is so high. I mean we're seeing fifty or sixty thousand dollars. It seems to pretty stable. Just curious why that line item is so high to me. Chief Avery replied, certainly. So if you look over on your, what I call your bible, do they have that Steve? What the breakdown is? The Town Administrator replied they have all the backup, yes its page 11. Chief Avery went on to say so if you look down that we have a lot of air cards. The business lines. Merrill Hill Trigate for our radio system. We have a lot of telephone usage. It is high, absolutely, and I agree with you. I don't see any way that I could cut anything out of that telephone. Selectman Gagnon replied, no, I appreciate that. It was actually just more for my knowledge. The laymen understanding. You have radios and so forth. So I was just curious why telephone was so high.

Selectman Gagnon continued on saying, lastly, 252 professional services, I just saw a random bump in 2020 to \$30,000 where every other year is \$14,000 to maybe \$16,000. Can you explain what that \$30,000 bump was and why we shouldn't expect it again cuz you're only asking for \$16,000? Chief Avery responded to Selectman Gagnon saying so that \$30,000 was for me to hire MRI to do a comprehensive study of our building facility. When they came in, I don't think it was \$30,000, I don't remember exactly what that price was. I don't know if anyone in here remembers. The Town Administrator said probably in the \$15,000 range. Chief Avery replied, yeah it was about \$15,000. But that was specifically put in there so we could hire MRI to come in and look at our building. Chairman McGrath then said but that number that he just talked about, the \$30,000 that's an actual number that we spent. The Town Administrator replied, that's correct. Selectman Gagnon replied that's all I had, thank you.

Selectman Morin was recognized and asked the Merrill Hill, will the new radio system take care of that phone line? Chief Avery replied I believe so but I can't be 100% on that. Cpt. Bianchi added it's going to go to microwave. The Chief added, we'll get a little bit of savings there.

Selectman Roy was recognized and said this is just out of curiosity, you don't use diesel fuel anymore? Chief Avery asked diesel fuel? To which Selectman Roy replied yeah you don't have line item 305. Chief Avery replied the only diesel we use is from Jess Forrence, Public Works Director for our generator. Selectman Roy replied oh, okay, okay. Chief Avery then said that's the only time we need diesel. Selectman Roy then asked but that's where you get it? Over at Jess'? Chief Avery replied, yes, they actually bring it over to our generator. Selectman Roy replied, that was all I had.

Chairman McGrath then said I have one and that's line item 224 the building maintenance. The actuals for '21 were \$67,419. You've dropped the budgeting request to \$46,000. Chief Avery replied, correct, so last year, I don't know if you'll remember, I came in for a request from the Board of Selectmen for and I'm gonna guess, rough numbers \$56-\$57,000 for all of the repairs. Last year repaired, and I have it on my notes, we used from the Town capital reserve fund that Mr. Malizia and I had brought before you, so were repaired our chiller system, fire alarm system, the HVAC system over at the building across the street. Circulatory pump bearing assemblies. So we did a lot of fixing with that money. They weren't working basically. The only thing we have left is our fire suppression system in our building. We're replacing leaks, we're putting gum on it to stop leaks. Why am I holding off on that? I don't know if it's a smart move going and spending that money now or wait and let's see if the addition and renovations come through and then just handle it at that time. Chairman McGrath replied, thank you.

The Town Administrator said next would be the dispatch 5620. Page 14. Selectman Gagnon was recognized and said you may explain this probably the same way you did the last one but I'll bring it up just for my own knowledge. I'm looking at line 221 sir and I'm seeing numbers of \$1,500, \$1,000, and \$1,000 and then a budget of \$5,500 which is a small number overall but a big jump. I'm looking at the next page to see that breakdown. Can you explain that a little bit? Chief Avery replied, yes, absolutely can explain it. So the New Hampshire State Police Online Telecommunications system, the SPOT system that we run all of our checks and whatnot through the state and FBI checks. They haven't charged us the \$4,500 to use that. Okay, so we have not ever received a bill. However, we keep it in there because it could come in at any time. Their practice has been, over the last few years, not to charge the police departments. But it is contractual. If you see in there we have a contract with them to use their system. They just haven't billed us. Selectman Gagnon then said so thank you for that. You know, is there anything more official, other than just kind of a back scratch or someone in the upstairs office kind of threw the paperwork away, is there any other logical explanation why you're not being charged that? Because if it's not being charged that and it's consistent then budget less maybe? Just purely curious. Chief Avery replied, I would love to be able to but that would be the year, Selectman Gagnon that my secretary walks in and says surprise that they did. I'll give you an example. We weren't being charged for the phlebotomist blood draws over at the hospital. So we had actually lowered that over the years. We had a line item. When we bring a DWI over there to get their blood drawn we never got charged. All of a sudden, out of the blue, we started getting whacked with charges. Every time we bring somebody there now we get a charge from Southern New Hampshire. Selectman Gagnon said no rhyme or reason that you could know of its just luck as of right now with the line item. Chief Avery replied like I said I knocked on the table. It just hasn't come in. I don't know the reason behind it. Selectman Gagnon replied, okay, alright. Thank you.

Selectman Roy was recognized and said okay, so it's just interesting you brought that up because it kind of jumped out at me. And I know it's the next one over but you didn't budget anything for blood alcohol tests. Selectman Guessferd added, I noticed that. Chief Avery replied, thank you. Case in point. So we took money out of there for blood alcohol, because we were never charged, and now it started in about March or April, they started charging us. So we have fixed that problem. We will be going over to Saint Joseph's Hospital now to kind of go around it. We have a quarterly meeting with the President of Saint Joseph's Hospital with their Head of Security and the President of the hospital and the Captains and myself meet with them. Great relationship. We have been assured that they will take care of it for us.

Selectman Guessferd was recognized and said I'd like to equate, I think you're \$4,500 contract cost to like in a business you have a commitment that you have to leave on the books. So I see that. Selectman Roy agreed saying right. Selectman Guessferd went on to say, I see the understanding there. Whereas I would think the blood draw isn't necessarily a contract. Cpt. Dionne said it's per diem. Selectman Guessferd said it's a per diem, okay.

Seeing no further questions Chairman McGrath said we'll move on to 5630 page 17. Selectman Roy was recognized and said so 256, the canine supplies and materials. Is that offset by donations? Chief Avery replied, yes some of it is. Selectman Roy replied, okay, okay. Selectman Roy then said, 325 equipment repair parts. It jumped significantly from past years. Chief Avery explained what is encompassed in the equipment repairs is first aid equipment, CPR equipment, flairs, fire extinguishers, AED batteries, mannequins for CPR training. I froze that. That was one of the areas I froze in March not to replace. Obviously not the AED pads and whatnot but the things we can hold off on we froze. Officer Jason Downey is in charge of that for my department and he was told we're gonna hold off on any more spending. That was in March. Chairman McGrath asked do you have Narcan in that? Chief Avery replied we do not carry Narcan. Chairman McGrath replied oh you don't? Chief Avery then said quick simple answer to the reason we don't carry Narcan it is the response time by our fellow Fire Department. They are there within...Selectman Roy interjected asking and they do carry it? To which Chief Avery replied, they carry it, yes. And they use it religiously. Their response time is so quick, I would guess, we could ask Chief Buxton, three to four minutes max...Chairman McGrath interjected saying I just saw something on the news. About a month ago and I don't remember where it was but there was a police officer and they were doing an arrest and one of the officers got exposed to fentanyl. Fell right over. Luckily they had Narcan with them. They administered it to him. Then he experienced another lapse. I think it happened...do you know what I'm? Chief Avery replied yes it was in Los Angeles. Chairman McGrath replied, was it? It happened three times and he I think coded again in the ambulance on the way to the hospital. They finally got him back but. Chief Avery replied, it's a great point but we just have such a close relationship with our Fire Department. We rely on them obviously. I know Selectman Morin was out in the field with us all the time. We take every precaution possible with narcotics. We just did a whole training at

our department meeting back the first week of October, of how to safely search and deal with narcotic drugs because the chance of getting exposed is very, very high. We have masks, gloves, eye protection. They have it all now. Cpt. Dionne added we don't even test anymore in the field. We used to field test everything. We don't field test anything to avoid the exposure. Chief Avery added it goes right to the state lab. Cpt. Dionne added or a couple of our narcotics units taking \*inaudible\* then to the lab. Chairman McGrath then said you know normally I wouldn't know any of this stuff. But I watch, as you all know, I watch the news and I was stunned by that. Because this was a young, I mean this was a young officer. I don't know how long he had been working for the police department but very young. I'm not implying anything about it's just he was a young man and it could have been a deadly in one fell swoop. Chief Avery agreed saying absolutely.

Selectman Guessferd was recognized and said we're on patrol here, right? Chief Avery replied, yes. Selectman Guessferd then said last year we saw, gasoline 304, so I know gas is more expensive now. Chief Avery said we went \$2.50 last year a gallon. Selectman Guessferd said we're looking at \$90,000. The budget this past year as \$92,000. Then the actuals last year were \$52,000. So I mean are we experiencing that sort of usage of gas right now that that kind of warrants that increase? Chief Avery replied so we actually decreased our budget down \$2,000. Why did we have not a lot of gas usage? Couple reasons. One is we were at minimum staffing during continuity of operations plan. We had sent home a great deal of staff. The other thing is and my coming up on three years tenure as Chief of Police, I had to hire I think its 19 police officers. So we've been short all the time. People at the police academy. We have two in the academy right now. When the younger officers get on the street, Selectman Guessferd, they put 110, 120 miles a shift on their car. The veterans getting it down 35, more manageable. But the young officers they're just going. I'm afraid to bring that back. I'm open to it, and I know we have a contingency fund, Mr. Malizia, if we were to run close to it? Mr. Malizia replied we have contingency. Chief Avery then said I don't know where the gas prices are going. Mr. Malizia added we also bumped the gas prices up to \$2.65 a gallon because that's the evidence that we have. Selectman Guessferd then said so it's more usage than price in terms of the increase you put in the last two years. Chief Avery replied, I really look at the gallons that we used. So in FY21 we used 29,537 gallons of fuel. So right now we have budgeted 36,400 gallons of fuel. Is that enough? I believe it's gonna be enough. I'm just, I mean we reduced it down to 34,000. So we're 3,000 gallons give or take in the plus.

Selectman Gagnon was recognized and said and this is a little bit more theoretical, being the tree hugger in the room, but kind of going on my last point about energy efficiency. I know it's more of a long term goal but is there any eyesight on an electrified fleet? Or is that even a potential? Any of that in the works for five, ten years? Chief Avery replied, it's gonna be quicker than that. And we looked at them to purchase them two years ago I believe I was in front of this Board. And I'm really glad we didn't at the time. We were gonna be the first department and they ran into a lot of issues with those cars. You never want to be the first one to jump on board. I would guess within three years, you're starting to see a lot more of them coming around. I'm gonna guess three to four more years. Obviously there's a cost associated with that. They're way more money and I don't know mechanically. Is our cost to keep these cars on the street gonna go up because the mechanic we use may not be able to work on these cars and we have to bring them all back to the dealership. We don't go to the dealership unless it's covered under warranty. Just because of the sheer cost to maintain our fleet. Selectman Gagnon said so you're keeping an eye on it but you haven't actually like looked at some numbers to really start. Chief Avery replied we did and it was dramatically more to buy these cars. Selectman Gagnon stated to buy them but as like would you look at the lifespan, like you just said maintenance, gas and include that all in and see. Chief Avery responded saying there are some departments that are running them now so we should have a closer look. I'm guessing another year or two before I would feel comfortable going to them. Chairman McGrath asked what kind of car is that? I didn't hear you. Selectman Gagnon said forgive me. I was just asking if there were thinking about electric vehicles at some point just hearing about other fleets going that way. Knowing personal people who have some of them, I'm just looking at. I know it's not now and they are expensive to onboard up front, Chief Avery added initially. Selectman Gagnon went on to say yeah, but I didn't know if you actually dove into the numbers to see what cost savings, if any, there could be. Chief Avery replied, we did in fact I wanted to get three of them and we didn't have enough money when we first started looking at them. Selectman Gagnon replied okay, thank you sir. Thank you.

Chairman McGrath then said okay, anybody else? No, we'll move on. The Town Administrator said 5640 which is police investigations. Chairman McGrath said I have a nice clean page. No marks no anything. She then recognized Selectman Roy who said, so I know it's only \$250 but we still use film? Selectman Roy said, oh, I'm sorry maybe we should just change it because it's recording media now that I'm looking

at it. Cpt. Dionne replied, yup, recording media. We do use a lot of that. Selectman Roy said, okay, I just, the film kind of caught me off guard. Chief Avery replied, that's been zeroed out.

Selectman Guessferd was recognized and said just inquiring about 325 it looks like that's narcotic kits I think I saw. Chief Avery replied in that is gonna be our lifters, our powders for fingerprints, evidence bags, crime scene processing, safety suits, narco text kits. We have three people who are highly trained in dealing with the drugs. If they need to one of them is certified in....Cpt. Dionne added a clandestine lab certified detective. Chief Avery continued saying he knows how to handle them if we need him. So we do keep them on site. Selectman Guessferd added so doing more of that than we were say two years ago. Chief Avery replied, absolutely.

Seeing no further questions Chairman McGrath said let's move on to page 24, animal control. Selectman Guessferd was recognized and said veterinary services 245. Big increase but I noticed in years passed they were in that range. We only expended \$657 last year. Chief Avery replied that's another unknown. We had a huge investigation here in Town before you were put on the Board that this Town accrued a great deal of money and cost. We seized animals from a house and Jana...Selectman Guessferd said I remember that, as a citizen. Chief Avery continued saying we had to pay for services out of that. We like to keep a little buffer in there because if we get a stray dog that's injured, we care about animals, right. We're gonna bring that dog to the vet but we are responsible if we do that and they can't find an owner. So we do like to keep money in that.

Seeing no further questions Chairman McGrath moved on to page 27 information system. This is a clean page too. No questions anyone? Seeing none the Chairman moved on to page 30 support services. Selectman Gagnon said I don't think I see the same page numbers that you do, but I'm looking at line 5671-246 is that what you're on? Selectman Roy replied yup. Selectman Gagnon went on to say this is more of kind of taking a pulse a little bit, I'm looking at psychiatric services it obviously kind of went up. Obviously 2020 was crazy for everyone and now it's gone back down. Is that a sign that you're department is in good health and doing well? Chief Avery answered, so that's psych services for our pre-employment, new hires. The Town Administrator added we had a lot of new hires. Chief Avery went on to say we switched doctors, I know several of the veterans selectmen in here were here when I switched psychiatrists and went to Dr. Nicole Sawyer that you've all met. Her cost is, you get what you pay for, right. It's \$500 per pre-employment psych. So it is more. Selectman Gagnon replied saying alright so it was going up and then you're budgeting \$1,500 is that enough? Chief Avery replied if you see our actuals that's when we've been having to hire six and seven officers at a time. Hopefully those days are done. Selectman Gagnon replied gotcha, thank you for that sir.

Chairman McGrath asked anyone else? Selectman Guessferd was recognized and said looking at 303. That looks to be the DARE supplies and obviously last year there was none. So before that there was like maybe couple \$3,000, \$4,000 so we're anticipating a nice healthy year? Chief Avery replied hopefully we get that thing going again right? We don't know.

Chairman McGrath then asked anyone else? She then said I have one. Line item 256 comfort dog support. It's zeroed out. The actuals for '21 were \$6,000 so. Chief Avery replied, I believe that was the year of the purchase. Lisa? The Finance Director responded yes. Chief Avery went on to say that was the year of the purchase and now it's purely on donations. Chairman McGrath replied, okay. I'm an advocate for that program so. Chief Avery replied, saying thank you.

Chairman McGrath then said page 32, crossing guards. That's another clean page. Anyone have any questions? Seeing none she went on to page 35, prosecutor, saying that's another clean page for me. Anyone have any questions? No. we're just whipping right through this. The Town Administrator added we've already covered the IT with the IT Director so unless the Chief has anything to say I think she covered it already.

The Town Administrator then said so he has an outside the budget request which is at the beginning of his section I believe. Maybe he wants to speak to that, Chief Avery? Chief Avery said which one, the outside the budget request? The Town Administrator said yes, start with the outside the budget it's at the front. Just explain it. Chief Avery began by saying the first outside the budget request is for \$105,246.96. That outside the budget request is for the contracts that we are in for the Tasers and the body cameras. Last year we tried to put it in the budget, if you remember, as well as start a capital reserve fund. The capital reserve passed. As you know the budget failed. We had \$50,000 in there. If I project forward now five



years and we keep putting \$50,000 into that account that's not going to help us. It's not going to get us to where, we'll probably have to...if we can't fund it through the budget, be able to keep the body cameras going. The costs right now was \$393,000. I'm guessing in five years from now it's gonna be north of \$500,000-\$600,000. And it's mostly storage. Right? Up in the cloud. So my suggestion would be to add \$100,000, \$105,000 in the budget to cover it. As well as do the warrant article like we did last year. That would cover both for the body cameras and our Tasers. So our Tasers are on a five year term. And our body cameras are a five year term and unfortunately they expire at the same time. They're gonna be expiring the same year. So that's an expense that we're gonna have to deal with moving forward. The other part of that capital reserve allows us to also replace our bulletproof shields which also expire. Which I don't know how but the manufacturer, I don't feel comfortable putting them on the street if the manufacturer is saying they're not gonna guarantee they're gonna work after five years. It blows my mind but risk and liability here. Trying to protect the Town and protect the officers. That's my recommendation. I'm open to any discussion or questions.

Selectman Gagnon was recognized and said actually you said at the beginning of your talk there one of the biggest expenses to the body cameras was the cloud storage. Can you kind of give me a number breakdown, is it like 60% of the cost is cloud storage versus the hardware? Chief Avery replied so they own the hardware. They own all the hardware. We're basically leasing the hardware and when you look at the cost, it's a high tech body camera. This is not a GoPro. Lot of features in there that we have discussed in the past that this body camera system has. I don't have the exact breakdown of where it goes, how much is it costing for storage, but everything we've heard from all the companies that we had in to the building to look at their equipment, all their costs came from storage. Selectman Gagnon then said, with that said, is there any ability if we said similar to the car situation, where we take on an initial hit to actually build a local storage system rather than doing cloud? Is that even a possibility or is part of the contract there's nothing to do? Chief Avery replied, I would think its part of the contract and to speak on those technical terms I don't even know if that's possible. Selectman Gagnon then said, lastly, is there any grants? I thought we've discussed in passing that there were grants for body cameras so forth. Are you expecting any of that money? Chief Avery replied Selectman Roy's laughing. Chief went on to say so we applied. We are on that list to get it. I would highly doubt we will see a cent because it was all, a lot of it was based on the poverty level of the community. We're not going to qualify. Cpt. Bianchi did draft a grant to pay for these. I don't think we're gonna see a cent. Selectman Gagnon replied, okay, that's all I had. Thank you.

Chairman McGrath asked, anyone else? Selectman Guessferd was recognized and said so, Budget Committee last year, I know, put in additional funds. We wanted to make sure we got everybody taken care of. Everybody has the body cameras? Chief Avery replied, yes. Selectman Guessferd went on to say okay, so everybody has all these. So this is really maintaining that over this contract time, this five years. But obviously we went to a default budget. Chief Avery replied, right. So how I cleaned that up is I had \$64,000 set aside to replace our radars and our radios. Portable and mobile radios. I took that \$64,000 to help offset it, as well as the \$50,000 out of the capital reserve fund that we had established last year that passed in the vote. That was my plan proposed to the Board when we went into the default. The Town Administrator followed up saying, so now he's trying to get back on track by putting the \$100,000 back in which we did last year but it didn't stay in. Selectman Guessferd replied, exactly. I was just trying to make sure I understood the sequence of events here.

Selectman Morin was recognized and said so I got to ask the question. You used that money for your radar and portables and with all the complaints you're getting with speed in Town, are we good with radar units? Chief Avery replied so the answer to that is no. yes, we have radar units. Are they old? Are some of them malfunctioning? Yes. So then they got to go out and there's a cost associated. So our goal is to replace all of those. More importantly than radars were the radios. So when we get this new infrastructure up and running, my portable radio, I believe, is from 2000. Maybe older. I call it Will It. Will it work? Will it not? I just never know if that thing is going to work. So we're trying to get, I have all first line officers on the street, and supervisors, in good radios. We need to keep cycling that through to get everybody in good radios. Obviously the officers on the street have the best of the best. We just haven't been able to get through everybody in the agency just yet. I think probably three or four more years we'll have it completely done. But it's expensive. You're looking at \$5,000 for a mobile radio. \$3,000 for portables.

Chairman McGrath then asked anyone else? She then said I'm just gonna make a comment about the cloud and the cost of it. I would suspect that that's probably related to, they probably have a double storage of what's on those cameras so that if one fails you've got the backup. I don't know that I'm

guessing that because those would be critical in any kind of a lawsuit. Any kind of a whether it's to protect the police officers. Whether it's for family members. Something. But I would suspect that they're probably doubling up on the storage and putting it somewhere. Chief Avery added I don't know if body cameras are going to be a fad. Right? Is it because of the tragic incidents did they make a quick snap decision to get every officer in body cameras? The other side, defense side may come back and say we're losing all these cases, we don't like these things. So I don't know what the future holds with body cameras. I know the west coast has been using them for years. We were a little behind on the east coast getting them. I just don't know. But I think we have to plan like the Governor is going to make it a mandate here. He's already highly recommended it. The State Police it's mandated. But obviously you can't do an unfunded mandate. The Town Administrator added, well you can, but you shouldn't. Laughter. Chief Avery added they did it in another state. Selectman Morin added they do it all the time. The Town Administrator added they shouldn't, but...Chairman McGrath then said personally I think it's a good idea. Only because it saves the police officers a lot of grief and you know something happens out in the field you need to be protected.

Selectman Roy was recognized and said cuz I just gotta say it I am not against body cameras but I think that this was done rashly and I think it's to the detriment of the tax payers. I think we could have probably done a better job getting a contract. Doing some investigation. Taking some time. But what's done is done. So. Chief Avery then said what us purchasing these body cameras? Selectman Roy replied saying yeah, yeah, I think it yeah. Chief Avery then said well Nashua's about to cut a check for 1.6 I believe. I don't know how to get around it. Selectman Roy replied, well how, what's the comparison of police officers? How many more police officers does Nashua have to Hudson? Chief Avery replied, they're writing a check for it though. They're not getting all grant funded they're....Selectman Roy interjected saying that's not what I'm suggesting. I'm just suggesting that, that was done too quickly for my liking. And then there was no non-appropriation clause as you know in there. Chief Avery then said I can say for the public we spent eight months meeting with these vendors. Every vendor possibly. Before we made the purchase. Chairman McGrath said I think you did a good job.

The Town Administrator then said, so he does have a warrant article letter K, this is to talk about the capital reserve fund. That was previously established last year. This simply would put money into the fund so in the future it would help lessen the impact to the tax rate. So that's letter K. it's pretty short and sweet. Again this was the fund that the voters established last year. Chairman McGrath said that's way in the back. The Town Administrator said way in the back. It's pretty simple but I just wanted to point out that wasn't outside the budget. It's a warrant article request. Chairman McGrath asked, anyone have any questions? To which there were none.

The Town Administrator then said, the other request I believe we should talk about is we didn't get the language yet because Chief just got the numbers but it will be under D. there's nothing there. But basically the police station renovation and expansion. I think you can probably give them an idea of the numbers. You've got some bond payment schedules but I think Chief will speak to it more completely. Chief Avery then said I'm gonna give three options open for discussion here.

Option one which would include both carports if you will off the back which we originally talked about. Last year we had pulled them off. So if we were to get both carports attached with the addition and renovation the number would be \$5,928,980 for round numbers. If we remove one of the carports it would drop it down to 5,732,180. And if we were to remove both carports from the construction it would go all the way down to 5,339,180. The Town Administrator then said so the number last year was 4.9 million or approximately thereof. Chief Avery said 4.8 million. The Town Administrator then said so you can see the price going up. Chief Avery added we were told about a 26% increase in construction. The Town Administrator asked you haven't changed anything in the parameters of the design? Chief Avery answered nothing else has changed.

Selectman Roy was recognized and said as part of that renovation the fencing was in that right? Chief Avery replied, correct. Selectman Roy then said do you know what the cost of that is? Chief Avery replied, I can get you that number. I don't have that...Selectman Roy interjected saying because I guess my question would be why wouldn't you make that an out of budget request for the fencing given that the situation that you have. Chief Avery replied saying absolutely. I would love to. Because of the other needs I just think it is going to be pricey, right? To put a fence around that building. But if you guys give me the green light I can give you...Selectman Roy interjected again saying well I'd be curious about what that number is. Chief Avery replied I have that in my book at work. Selectman Roy then said it's just it would close a gap right? Chief Avery replied it absolutely would. Chief Avery then said the other thing I will bring

up that other monies that we talked about through the federal government coming into Town, Chief Buxton and I have spoken that the HVAC system for this project could possibly come out of that chunk of 2.1 total money. Is it Steve? The Town Administrator replied it's closer to 2.5. Chief Avery went on to say closer to 2.5. so that would be about \$600,000 if the Board decided to go that route to come off of this as we move forward with the project or the group discussion. So it's something to think about. Selectman Guessferd asked how much was that again? To which Chief Avery replied about \$600,000 roughly.

Selectman Gagnon was recognized and said I'm actually gonna step back to the warrant article I have in front of me. The \$100,000 for police safety equipment. You know that obviously seems steep. I know it is what it is. Can you kind of run me through, is there any other way to fund something like that? Any other potentials? Let me put it this way. If this doesn't pass what do you do? Chief Avery asked in the warrant? Selectman Gagnon replied yes sir, so the \$100,000 warrant to put into the capital reserve fund for safety equipment. If it doesn't pass, where do we go? Chief Avery replied, well, I've used our drug forfeiture account to help pay for the body cameras. I made the initial payment out of that. We could dip into that. We could have to look at other funding here in Town. I don't have the answers to that. We need, those are tools that we really can't go without. Not the body cameras because we could be done with the body cameras. But those Tasers, we were told at the end of, beginning of November our old Tasers had to be done. Or we lose a 10 million dollar liability insurance. And they will not guarantee that they're going to work. So they kind of have us handcuffed. No pun intended. Our backs against the wall dealing with Axon the Taser company. There's no other Taser companies out there that will suit our police needs. You know obviously you can buy them at your mom and pop stores but you're not getting what we use. I don't have a contingency plan. Selectman Gagnon replied, fair enough. Chief Avery then said I mean I would do what we did this year with a default. Let's start looking at what else we're gonna have to do away with and then deal with it. Selectman Gagnon replied, thank you sir.

Selectman Roy was recognized and said I guess I just have a comment. I would support the entire project as it was with the two carpools. I just think that if we don't eventually we're gonna have to add them we're just kicking another cost down the road right. Make it so it's gonna last as long as it possibly can before we have to do something else. That's my, kind of my own, for the sake of \$200,000 on a six million dollar project. Right?

Selectman Morin was recognized and said to Selectman Roy's point that's why we are here today talking about this. Because if they had built it originally like they were supposed to we wouldn't be talking about it this year. Selectman Roy agreed saying absolutely. Selectman Guessferd said, exactly and then went on to say, I mean what is the difference? I mean I think we talked about this before the difference in response with the police cars if you have to shovel them out. Chief Avery replied, I'm telling you it takes us some storms it could take us...Cpt. Dionne added it's a while with the big storms. The cars are buried. We're moving them over. Putting them in a place that had to get cleaned out first of all, then we've got to clean them back out again when the storm ends. Move them back again. So you're actually doing it like four times during the course of the storm. Chief Avery added it's probably a six hour project on an 8-10 storm. Cpt. Dionne added it's usually on a busy shift too. Chief Avery added Public Works does an unbelievable job clearing our lots, it's just the cars get buried. Selectman Guessferd added they can't plow that. I mean it's a safety issue. Chief Avery replied it is a safety issue. It's a response time. You know the citizens of this Town expect, and they should expect, an immediate response from Police and Fire. We talk about it all the time that's our goal. Make sure the citizens are safe and that our officers can respond quickly. To help them. It's our job. Chairman McGrath added especially during a storm when there's a lot of accidents. Whether it's falling. Whether it's car accidents. I mean there's all sorts of....Cpt. Dionne replied it's definitely when we have a commute that it becomes more dangerous because we may actually have to bring in new officers that weren't on the shift while we have other ones holding on already handling calls and now we're bringing in officers and they're going to cruisers that haven't been cleaned off yet. Haven't been touched and they're stuck out there. So it takes a while to get those on the road if that happens. Usually it's a commute type of storm. Chief Avery then said I think last year, correct me if I'm wrong, we had talked about that and keeping that number under five million was our reasoning for taking it off. I know I heard from several residents asking why did I do that. We wanted to get this thing through the voters in hopes that maybe in the future we would have to come back and the Town would agree to do this. But I know we tried to keep it under five million dollars. With a 26% it's simply not going to happen. The Town Administrator said keep it under six million now. Actually the difference is about a penny. If you look at the bond schedules. The repayment over the 20 years, the tax rate impact delta for most years is about a penny. So you could go the high route and pay a penny more per thousand than you do if you go the low route. So you could put it in that context.

Selectman Gagnon was recognized and said you know what I think I just actually lost my question so never mind.

Chairman McGrath asked, anyone else? Seeing no further questions she then said I think we're done. Chief Avery added we'll be in front of you obviously before we do the open house and I'll be in touch with Selectman Roy to go on TV and to talk about it again to really advertise this open house. We did it before COVID hit. It was a fantastic time. A lot of people showed up. I would like to have 500 people come in through that building. If we have to do it for a week straight, we do it for a week straight at night. That's okay. Chairman McGrath said I think families that haven't gone through it and they don't know what's there, if they take advantage of a tour. Selectman Guessferd added and what's not there. Chairman McGrath then said but that's the point. You get to see the actual inside of the police station and what conditions they have to work under and they're pretty cramped. Selectman Roy added and the situation is not going to get any better, right? It's just gonna keep deteriorating I guess. And eventually it will cause catastrophic issues. Chief Avery replied, I think that MRI report speaks volumes. If you really go through that report that's on our website and really read into what they're looking at. I remember telling you they kept asking me what's that girl doing? All day long, every time we're in the hallway interviewing employees, she's just walking down the hallway with files in her arms like this. Oh, that's Leanne Hewitt, she works down the other end of the building but all her legal files are way up by the front of the building. They said you gotta fix this. I said give me an idea how to fix it. Seriously, that's why you're here to help us fix it. It's not fixable. They're spread out everywhere. We talk about it a lot. Our victim witness advocate, one of our very, very key employees in our department, she deals with victims all day long and she's sharing an office with three other people and they're not even part of the legal division. They're in the service division. So no privacy. That's important to citizens to respect their privacy when they come in. Chairman McGrath added especially when they've been a victim of a crime, whatever the crime is, very emotional and we need that space. Selectman Guessferd added it also goes to retention. If they're working in those kind of conditions and they don't see an end to it, you know. You're gonna lose people.

Chief Avery asked, any other questions? Chairman McGrath said I don't think so. You did a good job.

#### Recreation (5810-5839)

The Town Administrator said so Recreation is the 5800 tab. Sort of near the back of the book and she'll have one outside the budget request. We'll go to that at the end so let's just go through the budget. I think you're on page two maybe for the regular budget. Recreation Administration 5810. Chrissy Peterson, Recreation Director started off by saying thank you for providing me the opportunity to present you the budget tonight. As Steve said I do have an outside the budget request to present at the end. Should I just go through each cost center? Chairman McGrath said we'll go through it, see if anybody has any questions because we can maybe kind of blow through this.

Chairman McGrath then said page two, cost center 5810. Selectman Roy was recognized and said so 122 jumps out at me. I know its insurance benefit but it's like \$1,600 for actual in '21 and jumped to \$29,000 in '22. The Town Administrator answered saying so when we did the budget for '21 we had a different Rec Director so different benefit levels for people. Selectman Roy then said \$28,000? The Town Administrator said somebody doesn't take the insurance. Ms. Peterson said I'm not taking the insurance. The Town Administrator then said so the previous Rec Director, I believe, did. Selectman Roy then said but it went up I guess. So in 2021 the actuals \$1,674. '22 the approved budget was \$29,026. That's a huge increase for insurance benefits. The Town Administrator said well don't forget we had default budget too. When we were budgeting we didn't know who the rec director was going to be. We put the full benefits in. Chairman McGrath then said but look at what's '23 it's dropped down to \$2,000. Selectman Roy replied, I just, okay. Selectman Guessferd added it kind of sticks out. Selectman Roy said yeah I'm not really sure I understand what happened there. The Town Administrator replied it's that wicked default budget too though. When we try to correct it, because we didn't have a rec director, as you recall the previous director retired. When we were putting this budget together I'm not sure we had hired our current rec director so we have to put in the maximum benefit. Selectman Roy replied okay. The Town Administrator but luckily she doesn't take it so there's quite a bit of savings there.

Chairman McGrath asked anybody else have any questions? Seeing none the Board moved on to the facilities cost center, 5814. The Chairman asked, anyone have any questions? To which there were none.

Chairman McGrath then said, that's easy, page 10. That's a zero budget so. The Town Administrator then said that's because when the last actual goes by it goes away. Selectman Roy said, oh, okay. The Town Administrator said see we had actuals in '19. Next year you won't see this at all. Selectman Roy said that switched over to the DPW right for the park? The Town Administrator replied all parks switched over to the DPW. But from a history perspective we've always kept it in til the cost disappears from the last actual year.

Chairman McGrath went on to page 11, supervised play. The Town Administrator said as you recall the last year was COVID. Selectman Guessferd was recognized and said I just want to make sure the people that see this I think it's pretty obvious but we didn't have a Rec program last summer. And that's the difference. The budget is pretty much the same but you just don't want people to look at it and say oh man look at that based on the actuals last year. There just wasn't a program so. Mr. Peterson added two years in a row.

Chairman McGrath went on to page 14, ball fields and asked anybody have any questions? Selectman Roy said no it's pretty flat. Chairman McGrath said I have one. Line item 252, professional services. The actuals in 2020 were \$4,000. I know last year wasn't really a good year to compare it to but the budget for this year is \$8,400. So that's quite a jump. I kept it in the same spot that the former director had kept it and that was due to the empire fee. Their fees went up as well as the amount of games that we offer as well. So we have the men's league and the women's league so. And it actually crosses over in fiscal year as well. The season begins in May but ends in August.

Selectman Guessferd asked do you also handle the ump's for the coed league in the fall? Ms. Peterson replied, no Cindy Holton takes care of that one.

Chairman McGrath went on to page 17, tennis. This budget hasn't changed much either. Ms. Peterson said so that's new. The tennis one. The Town Administrator added, it was new in '21. That was a program because it was outside and we were able to offer it. We attempted to put it in the budget, default took it to zero, she's still gonna run the program. So it's doing this but it's been a very popular outdoor program.

Chairman McGrath said next is lacrosse, page 19. Anyone have any questions about that? Selectman Morin said I do have a comment. He then said I gotta tell you, with the amount of stuff that you do I was expecting a lot different budget. With all the programs that you started since you took over and things like that, seriously. I was expecting a lot higher. Well done because people are really enjoying what's going on. All the posts you send of what you're doing it's a total difference. Ms. Peterson replied, thank you, I really appreciate that. I do, thank you.

Chairman McGrath went on to say next up, page 19 lacrosse. The Town Administrator said we did that one. Chairman McGrath replied, we did? To which the Town Administrator and Selectman Roy replied, yes we did that one.

Chairman McGrath then said, page 22, basketball. The Town Administrator said we weren't really able to run the basketball because of the COVID so, the lost season. Selectman Gagnon then said just really quickly on that one, basketball. I see 2019, 2020 looking at \$26,000, \$22,000 obviously '21 was gone but then you're jumping to \$31,000. I'm assuming just an increase in costs or? Ms. Peterson replied saying yes, again that's the fees for the referees. Their prices have jumped significantly and we also offer more games. This year with the late start I can't say for sure, but as far as FY23 it would be a full season. Selectman Gagnon replied, okay, thank you. The Town Administrator added, very popular program too, by the way. Very popular.

Chairman McGrath then said next one is soccer, page 25. Selectman Gagnon said great program. Selectman Roy then said I'll just comment that based on the pictures I see on that's a big bang for the buck. It seems, there seems to be a lot of kids involved and that's yeah, that's pretty little money for what appears to be the kids that play. Selectman Guessferd added that's a great program. Ms. Peterson then said we actually started a new division in that program, which Selectman Gagnon can attest to, the three and four year old program. That was a huge success. There's 72 kids in that. Definitely a good deal. The Town Administrator said a lot of volunteer coaching too.

Chairman McGrath then said page 25, soccer. The Town Administrator replied we did that. Selectman Roy said that's the one we just did. The Chairman apologized and went on to page 28, Senior Center.

Selectman Guessferd then said back up and running. Chairman McGrath asked anyone have any questions? She then said I have one and that's senior activity programs, and I know that's been dormant for the last couple of years but the actuals for 2019 were \$1,300. Then they've jumped up to this year to \$2,900. Is there a reason for that? Is there more people involved? Ms. Peterson replied yes there's also the plan, we plan to open full status five days a week and my goal is to add new programs and different things. More of a variety there. So we definitely need the funds to do so. So I actually took, we have the copier so I took the copier fund because she really wasn't using the copier up there. She utilizes the one at the Community Center more so I just kind of moved the line a little bit there. I think it would be better used. We just recently did a canvas painting for the seniors which was a good hit. There's actually another one next Friday. So that gives us more wiggle room to be able to do stuff like that.

Chairman McGrath then said page 31, teen dances. The Town Administrator was recognized and said I've chaperoned them. Believe me it's the longest three hours of your life. (laughter in the room). Ms. Peterson added we're adding a fourth dance in so that's why that went up a little bit. But they love it. They absolutely love it. The Town Administrator added, they love it. The kids love it. Selectman Roy added part of growing up, right?

Chairman McGrath went on to page 33, community activities. Anybody have any questions, comments, complaints? The Town Administrator said this is the area where she's done the special things like the Easter Bunny parade and whatnot. So I think that's been a real big hit with the community. During COVID I think she really stepped up and kept people engaged with the Rec Department or the Rec Department engaged and I know kids loved it. There were some great programs coming out of here.

Chairman McGrath went on to page 35. The Town Administrator replied, the IT Director covered the IT needs for the department. He then said at the very front of this section she has the outside the budget request which she'll speak to. Selectman Gagnon then said Mr. Malizia I was just looking at the community grants. I think that's still with the Rec Department is it? The Town Administrator replied, no. Selectman Gagnon asked it's not? The Town Administrator replied to Selectman Gagnon saying 5920. Selectman Roy said we already did that. Selectman Gagnon replied, forgive me.

The Town Administrator continued on saying back to page one on this section, which is the outside the budget request Ms. Peterson then explained so the Senior Center Council of Aging they have committed to donating a 14 passenger, handicapped accessible bus. And as we head towards looking to open full time, five days a week, I think it would be nice to be able to add the option of transportation. I have spoken to DPW Director, Jess Forrence and I've also leaned on the Pelham Senior Center for advice with budgeting for line items. I think that this would be the cost effective way to start implementing a bus driver. It would be four days a week. The salary would be \$18.00. I think that's kind of it. Selectman Roy was recognized and said, so a couple questions. Conceptually how is, are there like places where they would gather for the bus to go get the seniors and then to just go to the Senior Center or is there? Ms. Peterson replied they would pick them up at their house. They would do two runs a day. North side and south side of Town. Morning and afternoon. And it would be to bring them to the Center to attend the programs. So it wouldn't be used for trips to Walmart, doctor appointments. Anything like that. Not right now to start anyway. Selectman Roy then said and my other question, would this require them to have any kind of special license? Mr. Peterson replied, so it actually doesn't. Once it hits a 16 passenger then they need a different, I can't remember the endorsement that they would need, but after speaking to Pelham and Jess I think it might be the way to go to require a class C CDL endorsement just to be safe. I think that would be best.

Selectman Gagnon was recognized and said so this is interesting to me. My mother being the Chairman of the Council on Aging I hear a lot about this. And talking with NRPC about this as well. So for my own knowledge, based on what you're presenting here is this just a local bus just to shuttle around Town? Ms. Peterson replied, yes. It would just be offered to the Hudson residents that are members of the Senior Center. Selectman Gagnon replied to that saying okay, in and around Town only. So no events. You're not gonna go to Foxwoods at this time. Ms. Peterson replied, nope. Nothing like that. Selectman Gagnon then said okay the other question is in passing I was talking to Jay Minkarah from NRPC and he was very passionate about a program where he's actually working with Pelham as well, you might be aware of, where they're doing a regional kind of example of this where they're gonna get a couple towns together and try to do regional senior transportation. Are you aware, have you talked? Ms. Peterson replied I'm not. Selectman Gagnon then said maybe to look into. Talk to Pelham. So they're obviously invested and they've talked with NRPC. But you may want to get in on that conversation to see if it's something that we

can all group in together for cost saving reasons. I think that's all I had. Phenomenal job by the way. To Mr. Morin's point, obviously my daughter's in some of your stuff. You do a great job. The logistics are difficult, there's people everywhere, everyone's having a good time and the volunteers as soccer coaches, even if they are free, they're excellent. They're very good people. Good with the kids. I'm very proud to be able to work with you. Ms. Peterson replied, great, thank you very much.

Selectman Morin was then recognized and said I just got one question. With the bus news, how's Lucille? Ms. Peterson laughed and replied, I saw her yesterday, and she's good. She's doing great and very eager to get this up and running. Seeing no further question Chairman McGrath thanked Ms. Peterson for her time.

5. Revenue Review and Forwarding Operating Budgets

The Town Administrator said at this point it seems to make sense that we maybe take care of some other items. I think the first item we should look at is the offsetting revenue. You've got the sheet tonight for revenue. These are the revenue estimates that help reduce the tax rate. So bottom line these are things like motor vehicles, building permit fees. You can read all the descriptions. But this is the bottom line revenue that helps offset what we're raising and appropriating for taxation purposes.

Selectman Roy said I just have a question, and I know we do it every year, but the fund balance thing. So it's been stagnant for the last three years. Is it based on something? Is it like a percentage of the fund balance? The Town Administrator replied not particularly though we've been trying to keep into kind of a continual number. I wouldn't say it's based on percentage. Our fund balance typically runs between the high four million to the low six million. So it's just a number that we've used to try to be consistent from year to year as far as using a fund balance. There is no particular science beyond that. Selectman Roy then said okay and would you have any recommendation to change that. The Town Administrator replied now that's why I'm putting this in front of you. Selectman Roy replied okay. The Town Administrator went on to say one thing I did change, I'll just highlight a couple of changes, if you look at motor vehicles on the first page 4201, I bumped it up by about \$80,000. We've been running \$600,000 above. I don't want to go that much because I think that's too optimistic but I think, you know, I figured rounding it up by about \$80,000 is probably a reasonably safe bet.

The Town Administrator continued on saying, on the second page under 4841 shared revenue - meals and rooms tax, the state, so years ago there was the rooms and meals tax the state was supposed to share 60/40. They got 60% we got 40%. We've only been getting like 25%. There was some legislation that came in this year that forced them to bump that number up. So the estimates we've gotten going forward indicate a better than typical rooms and meals tax. So the number we saw was the 1793 number for next fiscal year. That's the number I've been given. That's the number I'm using. Chairman McGrath asked where are you? To which the Town Administrator replied, I'm on the second page here. It's right over here, shared rooms and meals tax. The Town Administrator then said you can see the Highway Block grant. I have not received any information that would be different. That's based on gas tax and whatnot. Bu the rooms and meals, it's not that there's more rooms and meals. The percentage is now being more closely funded to that 40%. It's still not at 40% but they've moved it up and they've told us, expect to get this sort of number. So use that number. With revenue you always want to try to be a little conservative so any surprises going up, not going down. So this tends to be conservative. But again I thought those were reasonable fixes, changes. Then the rest of it is basically one time revenue types of things. We've still got the SAFFER grant for the firefighters that we're still running through. I think that's \$302,000. Water and Sewer are included in this because it's just the total revenue even though there's a cost for those. We still account for it in the revenue. So my recommendation would be to have a revenue in the amount of \$17,468,392 based on the data I see right now. Chairman McGrath asked anyone have any questions, comments? Seeing none, the Town Administrator said you can certainly approve a motion to that. That way it formalizes it if you'd like. I can repeat the number. Selectman Roy made a motion, seconded by Selectman Morin to approve the FY2023 Revenue Detail. Carried 5-0.

The Town Administrator then said, as there were no outside of the budget requests for Sewer and Water I think it's probably safe to forward those budgets forward so if they Board would entertain a motion to forward the Sewer Fund Operating Budget in the amount of \$2,138,465 to the warrant. Again, we didn't make any changes. There was no outside the budget. Those costs are all borne by the sewer user. So it makes sense to forward that to the warrant. Selectman Gagnon made this motion, seconded by Selectman Guessferd. Carried 5-0.

The Town Administrator then said similar for the Water I recommend because the water fund, there was no outside the budget request. Again those are all borne by the water users. I would recommend forwarding the Water Fund Operating budget in the amount of \$4,622,588 to the warrant. Selectman Morin made this motion, seconded by Selectman Gagnon. Carried 5-0.

6. Review of Warrant Articles

The Town Administrator then said so you have quite a few warrant articles. What I would recommend is the articles that are for the infrastructure types of things we're gonna come forward with some recommendations through the American Rescue Plan Committee. I think we defer any action on those right now. That doesn't make any sense. But you have some warrant articles for, particularly capital reserve funding that if you'd like to you can discuss and dispose of tonight. Either forwarding it to the warrant, asking for more information or not forwarding it. So I introduce that.

Selectman Morin made a motion, seconded by Selectman Guessferd to forward Warrant Article G - Property Revaluation CRF Funding to the FY23 warrant. Carried 5-0.

Selectman Guessferd made a motion, seconded by Selectman Gagnon to forward Warrant Article H - Fire Apparatus Refurbishment/ Repair Capital Reserve Funding to the warrant. Carried 5-0.

Selectman Morin made a motion, seconded by Selectman Roy to move Warrant Article I - VacCon Truck Replacement Capital Reserve Funding to the warrant. The Town Administrator explained this is coming half from sewer, half from taxation because it's drainage. So it's a 50/50 split. \$30,000. \$15,000 to each. Carried 5-0.

The Town Administrator explained article J was for the Energy Efficiency Capital Reserve Funding to the warrant. This would fund \$25,000 into that established fund. Selectman Gagnon made a motion, seconded by Selectman Roy to move Warrant Article J - Energy Efficiency Capital Reserve Funding to the warrant. Carried 5-0.

The Town Administrator explained, as you heard this evening the Chief of Police has requested that police safety equipment capital reserve funding. This was a fund established last year. This would put, I believe, \$100,000 into the fund. Selectman Guessferd made a motion, seconded by Selectman Morin to move Warrant Article K - Police Safety Equipment Capital Reserve Funding to the warrant. Carried 5-0.

The Town Administrator then explained I presented to you tonight an article to fund, to establish a capital reserve fund for generator repair. Article M - Establish Capital Reserve Fund for Generator Replacement and Repair. Again, we have 21 generators in Town, including the Library, Sewer, and Water. So what I propose is starting a fund with \$30,000 which would be divided up \$10,000 to the water fund, \$10,000 to the sewer fund and \$10,000 to the general fund because basically these generators are across the different parts of our organization. So if the Board wants to make a motion to forward Warrant Article M - to establish a Capital Reserve Fund for Generator Replacement and Repair to the warrant. Selectman Gagnon was recognized and said thank you. Just for my own knowledge here, I know we talked about this at the top of the meeting. You're combining \$10,000, \$10,000, \$10,000 into one. You know that's kind of merging everything and then you'll be spending out of that pot back to three different sectors. Would it make sense to have three different funds to be a little bit, to have traceability? The Town Administrator replied so I'll just harken back to the VaCon truck where we take half the money from the taxpayer, half the money from the sewer user because we're covering the drainage, which is a taxable, and we're covering the sewer. I think that's a lot of accounting. That's three funds. I don't think we need to complicate it. But that's my opinion. Selectman Gagnon replied saying just purely curious. It makes sense.



Selectman Roy said there's only one really that affects the tax rate right? Like the general fund. The Town Administrator said the \$10,000, the general fund. So I would presume in future years you'll see future warrant articles that will be probably in proportion again going forward. Because, again, they run across the gamut of the organization. I don't know which ones going to go first.

Selectman Gagnon then said so the only other question I had is does all of the different departments have similar or the amount of generators? I mean is there? Selectman Roy said we have a list here. The Town Administrator said I have a list. Selectman Gagnon said sorry. Selectman Roy said I have a question. And it's about the amount. I look at this list and we have two generators that jump out at me. One that was installed in 1999 and one that was installed in 1995. Both of those are more than \$30,000 to replace and I would think we would have to do that sooner rather than later. Particularly the 1995 one which is at the Police Station. The Town Administrator then said so it's always a fine line when you're establishing a reserve fund. Sometimes we tend to be conservative. We start with a lower number so that's its more sellable to the voters. You can certainly change the number. I put \$30,000 because it seemed like a sellable number. But if you want to put \$50,000, if you want to put \$60,000 it's certainly up to the Board. Again looking at where we are, where the economy may be going I'm just trying to get it going. It's certainly up to this Board. Selectman Morin said and one of those is the Public Works one which he told us he didn't know how long it's gonna last. Selectman Roy added, yeah the DPW one is 1999 and the Police Station's 1995. Those are the two oldest ones. The Town Administrator said I don't know if in the Police Station renovation they're actually going to account for that. I'm not sure. Selectman Roy said right. And I understand that. It's kinda like one of those. I'm presuming because I'm presuming they're gonna need something more than what they have. The Town Administrator said one would presume. So I will tell you that under the major repairs to Town buildings capital reserve, which is already previously established, if something went this year it could be covered out of that to be frank because there's no reason we couldn't. We have a reserve fund. This is just getting more specificity taking all of the generators and putting it in one place. But we have a repair fund if I needed it this year. Selectman Morin added and knowing the cost of a replacement of a generator it's gonna be a couple of years unless we put that exact amount in. so we're gonna have to use that emergency fund. The Town Administrator said if push came to shove. Again, the goal is to try to get it established and sometimes voters bock at large numbers. Been around a long time. It's the proverbial penny on the tax rate. Because for every \$30,000 it's a penny on the tax rate. Selectman Morin asked did anybody give you an idea what a generator costs right now to get installed? Selectman Roy said well somebody did an estimated replace cost. The Town Administrator said Jess gave me some of these numbers. Selectman Roy then said the larger ones. The Town Administrator said the more kilowatts, the more money. Until you look and say geez we've got 21 of them. You kind of forget about the sewer and water ones. But those are critical to put those assets, push the water, and definitely push the sewerage. You don't want that to go down in a power failure. I think it was reasonable for the Board to put forward. Again, I got this data and Jess gave me numbers.

Selectman Gagnon said one last question if I may. I see, I answered my own question here that there's you know seven generators for Town and there there's another 14 for water and sewer. The Town Administrator added actually one for the library so it's actually 13 for the water and sewer. Library is part of the Town even though they have a fund. It's still part of the taxpayer. Selectman Gagnon replied, got it, got it, got it. he went on to say so then what came to me is looking at the numbers, looking at the Town owned ones anywhere from \$8,000 to \$100,000. But you see some of the big ticket items down in sewer and water almost two different \$200,000 pumps, or generators, sorry. I guess my thought is should more come from the sewer and water fund because their generators are vastly more expensive. The Town Administrator replied a lot of them are much newer too so it will probably be quite a few more years before they get replaced. So I think as you go forward you could look at that every year and say gee, what's likely, but when looking at the water and sewer a lot of those assets are newer. So I think you're further out to repair them. So again, its' very simple. Very simple to explain to the public. Ten, ten, ten. Selectman Gagnon replied understood. Okay thank you. Selectman Guessferd added I'm thinking with the other things we have on the warrant this year and the Police facility again, transfer station, we had of course hoped maybe some of this will be coming off. The Town Administrator added that may not be on the warrant. Selectman Guessferd said but I think to get it going \$30,000 is probably a good number. Especially since we can cover something this year if something breaks.

Selectman Morin made a motion, seconded by Selectman Guessferd to move Warrant Article M - Establish Capital Reserve Fund for Generator Replacement and Repair to the warrant. Carried 5-0.

The Town Administrator then said I'm putting an item on the agenda for Tuesday to do wrap up. You've gotten some information tonight from PD and Recreation for outside the budget requests. They're on the list, they're updated but I didn't know if you wanted to take some time and then Thursday look at, you know, you've been through the budget now what do you want to put forward from an outside the budget request. So it's up to this Board. You can sit here and do that tonight or you can do it Tuesday. I just thought given that you just heard these two things you might want to think about it. But that's entirely up to the Board. Other than that you've gone through all of the budget. You've gone through the revenue. You passed the water and the sewer. So now you're just down to the general fund and the general fund as it exists is a number and now you have some outside the budget requests. It's up to this Board how you want to handle it.

Selectman Morin asked the Finance Director, can you just give us a number right now what we're looking at so far with what we've talked about and moved forward? Is that a possibility? Ms. Labrie asked for the outside the budget requests? The Town Administrator said so right now you're at a tax rate of \$6.77 for the budget. If you added the outside the budget, everything is .15 cents. There's a sheet here. Is that what you're looking for? Selectman Morin said I'm looking at that right now in front of me actually. The Town Administrator said this document that comes with the out of the budget requests this takes into account how much tax rate impact this has. So if you were to say, put everything, and I just say that, you'd now be at a .15 cents to the currently existing \$6.77 before warrant articles. Selectman Morin agreed saying right. That's what I was looking for. The Town Administrator said instead of \$6.77 all of this would be \$6.92 if my math is right. Selectman Guessferd said yeah it is. The Town Administrator said again you know, I took the liberty of adding the Zoning quote that I got from NRPC onto here and you can all read this, I don't have to read it to you. But I believe these are the items that you heard through the various department presentations.

Selectman Morin said Town Forrest management plan, we're still waiting back for an answer for that? Right? Selectman Gagnon replied, I believe so, I haven't heard. Selectman Morin said Elvis was gonna go back and ask that they use the money they had. Selectman Roy agreed saying yeah. Selectman Gagnon added they need a warrant article to use it but it doesn't affect the tax. Selectman Morin said that's no real impact anyway but. Mr. Malizia said again, that's why I thought that maybe you'd want to just make sure. Take a step back, take a deep breathe, go through this and finish that budget. Selectman Roy said then there's things to me like road salt, I don't know how we cannot do that. The Board agreed. Selectman Guessferd asked the third deputy chief position that was the original proposal? The Town Administrator replied yes sir then you got some additional documentation that you got handed tonight which I don't think you had a chance to probably. Selectman Guessferd and Roy said he did send it to us. Selectman Guessferd said it sounded like he... Selectman Roy interjected saying kind of leaning towards. Selectman Morin said that's the way I understood it. Selectman Guessferd said me too. So he's gonna recommend the fire marshal position so this would go down. Selectman Roy said like sixteen or seventeen and change. Selectman Gagnon said just to highlight here warrant article E, F, and L we've talked about a few times, but are all on the docket for discussing the American Rescue Plan so. Selectman Roy said yup so we're holding off on that. The Town Administrator said you're not deliberating on any of those at this point in time. We will have, we haven't negotiated but we've got it scheduled at least, we will be negotiating one labor contract with the support staff folks. So just keep that in the back of our minds. I don't have numbers for it yet. But typically that is not a large group like a police or fire contract. It's a more modest size group. But it will be coming in sometime in the later part of November. I put that out there so you know that will be there. I have not been informed of any other warrant articles.

Selectman Morin was recognized and said if the Board don't mind to make Tuesday night a little shorter I'll make a motion to move forward the road salt, the increase in the budget. This was seconded by Selectman Roy. Carried 5-0.

Selectman Morin made a motion seconded by Selectman Roy to move laptops for the Supervisors of the Checklist to the budget. Carried 5-0.

7. Adjournment

Motion by Selectman Guessferd, seconded by Selectman Morin to adjourn at 8:44 p.m.

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Marilyn McGrath, Chairman

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Bob Guessferd, Vice-Chairman

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Dave Morin, Selectman

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Kara Roy, Selectman

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Brett Gagnon, Selectman