

HUDSON, NH BOARD OF SELECTMEN

Minutes of the October 12, 2023 Budget Review Meeting

CALL TO ORDER - by Vice-Chairman Morin for the meeting of October 12, 2023 at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.

PLEDGE OF ALLEGIANCE - led by Finance Director, Lisa Labrie

ATTENDANCE:

Board of Selectmen: Bob Guessferd, Dillon Dumont, David Morin

Selectman Roy joined the meeting remotely from her residence.

Chairman McGrath had an excused absence.

Staff/Others: Steve Malizia, Town Administrator; Lisa Labrie, Finance Director; Fire Chief Scott Tice; Deputy Fire Chief, Fran Enos; Erika LaRiviere, HFD Exec. Coordinator; Jay Twardosky, Public Works Director; Paul Inderbitzen, Town Moderator; Beth McKee, Town Accountant; Jill Laffin, Executive Assistant

FISCAL YEAR 2025 BUDGET PRESENTATIONS

Vice-Chairman Morin introduced the Town Administrator to give an introduction to the budget. The Town Administrator started off by saying, So this is the Fiscal Year 2025 Budget, which runs from July 1st, 2024 through June 30th, 2025. So it starts next July. I'm just going to read this real quick so the public can orientate themselves, but this is also on the web page. If folks want to look at the front of our web page, I believe there's a link and a tab to this. So if they want to look at the data, it's on the web page.

At the budget parameter setting meeting in August, the Board of Selectmen directed Department Heads to submit level funded budgets exclusive of labor and benefits for their proposed fiscal year 2025 budgets, with other major items or new initiatives identified separately for the Board's consideration, either as a request outside of the department budget or in the form of a warrant article. The Department Heads submitted an operating budget that equals \$41,791,821, including Sewer, Water and Library budget requests. Offsetting non-property tax revenues have budgeted, have been budgeted in the amount of \$18,035,038. The operating budget is prepared by the Department Heads yields an estimated Town Tax Rate of \$4.77 per \$1,000, which is a seven cent decrease compared to this year's estimated Town part of the tax rate of \$4.84. In addition, there are \$806,612 of outside the budget requests, which equal \$0.16 on the tax rate. Several warrant articles have been submitted, and they equal an additional \$0.24 on the tax rate. And please note that we are still in the process of negotiating successor contracts with the Firefighters, IAFF Union and the Public Works Union. These amounts are not included in any of any of the previously referenced numbers, although at this point in time it may be \$0.06 between the two. So just in the back of your mind.

Just to orientate, folks, the summary section of the book, page two is basically the budget summary. Page three through six is the budget summaries by department. The outside the budget requests have been compiled. They're on page seven of the summary section. And the revenue estimates or the revenue budget is pages 11 through 13. So that's the high level material at this point I believe this evening we'll be looking at Planning, Moderator, Public Works, Fire and I believe Zoning. Though the Zoning Administrator couldn't be here, he had a family issue. We'll also need to discuss, my understanding is we're not going to be able to have our regularly scheduled meeting next Thursday. We'll have to look at that for next Wednesday. We can talk about that at the end. So we've basically allocated three evenings, divided up the budget so that you look at a major department on different nights. So pretty much follows the same format that we've gone over in the past. And again, you have your book and if there's any other questions about that I can answer them. If not, we can get right into the budget.

Planning & Planning Board (5571-5572)

The Town Administrator started off explaining, so I believe I think we've scheduled first up would be the Planning Department which is under the Land Use tab 5571. And I believe we're starting on page one. And Mr. Groth is here; the Town Planner. I will point out that bottom line, this budget is 3/10 of a percent less than last year. So when you look at the labor and all the other line items, I believe the savings is mostly in the labor. When we

brought our new Associate Planner on the benefit package is less than we had budgeted. So the bottom line for this budget is it's 3/10 of a percent less than it was last year.

Vice-Chairman Morin recognized Town Planner Brian Groth. Mr. Groth explained, Good evening. Thank you Board of Selectmen for having me here tonight as Mr. Malizia described, not much change other than going down a little bit since last year. Our operating budget, a large chunk of that is NRPC dues. That's slightly down this year. So overall our department's operating budget is somewhere around \$5,000 a year. So, happy to take any questions.

Vice-Chairman Morin asked, the Board, anybody want to go through any lines or any questions? Selectman Roy was recognized and said hey, Brian, on line 557-216. Planning Deeds and other legal documents. Why does that go? Why did you jump that up so high? Mr. Groth replied, so what that historically has been is part of the process for recording approved plans, we used to accept the plans after they've been approved, they get printed on a material called Mylar. And then we bring them to the County Registry of Deeds, record them. And, you know, we're we're reimbursed for that cost. But we have to put it upfront at first. Well, take that back. The applicant gives us the fees before we go and have that done. But since Covid, we've been having the applicants go to the registry themselves to do that and it's actually worked out much better. So we haven't had to use that as often or at all in some cases. Selectman Roy replied, so you anticipate that you will this year? You anticipate that you will this year because you went from \$25 and '23, \$1200 '24 and '25. Mr. Groth replied, that was the actual we only spent \$25 before. I think we can safely reduce that. What we do is just budget for it in the event that, you know, because we had had it in the past and on a trial basis, we were just we transferred that that task and direct cost to the applicant, which has saved us some time and money. So I think we can safely cut that if the Board would like we do. I know I think it would be wise to keep some in the budget just in case, because sometimes we do have to record things. Selectman Roy replied, and I get that, but I guess. I would look for if if you're not going to use it, then why budget for it or, or if you're going to use it sparingly, I understand it's only \$1,200, but that you budgeted for, but I think we could save the taxpayers a little money by cutting cutting that down? Maybe not, I wouldn't suggest eliminating it. I would just maybe come up with another number.

Vice-Chairman Morin asked, you all set Selectman Roy? Selectman Roy replied, yeah, I'm just waiting for Brian to. Mr. Groth replied, yeah, I think, I mean. Vice-Chairman Morin asked Mr. Groth would \$600? Mr. Groth replied, that'd be plenty, I think, because we, like I said, this is something we used to be reimbursed cost to the town, but now we've transferred that onto the applicant so we can cut this down.

Selectman Dumont was recognized and said you said the numbers for '23 and '22 and '21, those were actual expenditures. What were the budgeted appropriations for those years? Do you know? Mr. Groth replied the same. We've carried the same number always through. Yeah. We just changed how we do things in the past couple of years. And we've retained that line just as, again, we were sort of trying this out and it's been going well for the past couple of years, so I don't see any reason to go back. So I mean, we could cut that down and we can cut it in half. Selectman Roy replied, okay. I would think that's prudent thing to do. Because we know something happens we can we can always sort of go somewhere else. But right now that's that's good. And that's all I have.

Vice-Chairman Morin said, before we do that, with what you've got going on right now and things you may have to register in the future, \$600 is going to be enough? I understand that it's low, but are we going to run into something somewhere else? I personally think \$600 will be fine looking at the numbers, but just to make sure. Mr. Groth replied, I think it's I think it's safe, I do. Mr. Malizia added, we could find \$600 in the budget somewhere if we had to. Mr. Groth replied it's one of those things you don't we don't always know what's coming ahead because people.

Selectman Dumont asked, what would be a couple examples of that just so people know? Mr. Groth replied, so what had been done in the past is when a plan is finalized, approved and printed on this Mylar, which again is the permanent material that gets recorded at the Registry of Deeds. So it lives forever. We would bring that set after they've been signed by the the owner, the Planning Board. Et cetera. We'd bring that to the County Registry of Deeds in Nashua. We'd pay a fee. Um, you know, each time we do that, there's like a \$25 LCHIP fee, which is a preservation program, and then it's a certain amount of money for each sheet, depending on the size. So let's say we draw, you know, \$50 to \$70 bucks to record a medium sized plan that the medium sized amount of sheets. That we might do that in the past, we might have done that 15, 20 times a year. But again, I would add that before we do that, we're given the money, the funds by the applicant, but we budget for it because we pay out of line and then reimbursement goes. But again, since we've been trying this, trying doing it this way, we have the applicant bring it to the Registry themselves. We avoid having to incur that transaction. Um. There might be a case where we need to record something for the town, right? It doesn't happen often, but sometimes it does. Selectman Dumont then said, I'm assuming by doing it that way too obviously, having the applicant do it you're saving time.

You guys don't have to leave the office to go deal with that. Selectman Dumont made a motion, seconded by Selectman Guessferd to reduce line item 5571-216 from \$1,200 to \$600, a reduction of \$600. A roll call vote was taken. Carried 4-0.

Selectman Roy was then recognized and said, I just have one question. Lines 5571-252 Planning Professional Services. That reduced to zero because we hired an associate planner? Mr. Groth replied that's correct. Selectman Roy replied, okay. All right. That's fine. The only clarification I wanted.

Planning Board (5572)

The Town Administrator said, Planning Board - let's just let's just flip ahead a couple of pages. Just, we should touch it. I mean, it hasn't changed, but I believe it's page 5. Planning Board this is, you know, cost allocated towards the planning board. Again it could be varied depending on what's going on. Unchanged from last year. And again, just to make sure that we cover whatever we need to for the Planning Board.

Selectman Dumont was recognized and said the last line. So what was the difference between '22? It looks like you're up to for the last line. Sorry, 5572-252 '23 \$110, in '22 zero and then back to \$2,000 in '24. The very last line. Professional Services. Mr. Malizia replied, in case we need to do transcription minutes for maybe a legal for something legal or whatever. So we have money in there in case we actually have to have a professional. Selectman Dumont replied, I was just curious why there was nothing in the previous year, that's all. Mr. Malizia replied we didn't have to do it. To which Mr. Groth agreed saying, yeah. We didn't engage any services last year. That's not to say like we did that Lowell and Birch intersection study that was for that I don't recall what FY22 was. But yeah. Selectman Dumont replied I'm not saying to take it. I was just more or less curious. So other than that, I'm good. Seeing no further questions from the Board, the Board thanked Mr. Groth for his time and dismissed him.

Moderator (5041)

Vice-Chairman Morin recognized Town Moderator, Paul Inderbitzen. Mr. Inderbitzen began by saying, Town Moderator, Paul Inderbitzen was recognized by the Vice-Chair. He began his presentation saying, Good evening. I've sent a cover letter with yours. Basically, the fiscal year '25 will include three elections, This is for the public, will and a deliberative session. There'll be a state primary in September of '24 and a presidential state election in November of '24. And then our town election in March of '25 with the deliberative before that. So because of the coming presidential election, I have beefed up in the salaries, the DPW and Police overtime. They charge that off to my budget, anything over their regular, their regular duties, just because I expect in November we'll probably need some additional police help for directing traffic and that sort of thing.

The Moderator went on to say, the 257 line - Equipment Programming. With technology comes licenses and maintenance and data updates. So as you see listed there, our regular tabulator programming usually runs about \$1,500 hundred per election. So we have two elections and we do a little bit more for the primary because there's two separate ballots, and that usually raises that up a bit. Our annual maintenance fee for the tabulators is \$350 now. And the additional things that we have are the Poll Pad, license fees, which are required every year, and the the Poll Pad programming is per election, all just \$300 per election. And we'll have three elections. So that's the programming on the Poll Pads. And then there's on the cradle points that we buying this year. Those are the routers that make everything talk to each other. Those have an annual data charge. And updates is basically what it is for the programming. And that's \$500 bucks a year for the two of them. So we have two.

Mr. Inderbitzen went on to say, The the big item, as you probably see, is the request for new tabulators. The current tabulators have been here longer than I have. They've been workhorses. But finally, the Ballot Law Commission has approved two new units that can be used by towns and cities. They're both about the same price. The the one I would prefer to stay with is the ones that are serviced by LHS, a local company they're in Salem. They've been very responsive anytime we've had a problem with our tabulators. They also supply and update and do the work on our poll pads, so I'd like to stick with them. The cost between the two are almost imperceptible, just a little over \$6,000 each unit for a tabulator. My my idea is since we've split into two locations, we used to have four tabulators and a backup at one location, and when we split into two, we had to rent one. Because LHS does rent for us because we only owned five, and so we only had three at each location. And if we have one go down, we'll be we would be in trouble at a big in a bigger election. And we did have that in March. We had one of the tabulators didn't load up when we turned it on on election day morning. Luckily they had given us an extra backup. I don't know why, but we happened to get an extra backup, they didn't charge us and we were able to put that one into place.

Mr. Inderbitzen continued saying, so my my idea is that we really should have four units per election and basically have one for a backup or a lot of times I use the backup for the absentee ballots. Then you don't have to interfere with the people that are going through and putting their ballots in. You can put it in another, another box off to the side. That would be that would be very helpful, especially in November. We I anticipate about 1000. We usually have about a thousand new registrations in a November presidential election. I don't know why but the last, except for in 2020, I don't look at 2020 too much because we had 5,000 absentee ballots because of Covid. So that's the big price. The only thing I was wondering if we could find funds for that. The \$50,400, if we could find that funding, if there was any money left from the rescue, Rescue Plan funds or any other, because those were allowed for technological updates, which is basically what this is too, just like the Poll Pads were.

Meals have gone up. Well, because this is three elections. If you look at last year's, that was a two election year. This year it's the coming year is going to be a three election. So it's cyclical. You know we get down to one I think after in 2026 we'll probably only have one election. The town. We won't have a a state election because that's every two years. So if anybody has, I know it's a it's a big jump. I underestimated the number of people I needed. I thought I could just split my crew into the two locations. Didn't work out that way. I actually have to almost had to double my crew. So the the salary and benefits is is up quite a bit. It's three elections, but it's up more than it would have been if you look back, if you look back at the '23 fiscal year, that would have been the equivalent year of three elections. And it just yeah, we just had to put more. In fact, I might even have to put more people on for November. And if you have any questions, I'm glad to answer any questions.

Selectman Dumont was recognized and said, just because you brought up salary and benefits went up. And then did I just see Other Professional Services? Additional help for ballot counting went up. Is that one and the same, or are they two different? The Moderator replied no, it's two different. Right now our additional help, we've been using the Hudson Women's Club to do the write ins on and on the night of the election, but they have found out we also needed them to put the ballots together because Town Hall staff, the Clerk's office they were just too busy. So we brought them in to do that. And so I went on, based on what we did last year for each election, and I added that in if we don't need them, we don't need them. But, you know, for a town, for a town elections, we're ordering 5500 ballots now. We didn't need them that many, but occasionally we came very close. One year we came very close to needing. We were only ordering 5,000. So those got to be put into piles and counted. And a lot of times years passed the Clerk's staff did that when they're downtime, well, they don't have that much downtime anymore based on what I see when I'm here. And they helped. I mean, they did some of that, but we just needed extra help. And the Women's Club does it as a fundraiser.

Selectman Dumont then said, and the other thing, the tabulators that you brought up, you said you said six. That was \$6,000 was the cheaper version or what? What was the cost? Mr. Inderbitzen replied no. The other company is a nonprofit with open source which is what the state likes. They have open source programming. But they're not local. They would have to hire staff in New Hampshire if they got any of the contracts. To me when I saw the demos that we saw up in Concord, it's more for a smaller town than it is for a big for a big town or city. And they weren't local. And the only experience they have is in a couple of other states. They're fairly new, and I didn't really think, but they were about \$6,000 per unit as well. Selectman Dumont replied, so about a \$300 difference? To which Mr. Inderbitzen replied, yeah. Well, the \$300 is actually the maintenance fee for that fiscal year. Selectman Dumont then said, and then I'm assuming I'm assuming those ones would have a maintenance fee as well? Mr. Inderbitzen replied, yeah they didn't outline what their maintenance fee was on that.

Selectman Dumont then said, and then the request for for eight of them. You said we have six of them currently right now? Mr. Inderbitzen replied, no we have five. I rent one. And that gives me the bare minimum I'd like to have for two locations. Selectman Dumont replied right three in service and have one at each location for a backup. Mr. Inderbitzen then said, for the town elections, we might use them all because we have so many pages. It makes it a lot easier for us to separate the pages.

Selectman Dumont then asked, what happens to the old tabulators? Do they just? Mr. Inderbitzen replied they'll be...well, LHS will take those and they will use them for parts as long as they can for the towns and cities that have not yet changed over. Selectman Dumont asked, is there any reimbursement to us for those or are they? To which Mr. Inderbitzen replied, I don't think they didn't say anything about a discount, but I mean, we could do whatever we wanted with them. We could sell them. Selectman Dumont replied, well, that's why I didn't know if there was any way to generate some revenue. Mr. Inderbitzen replied no one's going to buy something that's that old. It's Explorer based. And they're not making they're not making even the data cards that go in to do the counting, they don't even make them anymore. Selectman Dumont replied, okay. I'm good. Selectman Guessferd said, I do actually want to make a comment. You had mentioned that you were essentially understaffed at the last election, and I can personally attest to that. In case, you know, for the publics, there were times when I'm sure people came through, everything looked like it was going, you know, very nicely and well-staffed. But there was at the busy

times, it was very, very difficult to keep up them, to keep up. So I you know, when I saw the budget, I certainly understood that, you know, we needed to do more. So I just wanted to make sure to make that comment. Mr. Inderbitzen replied, well, fiscal 23 was the first time we went with split, a new location. And so we were kind of learning as we went along. To which Selectman Guessferd replied, yeah. And it's not a criticism. It is what it is. And it will certainly make it a little bit more efficient.

The Moderator then said, let me let me bring up one item. If you look 214, which is notices, that's in advertising in case we needed it. If the Board considers, which is what we'll talk about in another meeting. Changing the location of Ward One voting from the Community Center, given the difficulties of parking and access, in November, you may want to consider that in doing that, you would have to notify every voter by mail in the district, in the ward, that we were changing their location. So when we did it originally, I asked Jill to put together to find out what it cost us for the mailing and the postcard printing, and I halved it so it would be about \$6500. Now, really, that's a job that's the Selectman. So my thinking would be in your budget, not mine. But I put it in there so that keep it in line that we have this we need this money if we're going to do that; when we have that discussion.

Vice-Chairman Morin then said, I just got one question. You probably can't answer it due to the comments that you've made, but if we went with the company that is already servicing the laptops and they service these new tabulators, can we get a maintenance deal since they're doing both? The Moderator replied, that I don't know, I'd have to ask them and saying, okay, since we're going to go with you, if we do that, you know, can we get a break on because they have different maintenance people. The people that do the tabulators are different than the ones that do the Poll Pads. The Poll Pads don't need a lot of maintenance. They need upgrades, which is all done over the air. So it's not like they have to come in and do it. This year, the tabulators, all the tabulators we had had had to have new batteries, the backup batteries, he said whoa, they're really not. So we had even though we're only going to use them for a couple of more elections, we had to get all new batteries, only \$37 each. But that's fine. You know, it adds up. So but in the the Poll Pads don't need that sort of maintenance. The only thing we might have to replace would be a printer once in a while. Seeing no further questions from the Board, the Board thanked Mr. Inderbitzen for coming in. Mr. Inderbitzen replied, if you need any additional information, please let me know.

Dept. of Public Works (5515, 5551 - 5556 & Warrant Article Q)

Vice-Chairman Morin recognized Public Works Director, Jay Twardosky. Mr. Twardosky started off saying, Good evening. We got a few outside budget requests. The Town Administrator interjected saying, that's at the end of your book. So I figured it'd probably be best to go through your budget and then at the end, the outside the budget. That way it doesn't get distracting from looking at the actual budget. So 5515 is the Facilities for the Public Works. I think you're basically within \$500 year over year. Seeing no comments from the Board, they went on to section 5551, Administration. The Town Administrator explained this is where Mr. Twardosky has his administrative folks are there. And I believe if I look at this budget, it's all in the labor and benefits and just just big picture labor wise, we had a 10% increase on our health insurance premiums. That's in here. And there's a, there's a, I think a 4.9 or 4.8% dental increase too. So those numbers are in here. So we were able to get it in advance. So we were able to price it out so that we don't come back later and say we need more money. This is the budget. And basically the salaries and benefits are what's driving this particular cost center. Selectman Guessferd replied, yeah, it was pretty easy to see.

The Town Administrator went on to say on occasion departments, and I'm not saying this one, but, you know, someone may move some money from one line to another just because they might have experienced something in one line item, that they can cover it from a different line item. Again, the goal to be level funded as close as we could. So again, labor and benefits. We have contractual obligations. We have health care obligations. Those get priced in. But the operating budgets typically are as close to zero as we can get them.

Selectman Dumont asked, what is the flex cash? The Town Administrator replied, so when people don't take the benefits, they get a payment of up to half of what the town would have spent. So insurance is \$10,000 our cost and they don't take it, they get five and we save five. We call it flexible benefits. We just abbreviated as flex.

Selectman Roy was recognized and said, I have a couple questions. So on line 5515-212, it talks about radio repair and went up significantly. So my first question is what radios? Mr. Twardosky replied so the two way radios in that budget, the even though we have new radios, we still have budget in there for maintaining them. That goes for antennas, so on and so forth. Selectman Roy replied, I thought that you, you folks got some radio similar to what the Police and Fire have so they could all be connected. Is that these radios? Mr. Twardosky replied correct.

Selectman Roy went on to say, okay. And then there was a significant decrease. In the the next line, the Facility Building Maintenance is dropped from from \$25,000 to \$7000. So is \$7000 are going to be enough? Mr. Twardosky replied in the last couple of years, we've had a couple issues that were unforeseen. So we actually went over budget on those last couple of years. We don't expect to have any other issues with building maintenance that was like the fire alarm system had to be renewed. Then we had problems with the sprinkler system and then a couple other issues. Right now, everything seems to be in very good working order, and we're hoping there is no other problems this year. Selectman Roy replied, okay. Thank you. That's all I have.

The Town Administrator then said, so now 5551, which is the Administration which I started to speak on that basically the operative's up zero, the labor and salary benefits is what goes up on that cost center. Selectman Roy asked what page are we on? To which the Administrator replied five. Selectman Roy then said, I have a questions if everybody's ready. She went on to say, 5551-227, Training. You got a zeroed out for the last four years, you haven't sent anyone to any kind of training that we reimburse for or paid for or anything? Mr. Twardosky replied, most of the training that we had was covered through Primex as far as flagger training and whatnot. There will be more training coming up in the future, but we don't really have a cost on that right now. The Town Administrator added, and Primex is our insurance workers comp, so they provide a lot of training as part of our dues or our insurance because it benefits them to to make sure that we get certain trainings. Mr. Twardosky then said, we go to them first because it's a non-cost issue. So if they don't have a training that we're looking for, then there would be a cost somewhere else.

Seeing no further questions, the Town Administrator went on to 5552, Streets. This is where the bulk of the money is. This is where the bulk of the employees and the bulk of the expenses here.

Vice-Chairman Morin asked, Selectman Roy any questions? To which Selectman Roy replied, yeah. 5552-219, Damage Settlements. What kind of damage settlements are we talking about? The Town Administrator replied, get in a motor vehicle accident we have a \$1,000 deductible. We get in some sort of truck and car accident it's \$1,000 deductible. So we have big trucks and we have snowy roads, and we have money in there just to cover our portion. Again, when we settle, it's the deductible basically for those large type of damage settlements. Mr. Twardosky replied, and mailbox repairs. Selectman Guessferd said that's the first thing that came to my mind is mailbox repairs. Selectman Roy added, I was going to ask about mailbox repairs.

Selectman Roy then said, so I guess moving on to 5552- 248 Street Overlay. What does that entail? The Town Administrator replied, paving. That is the cost of our paving program. Selectman Guessferd added that's with an out of budget request too. Selectman Roy said, that's not like a mapping GIS system. Mr. Twardosky replied no that's that's strictly paving. Selectman Roy said street overlay. The Town Administrator replied, yeah. That's what it's been called since. Selectman Dumont added, yeah, you're overlaying the first layer of pavement with another layer. The Town Administrator replied typically. That's what it's been called forever since I've been here.

Vice-Chairman Morin asked, anything else, Selectman Roy? Selectman Roy replied yeah what is Tarvia? Mr. Twardosky replied that's another line item for asphalt. That's for any pothole patching and trench patching that we do ourselves. Selectman Roy replied, okay. Thanks. That's all I have. Thank you.

Selectman Dumont was recognized and said line 403, Small Equipment, a good decrease. I'm just curious. What does that entail? The Town Administrator replied, I believe we paid something off. I'm not sure off the top of my head. We would have come off lease on another piece of equipment and it would have been paid. So we removed that amount from the books. I don't specifically remember what you had in there before. Mr. Twardosky replied it's the pickups that are in it. Last year it was, might have been a brush tractor. The Town Administrator replied it could very well have been, but typically something's coming off of off of either lease payment or one time purchase. Selectman Dumont replied, okay, that's why I wasn't sure if it was something that got paid off or where it was coming from. I was just curious. The Town Administrator replied typically that's what you'd see. Selectman Dumont replied, all right. I'm good.

The Vice-Chairman asked, anything else? Selectman Roy spoke up saying, I just have one question. It's off topic, but I'll ask it anyway. What is the status of Liberty Field? The Town Administrator replied about 90% done. I think they're testing the sprinklers. We're not paying it off till we see, I think more grass growing and whatever. But it's about 90% completed. At least it was last week. Selectman Roy replied okay, great. Thanks. That's all I have.

Selectman Dumont said, nope. I did actually, I missed it. Looks like page 11, under 403. It actually describes exactly what I was asking for. The Town Administrator added, so typically the top page of any center is the cost. But there's usually detail behind it that if you. Selectman Dumont replied, I didn't see it the first time I was flipping through, I just I just wanted to say that I did miss it. The Town Administrator added so typically we try to capture the majority of what we're speaking of. So you can see like year 2 of 5 is a payment and three more years that'll be gone or four more years. Selectman Dumont replied, no, I appreciate it. I just wanted to say that it is in there. So that was my fault.

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5553, which is Equipment Maintenance. That's the next center. I don't have a page number 13. Page 13. So I believe the savings in this one, as you recall, we had a promotion to a supervisor position. We had a new chief mechanic. So the salary level is different because this other person had been here for a long time. The new person is lower on the pay scale. So we actually have a savings in the in the labor side. And the operating side is still 0% increase. So that's one of those benefits. Sometimes when people move sometimes capture that I think this is a two person department. So it's very, very obvious in a two person department. Selectman Guessferd said, yeah, those benefits still went up 10%. The Town Administrator said, you have to plan on we have a vacancy right now. So typically just just for the big picture, when we have a vacancy, we have to plan on the maximum amount of benefit we could get a family plan person. And we have to cover that. If they come in and they take less than a month, great. We make out. But if they come in as a family plan, we've covered it. Selectman Guessferd replied, yeah, that makes sense. The Town Administrator replied, you have to do it that way, particularly in a small department where that can really skew your number.

Seeing no questions, the Town Administrator moved on to 5554, Drainage. That's the drainage page. Drains. We split the labor pool here with the sewer operations side of things. So that's the 60/40 split. So the people that believe that are assigned to this division, 60% of the salary and benefits are here, 40% are on the Sewer budget, which is not paid for by the taxpayer, but paid by the sewer ratepayer, because it's basically the same crew that deals with both of those elements of our systems. They are separated. They're not the same system, but the same crew works on those systems. And again, it depends on the mix of folks. You get new people, they take the benefit package, whatnot. It's basically all in in this cost center. It's all on the labor side of things. There will be some discussion and outside the budget about drainage, but that's outside the budget for the budget purpose.

The Town Administrator went on to say, I believe the next center here is 5556, Parks Division. As you're well aware, we maintain, amongst others, Benson Park, the Library Common, the ball fields. I think there's another town common over by Kimball Hill Road that's maintained by this division here. Mr. Twardosky added, cemeteries. To which The Town Administrator replied, thank you. Good point. Again. Labor contractually. Other than that, the operating budget is zero.

Selectman Dumont asked, how many Cemeteries do we maintain currently? Mr. Twardosky replied, since we added Sunnyside we have. The Sunnyside and the Poor Farm, which doesn't look like a cemetery. It's just a field. There's no gravestones. There's seven of them.

The Town Administrator then said, so the next thing is it's the IT benefits, but the IT Director does all that and he comes in. So even though we all get it assigned to us, IT Director speaks to that.

Outside the Budget Requests

Mr. Malizia went on to say, so I don't know the page number, but there's a list of outside the budget requests. It's the last page of this section. So Mr. Twardosky prepared this for the Board's consideration. Ms. Labrie spoke up saying, I think it's in the summary section. To which the Town Administrator replied, well, this is his list. And then I recall I recaptured it on the master list. So this is for him. So what you, what I might recommend to you is you look at these and you may want to annotate or think about because there are others in other departments. If you go to that master list I referenced, it's at the beginning of the book. You may want to hear what Mr. Twardosky has to say and every other department. And then when we get towards a wrap up type of thing, then you might want to

go through the list and determine as a Board what you want to prioritize all, some or none. I think it might be prudent if you look at them all at the same time after you've heard everybody, because again, I said there was \$800,000 and change worth of outside the budget requests. I can't remember the number I said that referenced. What was the tax rate on that? I think it was \$0.20, Ms. Labrie replied \$0.16. the Town Administrator continued saying, it's just something that, they're all valid. They're all everybody's asked for things. But I think you may want to hear everybody. And then when you get to the wrap up, you may then decide what you find to be the priorities. And that may be all. That may be some or there may be none. But I think every department, when they come in, if they have it, they they will explain or they can go through what they have. You're free to do it differently. I'm just thinking you have a master list; it might be prudent to look at it as a whole, but you're free to do different. Selectman Dumont agreed saying, I think that's the best way to do it. The Town Administrator replied, but he's here to speak to his list, and his list is specifically here. So if you want to just kind of run down it.

1) Plow Blades - Mr. Twardosky began by saying, so plow blades we're requesting another \$8,000 from so from \$17,000 to \$25,000. The cost of steel has just gone through the roof. It keeps going up. I just signed a PO today for almost \$15,000 for plow blades, so almost our entire budget just to start the year off. So will that get us through the year? It really depends on the weather. There's a good chance it won't. So, you know, this year we might be a little bit short. So we're definitely asking for more in the next one.

Selectman Guessferd was recognized and said, as we go through these, I think it would be really good if you tell us for each one, because I'll be asking the question on each one. What is the impact if we don't do this? Because there's a lot of things in here that have to do with, you know, increased prices of things, you know, increased amount of, you know, what you might think is exactly what you need, but you didn't put it in the budget because, you know, we level funded you level, you know, so so give us give us your pitch on on, you know, what are the impacts going to be to the citizens and to the town if we don't do this and I think citizens watching this will benefit from hearing that.

Vice-Chairman Morin then said, I was going to say the same thing, but I was going to add too and I hate to do this to you, but give us the top four that you would that you think you need the most. Mr. Twardosky replied, Absolutely. So on all of these because it's an increase in each line item, if we don't get the increase increases like plow blades, we still have to have plow blades. So we over expend the budget and it's got to come from somewhere else. So you're either out of parks or out of road maintenance. Typically a lot of stuff comes right out of the paving fund budget. That's the largest budget we have in every, you know, every line item we have. There's really no fat on it. It's right. So, you know, everything is if we don't get it and we have to use it, it's just tough. We have to we end up taking it from somewhere else. And it usually comes from road paving. And it's one less, two less roads we pave every year because we keep taking from that line item because it is the largest one, you know, then then we go to park maintenance. Ball fields. Everybody likes it to look nice. They like a nice, safe ball field and if we can't put the material down that we need to maintain it because we've had to use money somewhere else and the maintenance aspect of it goes down and then it looks, you know, it starts to look bad. Uh huh. Okay. So plow blades, like I said, we got to have them one way or another. You wear a plow blade out, you start wearing into the plow itself. Now, instead of a couple hundred bucks for an edge, you're at \$10,000 to \$12,000 for a new plow.

2) Sander Replacement - The annual sander replacement, that's actually sanders/plows. We're asking to boost that from \$17,000 up to \$40,000. To replace one sander now is \$36,000. We don't have a spare as of right now. So when one goes down, if we can't get it fixed, it's down for the storm. We usually have a spare. But as we've been changing from regular steel to stainless steel, we used to have a couple of regular steel sanders, but they've rotted out so bad that they're unusable. So as of right now, we don't have a spare sander. That truck will go through the whole storm without a sander. That route gets not as good a maintenance. It gets plowed, but it doesn't get sanded as well. We have to take trucks from other routes to get out there and treat it. So it becomes a little more of a safety issue.

3) Guardrails - right now for \$4,000, which is what the budget is. I'm asking to double that to \$8000, \$4,000, if we do, the guardrail ourselves gives us under 100ft of guardrail. We have many guardrails in town right now. They still have wooden posts. A lot of those wooden posts are starting to deteriorate. Even though they're pressure treated. They only last so long. So we go through and we start replacing posts. There's a number of guardrails we have, like the one at Wason Road between Empire and Winfrey. You can't just replace the post on that one, because you will never get anything back together, because it is so bent and twisted. That alone is going to be if we do it ourselves, is at least \$8,000 for that one guardrail. Now, if you have another company, come in and do it, you had their labor and everything onto it and it just goes up from there. So just for guardrail repairs and renewing posts and guardrail itself, that's why we're asking for that one. And again, if we just got to, you know, that's a safety

issue. So if it becomes unsafe we have to do it anyways. And the money just has to come from somewhere else. Okay.

4) Town Wide Paving - I'm asking for another \$100,000 in that. The cost just keep going up and up and every year they don't ever seem to go down. So if we don't keep adding to that budget, we're going to we do less mileage of road every year because the cost has gone up. There's a good chance that we're not going to have the the same contract next year. That alone is going to most likely boost the budget up, but it'll need to be boosted up because of the cost increases with the new contract versus rolling the one over we've been rolling over.

The Town Administrator then said, if I could real quick, a couple of years ago, we put together a warrant article for \$200,000 to get the voters to say yay or nay. I think we used to budget \$790,000 for paving. We put forward an article for \$200,00 to bump that budget up from \$790,000 to \$990,000. The voters approved it, and we've been at \$990,000 since. I only bring that up because you may consider doing that also here. If that's something you want to do, and you may even consider doing it for maybe \$150,000 when you get to the warrant article, when you're formulating your warrant articles. Not to not to make it more difficult for anybody, but you've given the voters, hey, if you don't if we do this, we're going to be able to do this. If we don't, we're probably not going to pave your street for the next 30 years, because it's the side roads and the lesser traveled roads that don't get the don't get the pavement . Again, we did it a couple of 3 or 4 years ago. We had a \$200,000 warrant article. The voters approved it. They had their say and we do it. So it's just I bring it out there just as a thought.

Selectman Dumont then said, real quick, just while we're on that roughly our cost, how much is the aggregate per ton of asphalt gone up? Mr. Twardosky replied, so the contract is an escalation clause in the liquid asphalt itself. And that's what basically drives the price of it. So you've got your base price, and then you take whatever price it is, and they change it once a month. And there's a whole formula you go through to find out exactly what your price is. But like this year, the base price is \$72, and we're paying about \$80 right now on it. And it doesn't tend to follow fuel, even though it's this comes from the same base product. They do tend to go the opposite way. So when fuel goes up this either stays level or goes down. This year it's been staying somewhat level. In the past it's skyrocketed. You know the per ton price for liquid. In with Brox rolling in the contract over for the last number of years, basically, the only cost that's gone up is their labor and then the price of liquid asphalt. So when we stayed with the same base price and it's just we go by the price of the liquid asphalt, calculate the asphalt per ton price. And that's when that goes up.

5) Drainage - Mr. Twardosky went on to say, so then the next number of line items have to do with Drainage. They're all in here separately because each one has to go up. And if we if we get more pipe, we got to have more stone, more gravel, more manholes, more frames, grates, manhole covers. So the gravel for drains are currently our budget is \$1,800 asking to go up another \$3,600 to \$5,400. Price of gravel alone has gone up from just a couple of years ago it was \$8.00 to \$10.00 a ton. Now gravel is close to \$18 a ton. Same thing with Stone - our budgets at \$2,000. I'm asking for another four to go to \$6,000. Same thing. All the aggregates have gone up about the same amount. We used to pay about \$11 a ton. Now we're getting closer to \$18 a ton.

Manholes/Structures - that's the concrete structures in the ground. Right now the budgets at \$5,000. I'm asking for another ten to go to \$15,000. One manhole structure, one catch basin structure, which is a sump. You get your mid-piece where the pipes come in, then you've got a top slab. Your average structure is about \$3,000 a piece now. So the budget covers two of them at what it is now. Selectman Dumont replied, concrete has gone up quite a bit. To which Mr. Twardosky replied, correct.

Frames and Grates- I'm asking for an extra \$10,000 to go from \$5000 to \$15,000. Your catch basin grates. They've gone up dramatically in price. They're cast steel. On top of that, there's a number of them that we need to replace from a standard frame rate, what we call a cascade, that let's more water through faster. Those are double the price. So instead of a regular frame and grate, they're running about \$350 to \$400. Last year I think it was up to \$500. These cascades are run up to \$800 bucks a piece, but it's the only way to efficiently get more water into a catch basin with all the rains we've been having.

Drain Pipe - I'm asking to go from \$5000 to \$25000, a \$20,000 increase. We just purchased 200ft of 12 inch drain pipe and it was \$3,400. Almost a whole budget in just to do one drain repair down on Linda Street. And so that's we it's really tough to get anything done with the budget we have with, with all the increases that have come across in the last year or two.

Drains Equipment Rental - The drains equipment rental were asking for \$20,000. What that is, is last year we well we went out to bid for MS-4 to have a private company come in and do the catch basins in MS-4 permit areas

because they need to be done twice a year according to the permit. So we do them once a year and then that company will come in and they're doing them all a second time because we don't have the time or the manpower with one truck. There's over 2000 catch basins in town. Our truck running full time does 500 a year, when it doesn't break. The new truck hasn't broke yet. It's much better than the old one. So we had \$30,000 in last year in the Budget Committee decided to take that from ARPA so it never went into the budget through this. So now we ended up the winning bid was \$17,000. So we're putting \$20,000 in to so because it has to keep getting done every year. So we we really need that \$20,000. That's just a minor increase in case the contractor either doesn't come back and we have we have to go out to bid and it comes in significantly more money. But there's you don't know what it's going to be, but it's going to be at least \$17,000 next year.

Selectman Dumont asked, and that MS-4, that's a federal requirement? To which Mr. Twardosky replied, that's correct. Selectman Dumont then asked, what happens if we don't meet that? The Town Administrator said, I'm not going to jail. Mr. Twardosky replied, that one's more of an Elvis question. The Town Administrator added, but there are severe penalties. Mr. Twardosky agreed saying, there really is. The Town Administrator replied they'll be fines and I mean they'll make you do it. Selectman Dumont added you're going to spend the money anyways. The Town Administrator replied you're going to spend the money anyways. So this year we got the ARPA funds. We had funds. And I believe when we looked at it, the board agreed to use this ARPA money for this year, one time. ARPA money's going away, it's pretty much exhausted. So now we have the responsibility, as he said, he can only get to 500. You got to do these twice. Something's got to give.

Benson's Bathrooms - and then the last item is the cleaning of Bensons bathrooms. The per day cleaning rate has gone up, so the \$5,475 that I'm asking for is just to offset that daily rate for the cleaning. And it takes two people about 2 to 3 hours once a day. So they've gone up from \$35 to \$50. And that's from April through the end of October. Selectman Dumont asked, and that cleaning, that's a private service that does that? Mr. Twardosky replied, yes.

Vice-Chairman Morin then said, before we open up for questions, all this drainage stuff is on top of a warrant article? Mr. Twardosky replied, correct. The warrant article Elvis is going to propose is for services, for engineering services. If it's a job that we can't handle ourselves, it has to go out to a private company, which we can't handle everything. We don't, we just don't have the manpower. We don't have the equipment. And some of it is just better off that way.

Vice-Chairman Morin then said, while we're on this again before question. Can you tell everybody what the town has gone through this year with drainage due to the rains and the way things are? Mr. Twardosky replied, we've just nonstop numerous complaints for flooding because with all these rains, nobody, none of the existing drainage can keep up with it. We've been having multiple problems out on behind T-Bones. We have a where we didn't even have an adequate easement to get the water out of there, so we've upgraded the pipe in the road. We still have to add more drainage further down to try and get some water away from that. That alone is going to be quite a substantial amount. We've got other drainage issues down on Linda Street. There's a pipe that goes in between two yards that is been blocked forever, apparently. And now it wasn't a problem until you get these torrential rains. And now, instead of just running down the side of the road, it fills people's yards. We've got another one on Greeley Street we've been dealing with. There's been a number of times right out here on Library Street, that Library Street is flooded because that existing drainage can't handle these storms. And the climate is changing. These storms aren't going away. We're going to have to replace the infrastructure, upsize it, make it much more efficient to get the water out of here.

The Town Administrator added, so Mr. Dhima has a warrant to establish a capital reserve fund towards drainage. So that will allow us to put money away so that we can do the projects we need to do. But that's what he's doing in the warrant article. It's establishing a capital reserve fund to put money away and to be able to add money to, to handle drainage issues. Selectman Dumont added for future years, obviously. To which the Town Administrator replied not for this year. As this money is for next year too.

Vice-Chairman Morin asked if the Board had any questions. Selectman Roy was recognized and said, yeah, I just have a simple one for Mr. Twardosky. The water and sewer are paid by the user right, not the taxpayers? Mr. Twardosky replied, water and sewer is; correct. To which Selectman Roy replied, okay. Mr. Twardosky then said, drainage is in our budget, where sewer is a ratepayer budget. Selectman Dumont added storm water management versus wastewater. Mr. Twardosky replied, correct. The Town Administrator added, they are two separate systems. Selectman Roy replied, that's all I wanted to know.

The Town Administrator then said, if you don't have any other questions, we could segway over to the Sewer Utility. Mr. Twardosky has the operations piece of this that's under a different tab, or towards the back of the book. It's under the Sewer Utility.

Selectman Guessferd asked do you want to get the priorities? Vice-Chairman Morin replied, oh yeah. So what would be your top four? Mr. Twardosky replied the top four would definitely be town wide paving, the small equipment sanders, the pipe, and the equipment rental. Vice-Chairman Morin asked, in that order? To which Mr. Twardosky replied, in that order.

The Town Administrator then said, okay now already the Sewer Utility tab, which is more towards the back of the book, we're going to go to 5562. That's where Mr. Twardosky is responsible for. I'm not quite sure what page number that is. I believe it's page five. So I believe, as Mr. Twardosky stated, the Sewer Utility and the Water Utility, these budgets are paid for by the ratepayers of those utilities. So if you don't have sewer, you're not paying it. And if you don't have water, you're not paying it. So these are paid for by the sewer and the water users. And the rates are that remain the same. We're not changing any of the rates that we charge the customers. This fits into our rate structure. So the rates are not changing. So if you're paying whatever you're paying for, whatever you're using, it's the same. Selectman Dumont then said there's a charge to be within the district, correct? So if sewer runs by your home. The Town Administrator replied there are occasions where I think there's a rule that if it runs between a certain footage from your house and you're not hooked up, you'd pay a access type fee. But you have the option of hooking up too. Selectman Dumont replied is that, what would that what would that fall under? The Town Administrator replied, under a revenue line item, because that's a revenue. I think we're charging it under sewer base charges. So because you're not producing any flow, right. You have the ability. Selectman Dumont replied you have the opportunity to hook up. Mr. Malizia replied and I don't think there's like tons of or lots of properties. Selectman Dumont replied I'm sure most people probably elected to hook up. The Town Administrator replied, at this point in time. If you're on the sewer, you're on the sewer. But there is there was an option for people that they didn't want to. They didn't have to, but they pay a fee. Selectman Dumont replied, yeah, I remember that.

The Town Administrator then said, but again, none of the fees have changed. So everything is the same. And that stands for water and sewer. So Mr. Twardosky's piece of this budget is the Operations piece. As I said before, 40% of his Drainage Division gets charged here because the folks they work on drainage and they work on sewer. At about that percentage, the waste goes over to the Nashua Wastewater Treatment Plant, which I've said repeatedly that we own 12.58% of that. So there's a there's a cost here for that. We get charged from Nashua, but we maintain our own pump stations and we maintain all the infrastructure over here.

Selectman Dumont was recognized and said that treatment went up \$10,000, was that just? Mr. Twardosky replied, that's contractual. We have no control over that. The Town Administrator replied, that's Nashua. We try to look at what they what they're forecasting, and then we just try to cover it because we get a quarter, I believe it's a quarterly bill and we pay it. Mr. Twardosky added, it's based on flow rates, which is why we have the infiltration area to try and keep any extra water from coming into the pipes and the structures.

Vice-Chairman Morin asked if anyone had any other questions. Selectman Dumont was recognized and said, Yeah, I know that obviously you had mentioned on the previous item for drainage, you were talking about pipes. And I know that these are two separate things, but I see it similar on here too. Do you see any advantage to to lining any of any of these or are you guys still do you explore both of these? Mr. Twardosky replied, Yeah, we actually have a line item now for for lining. I believe that one is under 640. The Town Administrator added, sewer line replacement line 640. He's got about \$280,000 to be able to do about 3000 linear feet, and they need to replace it or line it depending on which more cost effective. Selectman Dumont replied, yeah, I know it obviously depends item to item or every case, but I just figured I'd ask because that's always a good way to try to cut down on some stuff.

Solid Waste

The Town Administrator explained, So he has one more cost center. It's the Solid Waste budget. It's a different tab. It's tab 5900. Non-departmental is the tab. Page 11. In essence, we have a contract with well, now it's Casella. Just for everybody's awareness Pinard, the company we contracted with was bought out by another company called Casella. They've assumed everything at the same rates. Basically, there's a provision in the contract that they could assign so they've assigned, but basically there's a COLA factor in this. So it's basically there's a certain permitted amount to increase contractually and volume. So if we have more people and more

volume more trash, costs more. It's that simple. But this is where all that budget is. When you have cleanup days over at the old landfill, you one leaf pickup a year that's covered in here. Recycling. All of that is here. All your curbside.

Vice-Chairman Morin asked, any questions? Selectman Dumont replied, Yeah, so with the landfill getting some of the updates, is there any way that do you see any reduction in costs or making it easier for things to be sorted. So that way we're not getting any additional fees? Mr. Twardosky replied, no, so the only additional fees are mattresses. And the only way to stop those additional fees is to start a fee structure and charge each resident for mattresses they bring in. We're looking into ways of charging for different things, including things we don't take now because we're not set up to take payments at the landfill. And that would be, you know, like refrigerators and air conditioners, televisions, CRT, stuff like that. Everything, there's no extra charge for what is in the dumpsters except for mattresses. Everything else is just a set, a set per ton price.

Selectman Dumont then asked, and is there any benefit or any way to capture a little bit of revenue by doing that? Similar to like how you offer passes? If someone could go down to the DPW and bypass for those type of items? The Town Administrator replied, they can contract with the company directly to get curbside pickup of certain things. I don't think mattresses is one of the things it is. Mr. Twardosky replied you can. It's a service they offer. The Town Administrator added, you can do it directly with the company. Selectman Dumont asked, I didn't know if it would be any benefit for to do it in-house. I mean I know it's maybe it's more work, maybe it's not worth it at all, but I just figured I'd ask the question. Mr. Twardosky replied, It's it's certainly something we're actually looking into. Okay. And we even have a consultant looking into what we can, what the prices are around communities in the northeast, the whole northeast, to try and figure out if a fee structure, because moving forward, everything, anything waste related is just going to keep going up. Once this contract is over, if we don't do something like that, it's going to get even significantly more than what it is. What you see in here now is just contractual obligations, okay. You know, there's certain percentage increases, haulage fees, the the per ton fees. You know, the rate changes month to month with the with the facilities. That's basically what that is. Recycling is always going up and down. And sometimes the volume changes on recycling that you know, you either get more or less. And you know, as of recently recycling has cost more than getting rid of trash. It's cost more to get rid of the recycling per ton.

Selectman Dumont replied, Yeah. Nobody's buying it anymore, right? Mr. Twardosky replied, right, and we've been shut off from China for quite a while. Most recycling facilities in the U.S. were set up for clean single stream, you know, sorry, I shouldn't say single sorted stream. So you don't when you're doing a single stream, you don't get as much. And it's easier for it to be contaminated. If it's contaminated, it costs you more money.

Vice-Chairman Morin asked, how long you think it's going to take to come up with a fee structure? Mr. Twardosky replied we're waiting to hear back right now from a consultant on on what it is going to take. Elvis has been talking with them on that. We should get an answer on what it's going to take and how long, very shortly. But I don't have an exact date. Vice-Chairman Morin then asked, have you looked at anything? The three passes that we give out a fee for that? Mr. Twardosky replied, we've talked about it. It's just it's another thing that you have. One pass is one load. It's a matter of being able, we have to get set up to be able to take payments. What payments we're going to take in, how much? Like we don't have a scale so we can't charge by weight. Vice-Chairman Morin replied the scale I get, that's going to be an expensive venture. I'm just talking about the three monthly. The monthly passes you get three every year. Correct. I'm sure it can set something up pretty quick as we've done it in the past, but if you charge for the three passes, some minimal fee or something, that would at least take off some of the burden that you have. Mr. Twardosky replied we can definitely. Not out of the question.

Selectman Dumont asked, can you buy additional passes outside of that? Mr. Twardosky replied, as of right now, no, but we've had requests for that also. That's just how it's been done in the past. Vice-Chairman Morin then said, I got to say, Hudson's pretty lucky that people get to go to the landfill because everybody else around us charges something. Mr. Twardosky replied, we are the only free. And it's getting to the point, you know, when you're paying \$2.4 million for trash and for one year, you got to start doing something, and it's going to have to start costing somebody.

Selectman Dumont then said, I just didn't know, because I know a lot of people would use that benefit. How many, and I'm sure they probably would if you if you stuck with the three and then any additional passes after that charge. I would look at both ways. But it's a nice benefit for everybody in town. The Town Administrator then said, it's one of those double edged swords. You know, you start charging for passes and I'm not saying you shouldn't. That's the one thing I get from the town, I pay my taxes. What the heck am I getting? To which Selectman Dumont replied, I didn't really I don't really want to take it away, but I was wondering if you had the option in there to

charge for some additional ones I think people...The Town Administrator interjected saying, as long as that was residential and not commercial, because you're not going to...Selectman Dumont replied residents only, show your ID so you go to get the passes. The Town Administrator replied that's a possibility. Mr. Twardosky added, that way we wouldn't have to we wouldn't have to take payments at the transfer station. When you get your passes or you get your extra passes, the payments could be taken right at our building so it's in a secure area. It's a matter of just coming up with a fee structure on what your average truckload is going to weigh. Coming up with an average price. I know other towns, neighboring town, they've got a different fee for the size pickup truck, whether it's a six foot bed or an eight foot bed or a one ton dump truck. So they come up with an average cubic yardage, an average weight for a truck, and that's what they charge. Selectman Dumont replied, I wouldn't want to get too complicated with it, but it almost be like, if you could, it could be based off someone's registration. You look at, okay, you've got a 1500 or a three quarter ton or whatever, then that that pass costs you X amount more. Mr. Twardosky replied you know, just with the these contractual obligations, you know, it's a substantial increase from, from last year.

Vice-Chairman Morin asked is this something that this Board would like them to look into sooner than later? Selectman Guessferd replied yeah. Selectman Dumont replied, I think it would be beneficial. Vice-Chairman Morin asked, Selectman Roy, any comments or questions on that? To which Selectman Roy replied, no, not at all. Vice-Chairman Morin asked you are you in favor of looking into that sooner than later? Selectman Roy replied, I am. Selectman Dumont made a motion, seconded by Selectman Guessferd for the Public Works Director to look into a fee structure for any additional passes after after the first three. Vice-Chairman Morin asked, do you want to put a time on that? Selectman Dumont replied well, I would ask Mr. Twardosky what do you think would be.... I wouldn't want to put put a burden on you that you can't meet. Mr. Twardosky replied, I would say by by January. Vice-Chairman Morin replied, well, yeah, I probably wouldn't think starting it till, till next July anyway. So. But but at least we can get it planned and get that information out if we decide to go with it. Mr. Twardosky replied, if I can get some preliminary stuff by January, then we have time to fine tune everything before before July 1st. There was no further discussion. A roll call vote was taken. Carried 4-0.

Seeing no further budget items from Mr. Twardosky, the Board thanked him for his time.

Fire (5710 - 5770 & Warrant Articles D, E, H, I, J, M, O)

Vice-Chairman Morin recognized Fire Chief, Scott Tice and Fire Department Executive Coordinator, Erika LaRiviere. Chief Tice began by saying, The Town Administrator explained, next up would be the Fire Department. This is under tab 5710 Fire Department. It's a couple of tabs ahead of where you're at right now. Similar format you'll go through, I recommend you go through the budget and at the end to go through the outside the budget. And then I believe he has warrant articles, so take them in that order.

Chief Tice began by saying, Good evening and thank you. Tonight I am pleased to present the proposed Fire Department budget for FY25. I'd like to thank our administrative staff for assisting with putting this proposal together. Our proposed operating budget does come in level funded as requested by the Board. However, in order to accomplish this, we had to reduce funding in some programs and line items. We were asking the Board to consider funding these items outside of the budget, due to the impact of the organization in our operations. We try to be conservative, but we have needs that will not be met without this funding. We recognize and appreciate the Board's position, trying to balance the needs of the departments and those of the taxpayers, but I feel I would be remiss not to bring these items forward. I thank the Board for your time and considering our budget proposal tonight.

The Town Administrator then said, the first tab would be 5710, which is right at the very first page. That's the Administration. Any questions? Selectman Roy replied, well, let's see if I can read my writing. Oh, I'm just curious. You have Association Dues & Fees. What associations are you paying for out of that line? The Town Administrator explained, so if you go to page three, there's a whole list of what they are. Chief Tice explained, we started budgeting background checks for new employees in that line item. We pay for the Border Area Mutual Aid Association, the Daniel Webster Council for the Fire Explorers, the International Association of Fire Chiefs NFPA membership, the New Hampshire Association of Fire Chiefs. We have a Department, Sam's Club membership. We pay for the Souhegan Mutual Fire Association fees out of that. And then we pay for the Souhegan Mutual Aid Response Team, which is the Hazardous Material Response Team. It's out of Nashua Fire, but they're sponsored through the Souhegan Mutual Aid District. But that's a separate fee for their services. Selectman Roy replied, okay. Thank you. I was just curious about that.

Vice-Chairman Morin asked, anybody else? Selectman Guessferd replied, yeah, I noticed I think it's consistent with what you were talking about with us the other night, the increase in service recognition?

Chief Tice replied, yes. We've been doing a little bit more. So that price did go up with the cost for that did go up. But you know, we've had some people retire and we buy them plaques when they leave for their service. So we've had a few more of those this year. And we know we have some more retirements coming up in the future, and we're going to try to continue our efforts in recognition, employee recognition.

Selectman Dumont was recognized and asked, what is the monthly plan for the cell phones and iPads? What exactly is that? Chief Tice replied it's for the for the cell phones for the command staff. Selectman Dumont asked so did we just not have them in '24 or? Chief Tice replied, oh, okay. Yes. That was moved from Emergency Management. So all the phones were paid for out of Emergency Management. So we moved them out of emergency management to try to more accurately reflect where they are. So the chief officer's cell phones got moved to this line item. Was it ambulance cell phones that got moved or just? Fire Department Executive Coordinator, Erika LaRiviere replied, no. the Town Administrator's got moved, as well as Administration. Chief Tice said, we moved them from Emergency Management to Administration. To more accurately reflect where they're being used. Selectman Dumont replied, that makes more sense because I figured you had them before. I just didn't know where. The Town Administrator replied, so he has multiple cost centers, and sometimes something goes from one cost center in the big budget to another cost center. But it's bottom line in the same budget. Selectman Dumont replied, I'm good. I was just curious about that.

The Town Administrator then said, if you're all set with that, I believe 5715 is the Facilities. Page ten. These are for the stations and the administration facility. Chief Tice explained, utilities and care and upkeep of the facilities.

Selectman Roy asked, generally are we just talking about this one item or have we moved on? Vice-Chairman Morin replied, go ahead whatever you'd like. Go ahead Selectman Roy.

Selectman Roy then said, so it's not that I don't think that you need all of the the out-of-pocket asks, but you have a lot of asks above and beyond the budget. So I think before before, and it's not just you with some of the other departments that have the same issue. I want to see what your priorities are before I make any decisions about whether I'm going to support that or not, I guess is my point.

The Town Administrator replied, so similar to what we did for the Highway, we were looking through all the cost centers and then taking at the end of that the outside the budget request. He would explain them and then maybe if you're asking him to prioritize that, that would be after he goes through the regular parts of his budget, which is what we did with the Public Works. So again, there'll be an opportunity once he gets through each of the cost centers to look at his outside the budget request, listen to what he says, and then you can start making some priorities or asking him his priorities. Vice-Chairman Morin asked, did you get that, selectman Ray? To which she replied, I did.

The Town Administrator then said, so having said that, I think we've moved to 5715, which was the Facilities. I didn't hear anybody say anything because this is basically what it costs to run the stations physically and the administration building. Selectman Guessferd said, just the fact that, as we can acknowledge that there is some increase in utilities, they seem to be the biggest places where. The Town Administrator added, natural gas went. Selectman Guessferd went on to say, natural gas, water and sewer. Selectman Dumont jokingly said, you figured the water and sewer you'd get a discount? The Town Administrator replied, Nope. No, no, we actually. Nope. They pay the same rate everybody else pays. There were no questions on this cost center.

The Town Administrator then said, so the next cost center will be 5720. That's for Dispatch. Page 13. There's been a decline in this, I believe, with the shift or the different dispatch folks we have now, salary and benefit levels are lower. So overall, this budget is down 8.1% from last year. Again, a lot of these budgets are driven by the labor components not typically, they don't typically have large operating budgets. It's more labor driven business probably 70/30 if you really look at it overall.

Fire Suppression 5730 - The Town Administrator explained, this is a big department. This is where the Firefighter/EMT's are. Page 16. So certainly there's a lot of salary and the appropriate benefits here. Obviously you can see the detail a couple of pages further in, but again predominantly labor driven here.

Vice-Chairman Morin said, I just got one question. The association dues, what are those different from the first set of association dues. Sorry about that, it's 217. The Town Administrator replied, this is where he puts the commercial driver license fees and the mechanic's association dues. So these are the CDL fees. Chief Tice

replied, Yeah, that's probably where we're paying out of there is CDL's. And we have more employees due up next year for CDL's. Selectman Guessferd said, right, yeah. I noticed that.

The Town Administrator said, it's not just dues, it's also fees. So that's where that's where we capture that. Selectman Guessferd said, the CDL's were the big one. Eleven of them. The Town Administrator replied, big trucks. They're going to have big licenses.

Selectman Dumont was recognized and said, the Other Chemicals increase quite a bit. Is that just like everything else in this world, it seems like just going up? Chief Tice replied, yeah, that's the firefighting foam. And that we have seen an increase in that like pretty much anything else we're doing. That's what I thought. I just figured I didn't know if anything changed.

Selectman Dumont then asked, 404, that was just the addition of the new vehicles? That was where that increase came from? Chief Tice replied, Yes. So what we had budgeted for the staff cars came in more than over budget. So that's why we had to adjust that.

Vice-Chairman Morin then said, while we're on staff cars, we're up one car, right? Chief Tice replied, we are currently up one car, yes. Selectman Morin then said, so are we getting rid of that? Because we were under the understanding that they all had to go because, especially yours. But now it got handed down to the deputy. Chief Tice replied, it's his right now. So we're having some problems right now with the former shift commander's vehicles electrical. So we're trying to work through that before we get rid of anything. Selectman Morin replied, okay. Chief Tice then said, we think we might have it narrowed down, but we hope...Selectman Morin interjected saying when you get onto later meetings, you have four cars. But we have, that's all. That's why I'm asking. Selectman Guessferd said it'll be a topic.

Selectman Dumont asked were you still figuring out a sale of that or to a different department or? Chief Tice replied, yeah, I think putting that out to auction because that that car, we weren't getting anything for trade in, at least at that time. I, I would have to assume if we were to get the next staff vehicle and we were doing it the same time of year, we would run into the to the same problem with the trade in on that not being. Selectman Dumont replied, I remember when you showed there was pretty low. Chief Tice replied, yeah, I think much lower than what it's truly worth. Selectman Dumont agreed replying, definitely. Yeah. So okay, if you could do it sooner rather than later, obviously that'd be good because I think used cars are starting to go down right now might be a better time, but obviously you got to fix the issue first. Chief Tice replied, yeah. We just want to make sure that vehicle is good to go before we get rid of another one.

Selectman Guessferd then said, just a question. So you have a lowering of the hose and equipment budget, and then you have an out of budget request for more hose. Chief Tice replied, we cut money out of the hose line to get to level funded. That's why we did that. Selectman Guessferd replied, I kind of gathered. That's why you did that. Chief Tice then said, the same same thing with the emergency management lines. We took a bunch of money out of that to get down to the 0% increase.

5740 is Fire Inspectional Services -The Town Administrator explained, these are the Inspectional Services division that the Fire Department manages. Again, predominantly labor driven. Page 24. Vice-Chairman Morin asked, any questions? To which Selectman Guessferd said, yeah, just the 22% increase in publication subscriptions. Chief Tice replied, that was an increase in our NFPA subscription. So that's our online service that we use to reference codes and standards. Selectman Guessferd replied, okay. Was that just a price increase of the same service or was it more service? Chief Tice replied, no it's a price increase of that service.

Seeing no further questions on this section, the Town Administrator went to say, so I believe the next cost center I believe it's 5765, which is the Fire Alarm budget. No increase on that. And it's basically a \$3,000 budget. Page 27. Selectman Guessferd said, level funded. So this is level funded, proposed as level funded. But this is also connected to the warrant article for the establishing capital reserve fund. So if we were able to do that, that would replace this. So we'd be able to take care of. The Town Administrator added, you mean a revolving fund. To which Chief Tice replied, I'm sorry. The Town Administrator then said, so if you recall, last year we did a revolving fund with the Police Department. It's kind of a concept. They can do it as an emergency service. It kind of takes it sort of offline. Fees can kind of cover it and then it's not. It doesn't become a budget item per se. It's covered by fees in its separate fund.

Selectman Dumont asked, where would those fees come from? The Town Administrator replied the people that use the service? Probably businesses. Selectman Dumont asked, but would it be a separate a new fee, would it

come from? The Town Administrator replied we have fees now. I think those fees would get dedicated to that fund as opposed to the general fund. Chief Tice then said, what we're going to propose, if we could do the revolving fund, then propose a monitoring fee. Right now, the master boxes that come in, we monitor them. We don't charge a fee for that. The idea would be we would charge a fee for that. Then that money would go into the revolving fund that we. Then we could then maintain the system. Selectman Dumont asked, that monitoring is that in any correlation to, I know commercial buildings you can have a registered agent. Is that two different things? Chief Tice replied so by Town Code if the fire alarm system runs by your building you have to connect to the system. So everyone, they have roughly 300 master boxes and those are all connected to the system. And we monitor them at the dispatch center and they ring through the stations. Selectman Dumont replied, I'm thinking something different, that's all.

The Town Administrator went on to Emergency Management is 5770. Page 28. You never know when you're going to need it. As we experienced a couple a few years ago. I think he reduced this because you moved the phones out to the administration. Chief Tice replied, so we removed the phones from here to 5710. And then to get down to the 0%, we removed funding for most of what we would use if we had to operate the Emergency Operations Center for administrative costs, such as meals. We took money out of training, you know, printing, administrative type costs, copier supplies, office supplies. These lines haven't been used. They're there to be used for an activation, but they haven't been used. And we're trying to get down to the 0%. So we took those out of the out of the budget to get to the zero and then put them in the out of out of budget request for your consideration there. Vice-Chairman Morin asked, we have to set up a emergency center, and that's at the police station, still? Chief Tice replied, the warming center. Vice-Chairman Morin replied no, a emergency. Chief Tice replied, oh, I'm sorry. Yeah, an EOC, that's going to be at the at the station. Vice-Chairman Morin asked, is that on the police budget or is that in this budget? To which the Chief replied, it's here, it's here.

Seeing no further questions, the Town Administrator went on to 5777, that's the IT Department. And again, we best left that to the IT Director when he does his evening. So I believe at that point, at this point, we're now into the Chief's outside the budget request, which is starting on page 32.

Fire Outside the Budget Requests

Vice-Chairman Morin said, it's the same thing, Chief. You can go through them and then give us a list. Chief Tice explained, okay, so for our training program right now, we currently have \$8,500 in our training program. We've identified a need for more training in some specialized training outside of the department. So we're asking for an additional \$20,807. Specific projects that we've identified would be a forcible entry prop. We've been able to use one from a neighboring department a couple of times, but there's only so many times they allow that out, and we think that would be a valuable tool for us as we try to build our cache of props.

Chief Tice then explained, FDIC, that's the Fire Department Instructor's Conference. That's a conference for training trainers. And this is where you go. They have really the top talent in the fire service for fire department training. And the idea is we would send a couple people there to become better instructors and to learn how to become better instructors, and then bring that information back to the department to help improve our cadre of instructors and improve the training program. Vice-Chairman Morin then asked, so what you just said, we're looking to send probably Captains, Lieutenants versus Administration to this because they're going to be the instructors. Chief Tice replied, yeah.

Selectman Dumont then said, while you are on that, by doing that, do they do they receive any certification and are they able to do; are you able to do more in-house training that could possibly save you money in the future? Chief Tice replied, they don't get a certification like when we talk about like through the New Hampshire Fire Academy, we get certifications for teaching certified courses. This is more of a personnel development to improve their skill and ability as an instructor; with the idea is they would get this information and then bring it back to help coach and mentor the other officers to help with the the ability of all of our officers as instructors. Selectman Dumont replied, okay. Vice-Chairman Morin added some of this stuff in there is discussions that this Board has had that we needed to do. Selectman Dumont replied, yeah, I was just wanting to make sure I understood it.

Chief Tice went on to explain his outside the budget requests saying, we've identified the need to go to Nashua for fire training or to go outside for fire training. Hands on fire training. The Nashua charges for the use of their facility for live fire training. It's \$300 an hour. So to go over one time a year with each group to go over for an eight hour day as a cost of \$9,720. Selectman Dumont asked, what exactly does that offer you differently than here, I

guess. I'm not I'm not familiar with it. Chief Tice replied, so they have a facility over there for training and they can actually have fires in, in the building. So it's actually a live fire training with real smoke and products of combustion. It's the closest we can get to going to a building fire without having a building fire.

Selectman Dumont then said, so outside of the live burns that you've done in town, is that a supplement to that? Chief Tice replied that would be a supplement with the intention of getting over there once a year, getting everyone at least one live fire training every year. Selectman Morin then said to Selectman Dumont, some of the pictures you've seen that I've put up, that's exactly what he's talking about; that facility. Selectman Dumont replied, that's what I was figuring, but I just wanted to make sure because I didn't know, you know, I know you guys try to do it, but obviously through donations, you guys, you were doing a lot of training at the one over off of Lowell Road this year. I didn't know if there was any way to kind of drum up more of that in town. Chief Tice replied we are paying attention anytime we have a building that we know is going to be demoed, we look into that. Not every situation is going to lend itself to a live fire training. So we do try to take advantage of that when we can. But those are few and far between. And for the same reason, you bring up a good point, Nashua charges for this, is there any ability for you to open it up to other towns to come in, and us charge for that? The Town Administrator replied we'd need the facility, wouldn't we? Selectman Dumont replied well, if you're if you're like a building donation and you offer training, I mean, I know it's not in an actual facility, but. Chief Tice replied, I think if we had an acquired structure to do a training at. I don't know that we would charge. I don't know anybody that would pay to come. They might potentially, but typically and with the department our size now, we would want to get our people through that. So we wouldn't really have, because it's not like something we can go in and burn, you know, this day and then have another department come in in another day and burn. You really once you once you do it, you really you get the training burns out of it that you can. And then by that time it's ready to be burnt down.

We do have one other item identified in here, which really we probably should have asked for more was for officer development. Professional development. Looking for outside instructors we've been looking at this and to bring in even a professional development class, either through even through like a UNH where you think they'd be a little bit more cost effective, it can be up to up to \$5,000 a day. But we would like to bring in, we're requesting \$5,500, but to bring in the type of training and development we need, that's, that's that's really one day's worth of training for that, for that level of training.

Vice-Chairman Morin asked if there were any questions. Selectman Dumont replied, just so I understand. So out of out of all those that you're asking for, out of out of budget included \$8,500 of that in the budget. What is that, \$8500? Chief Tice replied, that's \$8,500 is what we've typically had budgeted for training. Selectman Dumont replied, training, okay. It's not going to anything direct. Chief Tice replied, no, and that's part of, we're including what we typically have for training in that request, which leaves us short on our typical day to day training. We could always use more money for training. And that would be one of my highest priorities. Absolutely.

The Town Administrator then said your next cost center had your Replacement PPE Program. I think you're looking for \$52,470. Chief Tice explained, so what what we attempt to do with our employees is have two sets of PPE. That's the structural firefighting gear that they wear. The helmet, coat, pants, all that. The turnout gear, yes. So by the NFPA standard that has a life expectancy of ten years. So if things are on schedule, our employees would have a new set in a five year old set, and five years later, they'd have a five year old set and a ten year old set and would replace the ten year old set with a new set and they'd cycle through. The purpose of that is so if something happens to their gear as far as if it gets contaminated or gets damaged, or even after a fire when they're cleaning it, they have another set of gear to wear that in that time. Next year to keep up with this we're due to replace 15 sets, and we've seen some significant price increases over the year with. In the last ten years, we've seen 111% increase in the price of this items, and we're trying to get to the 0%. We were looking at different where we could pull the money out, and we were really so far over that 0%. We needed something that we could make up that ground. But this is the biggest impact to the organization based on a safety need for the employees. And if they only have the one set and something happens to it and we don't have we have some various sets, spare sets, but if they can't fit into that, they don't have a set of gear, which means now they're working without a set of gear, and we have to put them somewhere where we can't get them into a hazardous environment. So this would be my number one out of the budget request.

Vice-Chairman Morin asked, if anyone had any questions. They he said, where are we in the life cycle? Chief Tice replied the life cycle has gotten out of where we have different employees coming in. So we have some spare sets that don't fit anybody currently. So that's why we're due to replace. Vice-Chairman Morin then said, I understand that because all the new people, but all the gear as a whole, where are we is in that life cycle? Chief Tice replied, it's all varied because of when we bought them. Yeah. So it's not like we have, you know, everybody in a in a new

set and everyone in a five year old set on the same page, where every year we're replacing some sets. Vice-Chairman Morin asked, are we in a position for a grant to go for a grant? That's why I'm asking where we are in that life cycle. Chief Tice replied, I don't know where that would be in AFG. It hasn't been in previous years, a high priority is my understanding, but AFG has not been funded or released yet. To know where we would be with that, and that'd be the most likely avenue for a grant.

The Town Administrator then said, I believe your next one in the book is Hose and Equipment. It's like \$6,500. Chief Tice explained, yes, to get down to the 0% increase, this is one of the line items that we took funding out of. We took \$6,500 out of this. In 2017 we did purchase a lot of new hose, but we still even some of that and some of the older hose we do lose on a case by case basis, either damage at a fire or at an incident, or every year where we test it, we lose a bunch of hose. So this is the money we use to replace that, that hose when we lose a little bit here and there. This past July, when we did hose testing, we lost 11 lengths of hose and a length of fire attack hose can cost around \$500. Selectman Dumont asked, what is that length? It says one length. Chief Tice replied, one length, I believe that was an inch and three quarter, which is our normal attack fire hose, like the smaller hose. And they're usually 100 foot, 100 foot length. Deputy Chief Enos corrected the Chief, to which the Chief replied, oh, I'm sorry. That was for 50 foot lengths. Yeah, that was for 50 foot length. Deputy Chief Enos said, it's between \$800-\$1,000. Chief Tice replied, so it is a costly item to replace.

Fleet Funding - The Town Administrator said, fleet funding, it's to fund a vehicle. Chief Tice explained, Okay, so last year we were looking to replace three vehicles. The Board was kind enough to allow us to replace two. We'd like to continue that program and replace the third this year. As I said, we're dealing with some older vehicles. We're working through some issues with them. So the idea is to replace them before they're become a maintenance issue. And while we have I'm trying to space vehicles out, so we're not having so many lease purchases because we have another utility truck that I know is getting old, and we're trying not to have a lot of lease payments piled on top of each other. So we're trying to space these out. So we do have the vehicles that we can trade in or auction off.

Vice-Chairman Morin asked if there were any questions. Seeing none from the Board, he then said, I got a question for you. You got the old captain's car, seven electrical issues, and that's getting old. And you got the white spare Tahoe. That's getting old. One of those is your backup command car. Why didn't you go for another pickup truck and give it to the operations deputy for a backup command car? And you could get rid of those two old cars. Chief Tice replied, we, I think that the pickup truck might be a little bit more expensive. We were trying to keep....Vice-Chairman Morin replied, I understand that, but if you get rid of the two old cars that you're going to spend a lot of money on, and that will give you your backup command car that the operations deputy would be driving. I understand you're going to need another one somewhere, don't get me wrong, because I know you've got to have a spare car if something goes down, but that would give you second command vehicle, considering your two that you can use as your second backup command, or giving you a hard time mechanical wise. Chief Tice replied, and we didn't consider that we were trying to keep consistent with the program that we had with the Explorers and....Vice-Chairman Morin said, take it and run. Chief Tice replied, I'll take it. I'll take it. Absolutely.

Vice-Chairman Morin then said, and you gotta understand, it's not just for that. If we have some type of hazmat incident because we've had those in the past where something's spilled into the river, we have to put our booms. Those are little boats, may not be good enough and things of that nature. Selectman Guessferd replied okay, it's not just for jumpers. Chief Tice added, yeah, it's a, it's a rigid, rigid bottom inflatable with a center console. Vice-Chairman Morin said, there's more things than. Selectman Guessferd replied, sure than just a body or person in the water. Selectman Roy then asked, is that the only boat that we have. Do we have like a Kodiak or anything? The Chief replied, the 12 foot inflatable is the only boat we currently have. To which Selectman Roy replied, okay, thank you. That's all I had.

Seeing no further questions the Town Administrator went on to say, I believe the next one you have, or the last one you have, is Emergency Management Funding. Chief Tice explained, Aside from the money that we moved around for the for the cell phones, we did pay \$3,928 towards the increase in the radio contract or the radio maintenance contract. If you remember the radio system, the maintenance agreement for that is underneath Emergency Management because it pays for police and fire that are used in that system. And then the \$4,400 is what we removed from the line for to reach 0%, to get it down to the 0%. And that's \$600 meals in town, \$1500 in training \$150 and printing \$150 copier supplies and usage, \$250 in office supplies and \$2,000 in small equipment. And that again would be used for operating the Emergency Operations Center if the need was to be there. Selectman Dumont then said, just because it's worded the same way, but the training is obviously specific to the Emergency Management. It's separate from. Chief Tice replied, yeah that would be specific to Emergency Management. Vice-Chairman Morin asked if anyone had any questions, to which they did not.

The Town Administrator then said, So those are his out of the budget requests if you want him to identify. I think he's identified at least his top priority. Vice-Chairman Morin asked, can you just go slow so we can go page to page, put numbers on them? Selectman Dumont was recognized and said, that's what was going to ask, because I believe that was the first one you said was your top priority. But then when we came to PPE, you said that would be your number one. So I didn't know which was one. Chief Tice replied, I'm sorry if I confused you. PPE would be our top priority. And then training would be our number two priority. The Town Administrator explained, this was only put in the book because it just followed a sequence of numbers that had nothing to do with the priorities. Selectman Dumont replied, oh no. The Town Administrator said, I don't want anybody. I just did it because I went by department 5730 and 50. The Town Administrator then said, so training was number two, Chief? To which the Chief replied, yes. The Town Administrator confirmed, PPE is number one. Chief Tice replied, yes. The Town Administrator then asked, do you have a number three? To which the Chief replied hose and equipment. The Chief added, four would be the replacement vehicle. Selectman Roy asked, can you repeat that? To which the Town Administrator replied, Number one is PPE. Number two is training. Number three is hose and equipment. And number four was replacement fleet funding.

Warrant Articles

The Town Administrator then said the Chief has warrant articles. So if we're done with that section, his first warrant article would be under tab D d as in David. And in that case this is I think, the largest one you're asking for, which is Four Firefighter/AEMTs.

The Chief addressed the Board saying, with growth not just in Hudson continuing, but in the area. It puts more people in town throughout the day. We're also having commercial growth. So our call volumes continuing to increase over the last five years. The call volumes increased by roughly 600 calls. And we continue that trend to continue year to year. And having more calls means more simultaneous calls, which requires more staffing to handle those calls. So as our continued effort to keep up with that, we'd like to add four firefighters as well. Put one more on each shift, put us up to a total of 12 on shift. The cost for this would be \$438,258. We would consider a SAFER Grant. Right now we're asking for the town to support this because the SAFER grants aren't out yet. So we'd like to move forward just based on the town supporting it with the understanding that if we had the opportunity to apply for SAFER, we would do that. But we need that to open up and the timing would have to work out, and they would have to if we approved this before that timing came out, they would also have to continue with their non-supplanting waiver, which means originally when SAFER came out it was to add firefighters not to keep firefighters. Recently they have gone and allowed what they call supplanting to allow approved positions to be funded. So after these positions are approved, but before we hire them, if we were able to apply for the grant, we would still be able to do that as long as that waiver is in there. But we feel this is important. Again, we continued call volume increasing. We're going to need more resources to be able to handle the number of simultaneous calls.

Selectman Guessferd was recognized and said, okay, so four Okay, so four additional spots, right? Slots for firefighters. How many open rigs do we have right now? Chief Tice replied, right now we have three. Selectman Guessferd replied, three open wrecks okay. All right. And we feel confident we'll be able to fill those. And then this would be four more on top of that. Chief Tice replied this would be four. This would be four next July 1. Selectman Guessferd then said, I'm just anticipating the questions we're going to get down the line as well. Chief Tice replied, correct. Correct. It is no secret the recruitment is a challenge right now in the fire service, and that always presents a potential problem. But I think we still need to pursue new employees to be able to handle the call volume. And we're just we're going to have to continue putting our efforts into recruitment and retention. And if we can, and if we can solve retention issues, that helps with our recruitment issues, because then we don't need to recruit as much. So I understand your concern and share your concern, but I wouldn't recommend not trying to increase staffing for the call volume because of a concern of whether we'd be able to hire or not. I think we just need to continue to be out there pushing recruiting to be able to fill our positions.

Selectman Guessferd replied well, don't get me wrong, I'm not opposed to it. I'm just asking. Chief Tice replied, oh yeah. No, I think it's a concern that everyone has. I have the concern, you know. You know, I see the the applicants that come in and we see, you know, we were up at CPAT a few weeks ago and saw a low number of people taking the test. And, you know, they have one more coming up before winter in November, which I'm hoping the numbers are better for. But it's the number of candidates out there is not sufficient for the need. Selectman Guessferd replied, yeah and is four is the right number too. I mean it's four the right number is. Chief Tice replied, I think four, for four groups as we continue to try to grow one per group each each time and kind of

see I think with the call volume, this is where we need to be kind of in as we work our way through the future, see where call volume is going. If it continues to go up I would be recommending more, but at this point, I think this is where we need to take this step. I think we've got to take one step at a time. Sure. So this is my recommendation now, is this one step now looking towards the future as if call volume continues to increase, like like it is, then we would be looking for more staffing to staff additional units.

Selectman Dumont asked, would they be dispersed throughout the department? Would they, would they, would they be utilized on like all all in the same shift or how would how would that work? Chief Tice replied, No, we would be put one on each shift. So the goal would be to increase by one person per shift each time we would add staffing. Selectman Dumont replied, okay and said, and then obviously the overall number is subject to change because we're not we're not finished obviously going through contract negotiations. So this this is based off of current contract? For the tax rate impact. Chief Tice replied, correct. Selectman Dumont replied, okay, I just want to make sure.

Vice-Chairman Morin addressed the Chief saying Chief, you've come to us numerous times and explained that due to the amount of ambulance runs that we get, we have no firefighters left to go to a fire. Adelaide Street proved that. So how is this going to ensure that we have an engine crew? Chief Tice replied one of the things we started looking at, but it takes it's going to take a little bit of analyzing some data. Right now we are, we have a couple of different ways we could do this, whether we were to dedicate an ambulance. But that doesn't help with an engine crew really. We really need this position and a couple more positions per shift to guarantee, and that would be my goal in the future. If we were able to hire again down the road, would be to staff an ambulance next. And then we would staff the three companies like we do now as engines with an ambulance primary out first out town wide and the ambulance and the engine companies cross manning second and third out ambulances. But that would give us a total of five companies because the other the other thing we do for staff with with staffing is not run the squad and use that staffing for an ambulance, but we're also using the squad to try to cut down on the mileage on a large apparatus to make those last. So it's a matter of what do we think is more important? I do see a need for maintaining some fire coverage as well. And with the number of ambulance calls and the way we're staffed, as you eluded to, every time an ambulance goes out, we lose the fire coverage in that district. And until we can get more staffing to cover more apparatus, which is this is a step in that to be able to do that. Otherwise, we're kind of single threaded in each station, except for Central where they do have the squad and the the engine crew.

Vice-Chairman Morin then said, so in theory with this person, what we could do, especially with the equipment we've been purchasing for the ambulance, this would not guarantee us 100% engine coverage at Central Station, but it would increase it immensely because you can keep two guys on the ambulance and where we've just bought those machines to lift the stretcher, and you don't need three guys on that ambulance out of central. Out of Burns Hill, Lowell Road and Robinson Road, we do because we can't leave one guy behind. That's why we man it with three and three guys. Chief Tice replied right. And we don't send the squad on as many calls with those ambulances because they have more staffing. Vice-Chairman Morin then said so it's Central we can keep two firefighters as we do now on the ambulance. And again manpower I get it lifting patients into the ambulance. But we just bought those lifts, which takes that right out of the mix. If you're going to get a life threatening call at Central right now, you're going to get the squad. So you get a backup. But if the squad is not going on half of the calls, like you said, that's going to guarantee us three firefighters to be on that engine, which is the minimum crew that Hudson should require on an engine instead of what we do now, two. Because the problem we have right now is we've got two on the engine and two on the ladder, so we get two trucks that get there, but we can only make up one crew. This way we can have a two man ladder crew and a three man engine crew, and always have an engine available with a three man crew. Chief Tice replied, if they're always in quarters, yes. If the ambulance crews in quarters. Vice-Chairman Morin said we got the four guys. But again, it's Central. And if you look at every ambulance service around us, how many guys on their ambulance? Chief Tice replied, two. Vice-Chairman Morin said, two. So it would guarantee us a lot more an engine company for fires and that's where we lack. And like I said, Adelaide Street, the guys (*inaudible*) job because that was that was going to be a bad day.

Chief Tice then said, and that's that's a prime example because it was actually a fire. But quite very often we ended up with the squad on fire calls. And because the staff, the staffing is out in the squad, they're close to where the fire call is. So they're going to the fire call to provide the manpower, but they don't have the correct apparatus to handle the situation. So they're either....Vice-Chairman Morin interjected saying, You're not going to out three guys on the squad. So that's still going to be one guy back to drive that engine there. And then the two guys on the squad can be that three man engine crew. So we're still going to make out.

The Town Administrator said, if you have no more questions. Vice-Chairman Morin replied yes, I have one more. Vice-Chairman Morin said, we need to clarify right now, this manpower in no way is for the tower ladder. Chief Tice replied, correct. We don't have the luxury of staffing this piece or that piece or adding staffing to add. You know, we are very flexible to try to be able to handle whatever type of call comes up. We have more apparatus than we have people to staff it. So our staffing is very nimble to be able to handle whatever call comes up and we try to maintain that flexibility. So, you know, the yeah, the ladder is a tool. Selectman Dumont replied, just because you get a new tool doesn't mean you need another guy. Chief Tice replied, Yeah, no, the ladder, the tower ladder is a tool. The staffing is completely different. And our staffing is driven from call volume and the needs of the community, not to staff a specific piece of apparatus. Yeah. I could see people getting that, that confused or having that having that impression. But that's not how we operate.

The Town Administrator then said, now, if we're ready for warrant article E. Echo E, which is the next tab? That's for the training officer. Chief Tice explained, yes, so we've identified a need to have a dedicated training officer. We had a training officer up until 2014, at which time we had a couple of reorganizations. And we used that money to hire increase our number of firefighters. And since that time, training has fallen underneath one of the deputy chiefs. But it's one of their many duties and to to coordinate and run a training program the way it needs to be run is really a full time position between developing, training, coordinating training, scheduling, monitoring, training, delivering some of the training, developing instructor staff and instructor quality is a full time, is a full time. And so to improve our training program, we're asking to have a training officer back.

Selectman Roy was recognized and said, is that a position that already exists that's just unfunded or do we have to create the position? Chief Tice replied it would have to be created. The funding that was used for that position was reallocated to 5730 to hire two more firefighters. So when we had we had eight firefighters a shift with two working the Robinson Road schedule. That was a four day a week schedule. We used that funding to hire two more firefighters to go to nine a shift. So the position is in the supervisors contract, but it's just it's not funded. The Town Administrator then said, you don't have enough positions for the number of people. Selectman Roy replied I just didn't know if we need to do a warrant article to create a position. Chief Tice replied, we've had the position in the past. It is in the supervisors contract, but the funding that went with that was then reallocated to hire firefighters. The Town Administrator added, the positions actually went over to the firefighters. Yeah. Chief Tice replied, yeah. So it's a new new position. It's an expansion. The Town Administrator said you had 50, you need 51. So to get to the 51st we do a warrant article. Selectman Roy then said, I just wanted to be clear here. There was there was a warrant article to create position. Was there a warrant article to delete the position? The Town Administrator replied, not that I'm aware of. No. Selectman Roy replied because the funding. Because we can just do it as an add on to the budget or we have to go for a warrant article. The Town Administrator replied, so just to set the record straight, there is no law or RSA that requires you to do a warrant article to add any position to your to your, to your budget. However, there was an advisory war article back in the 1990s somewhere that basically put put forth that said any new positions we wanted on a warrant that was by the people and the board and all subsequent boards have honored that warrant article by putting new positions, as you saw, the firefighter positions on a warrant so you could split hairs and say, well, we had the position, but if you reallocated it to a different position, you've given up that position. I think that's been the thought process in the past. You could try to put it in the budget if you'd like. That's certainly up to this Board. But traditionally when you've moved or re pivoted a position from one to a different, you don't have 50 positions, you only have 49, I guess is what I'm trying to say. So I guess philosophically, how does the Board want to do it? Again, there's no RSA or law that dictates what there is a town meeting vote from some number of years ago, and that's how we've practiced this since then. So I'm not sure you want to change that practice.

Selectman Dumont replied, I would maintain the practice. Selectman Guessferd replied, I would agree. The Town Administrator said, again you're doing it with the four firefighters. Again, there's no law that says you have to do it that way. But we've honored that or you or all boards have honored that for the last, what's the 90's, 30 years ago?

At this point Selectman Roy asked if everyone could hear her. She was having computer issues. The Board assured her that they could still hear her.

Selectman Dumont was recognized and said, so right now the training is being handled by Deputy Enos, correct? Chief Tice replied, correct, and went on to explain, so by eliminating this from his workload, what else will he be able to get accomplished that'll make a bigger benefit from you? Because obviously now we're now we're paying somebody to take some work away from him. Is there what's the trade off? Chief Tice replied, part of what his future would, would be is our EMS Coordinator is going to be retiring coming up. So her duties, one of her duties or her duties would be shifted to the deputy chief level. Selectman Dumont then said, and if he's taking over that, there would be no requirement to rehire for that position. What would that savings be? Chief Tice replied, correct. I

think she's budgeted at she's under....The Town Administrator interjected saying, she's under the revolving fund. So from a budget perspective, you don't see it. It's covered by the by half of the ambulance fee. So it's not in the budget. It's part of the revolving fund which we did a couple of years ago. Selectman Dumont replied, all right.

So this is just me, so if it's covered by what we're receiving for the ambulance fund, where would those funds then go? The Town Administrator replied that stays in the ambulance fund. It just helps to defray the cost of the ambulance, I believe. I think it's 50/50. I could be wrong on that. Chief Tice asked, for the Revenue? Yes. To which the Town Administrator replied yes, for the revenue. So half of the revenue goes into the revolving fund which pays for ambulances, supplies, defib fuel, all the cost of running the ambulance EMS side.

Selectman Dumont then said, do you typically come to us or what, I guess what items in your budget... I'm trying to figure out how I could word this correctly. So any of those extra costs, can they be deferred anywhere else? I guess, but would that help offset anything at all? I mean, if the money's staying there, I would. I would assume that you don't have to ask for as much. I know it's sitting in a revolving fund, but I'm assuming that not everything can get paid through that. And now, by having more money in that revolving fund, would that take, would that help in any way? Chief Tice replied we can only use that revolving fund for EMS. So like we used it the other night when we purchased the the vents that's coming from the revolving fund, the ambulance purchasing the ambulances, the operating costs. So repairs, service maintenance to the ambulances, the fuel for the ambulances, EMS equipment, whether it's the durable equipment like a defibrillator or the stretchers or that type of equipment, or whether it's the disposable equipment, you know, bandages, that type of stuff all comes from the EMS fund. And that's really a separate thing that's funded by the 50% of our revenues

The Town Administrator then said, are you trying to say if we didn't have an EMS Coordinator we'd save some money and maybe we could take some more and put them somewhere else? Selectman Dumont replied, I was hoping, yeah. The Town Administrator replied, with the increasing costs of the ambulances, because they do go up pretty, pretty dramatically. And I can tell you when I first got here, they were, you know, a couple hundred thousand. Now they're like. Chief Tice replied oh, they're going to be over \$400,000. We've started looking...The Town Administrator then said, you know, the fee we charge every few years we reset it. But then you have to realize who you're servicing. A lot of Medicare patients and you only get Medicare. So it's that and we're talking EMS Coordinator I don't think it's 20 odd grand. Selectman Dumont replied, so that's a good example, so if you need another ambulance and there's not enough money in the revolving fund, where does the money come from? The Town Administrator replied, it comes from the revolving fund. Selectman Dumont asked, well if there's not enough there, you have to create another warrant article and ask for more money. So I would hope...The Town Administrator said, or you bump up your ambulance fees. Selectman Dumont then said, so I would hope by that reduction him taking over her workload, it would help. Chief Tice replied it does, yes, exactly. The Town Administrator added, yes, certainly it would help because it would stay there. Selectman Dumont replied, I just don't want anybody to think the money's just getting lost somewhere. There has to be, it's there. It has to offset something. Chief Tice replied, oh, I understand what you're saying now. The Town Administrator then said, and half of the revenue that comes in comes back to the town. It comes to the towns general fund. Half goes there, half comes here. Selectman Dumont said, I did a terrible job explaining that, but I figured it had to be in there somewhere. Chief Tice laughed and replied, we got where we wanted to go eventually. Selectman Dumont replied, yeah, all right, I'm good. Thank you.

Vice-Chairman Morin then said, big question. Four guys, or training officer; which one's more important? Chief Tice replied, training officer but the four guys would be my number two.

The Town Administrator went on to say, so the Chief has a couple of capital reserve funding requests. So as you're well aware, a few years ago the legislature changed the law we used to fund established. If it was already established, we could fund it through the budget appropriation. But now we have to do warrant articles. So the Chief has a couple of three, I think, requests to fund some capital reserve funds. These are pretty routine and I think one's a little higher than normal. But most of them.

Chief Tice addressed the Board saying, we did. And some of these, a couple of these we haven't done in a few years. But our philosophy, we know we have some expenses coming up and if we start putting some money away each year in smaller amounts, when we get to those expenses, we'll have money put away that instead of having to finance everything. So for this one, for a capital reserve, for Purchasing Apparatus, right now we're at least purchasing everything. So my philosophy is if we put money away now, building up to that, if we have money to put towards these purchases, it's less we have to finance and less. Thus finance charges for them and would save the money, save the town money in the long run. So this is for purchasing. This one is for purchasing new apparatus. And that's why we weren't looking to add as much into it, because we have longer before we have to

worry about purchasing apparatus, so we can take a slower approach to that one. In my mind, that was my thought as we start building that up.

The Town Administrator then said, just to assist you, the last page of his articles has a list of the capital reserve funds we have with the little arrow for this particular fund. So in this case, I believe there's \$81,757 in that fund. Just to put it in perspective. So each of the warrant articles that has a capital reserve fund request, the last page has the capital reserve fund accounting. It's also in the summary section. But I thought it would be helpful for you here in case because somebody inevitably will ask, well, how much money do we have? Well, it's in each section. So in case you ask the question, it's there. Selectman Guessferd replied, good, I'm glad you have that. The Town Administrator went on to say, I put the little arrow because I'm not really sophisticated to do anything else. So that's that one. Unless there's any questions. And again the public votes on these yes or no. And frankly they've been pretty reasonable with us because I think they realize these are savings accounts in essence. And it helps them by not having a large expense all at once down the road.

The Town Administrator went on to say, I believe the next one he has is I, which is for the Fire Apparatus Refurbishment-Repair Account. And again, I think we're trying to get more time and more out of our equipment. Chief Tice explained, the apparatus is starting to get very expensive and we've purchased what we believe to be quality apparatus. So the hope is these are going to be 20 year apparatus and spread that cost out over 20 years. But one of the things we identified to help ensure they get to 20 years was that ten years to do a refurbishment, and that would be a case by case basis depending upon what the what the apparatus needed. But it would go back to the factory and they would take it, go through it really bumper to bumper, any rust, any corrosion, anything that's wrong with the apparatus, they would fix it. Any of the major mechanical issues that needed to be serviced, rebuilt, anything they would go through. It's a method of investing some money into it to extend the life of it. We've been put I think with \$50,000 last year we were not moving at a pace that was going to be able to cover the expenses when that comes up. So again, my thought is if we put money away now at a pace that would pay for it at the time, instead of having to figure out whether if we were going to do it at that time, coming up with all that money at one time. So that was my my recommendation here. And we have about Engine One is a 2016, Engine Four and the Ladder are 2018. So ten years is coming up in a few few budget years. So that's why I was looking to bump this up to \$150,000 a year, to try to catch up to that.

Vice-Chairman Morin asked the Board, any questions? To which there were none. He then said, just one, the amount of runs the squad takes, trucks are a lot different than they used to be. They're not taking the beating like they used to. Chief Tice replied, right, and that's why I said it would be a case by case basis. Hopefully it doesn't, they don't need that much. We have been, I think, taking care of him pretty good. They get service and maintenance on a regular basis. And again the squads taken much, so. But but I'd hate to get to that point and not have the money to be able to do it because from my understanding, is the investment at that point and extending it that the life of the truck. And we haven't had an engine here last 20 years, in my lifetime, actually my my career here, we haven't had an engine the last 20 years. And the prices of them are now are getting to be astronomical. So I think we're better off as a town protecting the investment that we have and making them last as long as we can.

The Town Administrator asked if there were any questions. Seeing no he went on to say, he has Warrant Article J. This is for Fire Equipment Capital Reserve Fund. A catch all for all his equipment. Chief Tice explained, and again we know we're going to have some some things coming up. Our self-contained breathing apparatus has about a ten year life expectancy 10 to 12 years. As I mentioned, we bought a lot of fire hose at the same time, which means potentially it's going to fail in big bulks at the same time coming up in the future. I do want to point out on this one the original intent of this. It does mention EMS equipment, fire, specialized fire and EMS equipment. We're not using this for EMS equipment anymore because we have the revolving fund. So this would just be fire equipment. In the idea is, you know, SCBA's with the last ones we got and we were lucky we got a grant for it, but there's no guarantee we would get a grant in the future. And there were about \$250,000. So that's a lot to try to come up with in one budget year. So that's why I'm putting this forward to see put a little bit away each year. And then as these, these expenses come up, we would be able to draw on that, to take care of those instead of trying to come up with it. In one budget year. Selectman Guessferd replied, well there's only \$8,000 in the fund right now. Chief Tice replied, yeah, and it hasn't been, it hasn't been funded, I think since 2018. Yeah, it hasn't been funded since FY18. But my thought is trying to come up with some of these big purchases in one one budget year is tough. Whereas if we put some of this money away now, that money would be there at that time.

Vice-Chairman Morin asked, Selectman Roy if she had any questions, to which she did not. He then said, I just got one, Chief. We saw it during Covid that we got some people that are pretty good at grants. What's our focus on grants to to try to offset this if we can. I mean, I understand you have to go for this, but we need can we focus

on grants and get somebody on that? Chief Tice replied, all the grants seem to be bogged down. You know, the big federal government grants seem to be bogged down, like we're still waiting for our Hazard Mitigation Plan to get updated because the grant funding is tied up. And that's a grant we've already been awarded and accepted. It's a SAFER is behind AFG is behind. So we are monitoring so when those come out we can put it in applications. What we try to do when the especially for AFG because they have kind of priorities. So we try to match our priority with their priority. Because if you're applying for what they identify as a priority, you have a better chance of getting it. So we don't want to apply for something that's their priority just to apply for it. We try to try to match it and increase our chances of getting it and taking care of one of our priorities. So we will absolutely be looking out for that as those come around.

The Town Administrator went on to say, his next article is Article M. Just a little history. We had an Ambulance Capital Reserve Fund where we were purchasing ambulances with that capital reserve fund. When that capital reserve fund was established to purchase those ambulances, the voters were the authority, which meant anytime we wanted to buy an ambulance to replace one of our fleet, it had to go to the voters. That's a bit of a risky strategy. If the voters say no, it puts your whole ambulance replacement schedule out of whack. So that was one of the reasons why we did a revolving fund for the EMS. That way we can take the money that we're getting from the ambulance service and put it in the fund, and we're guaranteeing ourselves the ability to buy the ambulances on the replacement schedule we need. We stopped doing this, but there's money still in this account, \$67,000, I believe. We want to liquidate it. The Chief is recommending we liquidate this account because we're not using this method anymore. Put the money into the EMS Fund, which we will use for future ambulance purchases. It's a savings account we no longer need or use.

Vice-Chairman Morin then said and I think we've seen that the ambulances, we can't take the chance not to replace an ambulance because of (in audible). Chief Tice replied, we're already looking at the next ambulance purchase, and we're just getting to the second of the new ones in service. There's going to be a delay on it. So we need to order it before we need it. And they're getting to the point that they're going to need to be replaced. So this is going to be coming up in the near future. The Town Administrator added gain, this is probably a reasonable thing to do because there's no sense keeping money in an account we're not going to use. So that's why he's recommending to discontinue it. Any other questions? There were no other questions.

The Town Administrator then said, I believe the last one that the Chief is proposing. I think we touched on it when we looked at the fire alarm, looking to do a revolving fund where the Chief talked about the monitoring fee, and those funds would go into that revolving fund, so that basically that program would be funded through the revolving fund, no longer raised by taxation, but more from a fee based for the people using the service.

Chief Tice replied, right, exactly. We have \$3,000 budgeted and we were able to, we're buying some equipment out of that. But that's not paying any of the labor charges. We're paying that either Fire Prevention is doing that during their normal work hours, or they're doing it on overtime or we're we're paying that overtime out of the operating budget because we don't have it anywhere else to get this work done. And we're starting to see more and more issues with the fire alarm system. So we need to invest some money to for upkeep, maintenance and repair of this. And we either have to have it in the operating budget and it's, you know, it's borne by the taxpayers. Or we take a philosophy that it's a user fee and we start charging for monitoring the fire alarm systems and then reinvest that money into the system.

The Town Administrator then said, you recall we did something similar with the police last year. The voters approved it. Basically, it was to just sort of help the taxpayer by having program things that can be funded by a user fee, actually pay for that program. So that's really what this is trying to accomplish, the same as we did last year with the Police Department. There were no questions on this and no further questions for the Chief.

Zoning & Zoning Board of Adjustment (5581, 5583)

The Town Administrator explained, if you'd like to talk about Zoning, I'm prepared. Our Zoning Administrator had a family issue this week. He wasn't able to make it. I think they're level funded. But the Zoning Administrator wasn't able to be here this week. He had a thing with his family, a father-in-law issue. So I said I could do it if you want me to do it. Vice-Chairman Morin replied, absolutely. Selectman Guessferd said, let's get it done.

The Town Administrator explained, so the predominant difference here is just basically all benefits. It's labor and benefits. The new person came in replaced Mr. Buttrick, he took a different level of benefit. So there's what the cost is. Salary is actually a little bit less, obviously. And just for everybody out there, that's for the Zoning

Department. And the Zoning Board of Adjustment has a separate budget, which is, I think, a couple of three pages down. But we level funded this budget.

Vice-Chairman Morin asked if there were any questions. There were not but Selectman Roy asked did we discuss when the next meeting is, cuz I didn't hear that. Vice-Chairman Morin replied, we're going to do that shortly. The Town Administrator added, we just finished we knock off these two little budget items. Selectman Roy replied, okay. The Town Administrator said, so the last one, the last one is 5583 the Zoning Board of Adjustment. And that's strictly the predominance of that is the recording of the minutes. There's also registration fees notices. We get reimbursed, but we still have to gross appropriate that sort of stuff. No change in the budget. It just depends on the level of activity. Vice-Chairman Morin said, I'm good. Any questions? Selectman Guessferd replied, I'm okay.

Next Meeting

The Town Administrator then said, so having said that, due to a work commitment, we're not going to have a quorum in the room next Thursday or it's quite possible we won't. So I talked to the departments that's Assessing, Police and Recreation was scheduled for next Thursday. They're all able to come Wednesday. I don't believe anybody else has any schedule conflicts with any other meetings. Selectman Roy replied, I'm good. Selectman Dumont said the only thing, we have a ZORK meeting that night. The Town Administrator replied, I think this probably takes over. Selectman Dumont replied it definitely does. Selectman Dumont said, you mentioned Tuesday or Wednesday. Mr. Malizia replied Tuesday we have a whole slate of events, and I was only going to move people around if they couldn't make Wednesday. I was going to stick them on the Tuesday. But I think you need, for your own sake to two nights. Selectman Dumont replied, that's fine. The Town Administrator then said, so if you can all do Wednesday, what we'll do is we'll just make sure that's in the schedule. So the department's Assessing, Police and Rec will be on Wednesday, not Thursday. You don't have a meeting on Thursday you'll have Tuesday and Wednesday. Selectman Guessferd made a motion, seconded by Selectman Dumont to move the Thursday, October 19th meeting to Wednesday, October 18th. A roll call vote was taken. Carried 4-0.

ADJOURNMENT

Selectman Dumont made a motion to adjourn at 9:38 pm. which was seconded by Selectman Guessferd. A roll call vote was taken. Carried 4-0.

Recorded by HCTV and transcribed by Jill Laffin, Executive Assistant

Absent

Marilyn McGrath, Chairman

Dave Morin, Vice-Chairman

Kara Roy, Selectman

Bob Guessferd, Selectman

Dillon Dumont, Selectman