

HUDSON, NH BOARD OF SELECTMEN
Minutes of the June 27, 2017 Meeting

1. CALL TO ORDER - by Chairman Luszey the meeting of June 27, 2017 at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.

2. PLEDGE OF ALLEGIANCE - led by Selectman McGrath.

3. ATTENDANCE

Board of Selectmen: Ted Luszey, Marilyn McGrath, Roger Coutu, Angela Routsis, David Morin

Staff/Others: Steve Malizia, Town Administrator; Donna Graham, Executive Assistant; Elvis Dhima, Town Engineer; Mike O'Keefe, Chairman Cable Utility Cte; Rob Buxton, Fire Chief; Jim Michaud, Assistant Assessor; Jay Lavoie, Police Chief; William Avery, Police Captain

4. PUBLIC INPUT

Chairman Luszey asked does anyone in the audience wish to address the Board on any issue which the Board has control of at this time. Seeing none.

5. NOMINATIONS AND APPOINTMENTS - None

6. CONSENT ITEMS

Chairman Luszey asked does any Board member wish to remove any item for separate consideration.

Motion by Selectman Coutu, seconded by Selectman Routsis, to approve consent items A, B, C, D, E and F as noted or appropriate, carried 5-0.

A. Assessing Items

- 1) Certification of Yield Taxes Assessed/Timber Warrant - Map 231, Lot 053, Sub 001, w/recommendation to approve
- 2) 2016 Tax Abatement - Map 100, Lot 10 - Fairpoint, w/recommendation to deny
- 3) 2016 Tax Abatement - Map 100, Lot 8; Map 167, Lot 9; Map 190, Lot 192; Map 179, Lot 31; Map 107, Lot 30; Map 208, Lot 11; Map 107, Lot 3-1; Map 144, Lot 8; Map 175, Lot 153; Map 182, Lot 181; Map 162, Lot 80; Map 138, Lot 36; Map 179, Lot 11; Map 195, Lot 5; Map 175, Lot 6; Map 171, Lot 30; Map 171, Lot 31; Map 162, Lot 16; Map 135, Lot 7; Map 135, Lot 2; Map 107, Lot 3; Map 171, Lot 46; Map 138, Lot 56; Map 175, Lot 153-2; Map 138, Lot 86, w/recommendation to deny
- 4) 2016 Tax Abatement Settlement - Map 216, Lot 7 - 20 Executive Drive, w/recommendation to approve
- 5) 2016 Tax Abatement Settlement - Map 228, Lot 1 - 261 Lowell Road, w/recommendation to approve
- 6) Institutional Exemption - Hudson Grange #11, w/recommendation to grant
- 7) Current Use Lien Releases - Map 110, Lot 56 - 12 Senter Farm Road, w/recommendation to approve
- 8) Requalification of Elderly Exemptions - Map 175, Lot 034, Sub 011 - 1 Pond View Drive; Map 216, Lot 014, Sub 053 - 6 Coventry Court; Map 110, Lot 030 - 104 Old Derry Road; Map 178, Lot 013, Sub 011 - 16 Mobile Drive, w/recommendation to requalify

B. Water/Sewer Items - None

C. Licenses & Permits

- 1) Raffle Permit - Hannah Dustin Quilters Guild

D. Donations - None

E. Acceptance of Minutes

- 1) Minutes of the June 13, 2017 meeting

F. Calendar

- 06/28 7:00 Planning Brd - Buxton CD Meeting Room
- 07/04 FOURTH OF JULY - TOWN HALL CLOSED
- 07/06 6:30 Recreation Cte - BOS Meeting Room
- 07/06 7:00 Benson Park Cte - HCTV Meeting Room
- 07/10 7:00 Conservation Cmsn - Buxton CD Meeting Room
- 07/10 7:00 Cable Utility Cte - HCTV Ctr.
- 07/11 7:00 Board of Selectmen - BOS Meeting Room
- 07/18 7:00 Municipal Utility Cte - BOS Meeting Room
- 07/19 7:00 Planning Brd - Buxton CD Meeting Room
- 07/20 7:00 Benson Park Cte - HCTV Meeting Room
- 07/24 7:00 Sustainability Cte - Buxton CD Meeting Room
- 07/25 7:00 Board of Selectmen - BOS Meeting Room
- 07/26 7:00 Benson Park Landscape Cte - BOS Meeting Room
- 07/27 7:30 Zoning Brd of Adjustment - Buxton CD Meeting Room

7. OLD BUSINESS

A. Bid Recommendation - Lowell & Pelham Roads Traffic Light Installation

Chairman Luszey recognized Town Engineer Elvis Dhima.

Thank you Mr. Chairman. Good evening everyone. As you remember back in October of 2016, Elvis Dhima said the Planning Board identified the need for a traffic light at Pelham and Lowell Road as a capital improvement project. Soon after that, the Town Planner came in front of this Board to present that case. The Board approved to move forward with that. That's how this project landed on my desk. We hired a consultant to make sure that the one was met for the need for a traffic light at this location and then they came positive. We designed it and in May of 2017 we went out to bid. As advertised in the Union Leader, our town website, and we sent it to four different consultants. We got one bid back and they came in at 224 and change. Currently we have \$213,000 in change available on the Lowell corridor accounts and basically what I have in front of you is two options. The first one is to reject the bid to do insufficient corridor funds and the second one would be to get this project done using corridor funds and make the difference which is about \$11,000 using general fund. That would be my recommendation tonight for you and the Finance Director's recommendation. With that, I'll take any questions you have.

Selectman Routsis asked do you have any ideas on why we only got one bid back. Mr. Dhima said is everyone is busy. I made two calls to one of the consultants that we sent the invitation to and I didn't get a call back. That particular consultant I had a relationship with in Nashua and I expected a phone call back and I didn't. My take on it is from what I can hear is everyone is extremely busy. They already have landed the jobs and they're just looking to get what they already have in the cue. One of the reasons I think we got from Electric Light is because we already use them. They have a relationship with us. It's just everyone is getting very busy right now. That will be my best answer for that.

Selectman Coutu told Mr. Dhima when I looked at this, I read very carefully McFarland Johnson's letter. I'm going to refer to the bid estimate. These are the bidder's pricing. It says "engineer's estimate". Could you define for me what that means. Elvis Dhima said the engineer's estimate is basically a number that our consultants come up with the cost of the project based on the NH Department of Transportation items. So basically a different project gets done, they get average bids on basically what everything costs and they use those numbers to have an estimate on what a project can cost moving forward. We like to have that number be above what we get in for bids and most of the time we have but there are cases like this tonight where the engineer's estimate is lower than what the bid comes in. If you remember Selectman Coutu, two weeks ago I came in with two other projects for you and our engineer's estimate was much higher than what the bids came at. It was very fortunate for us but then you have cases like this when the bids come higher than the engineer's estimate.

Selectman Coutu asked are you telling me that engineering evaluation was done by a person at NHDOT. Mr. Dhima said no. It was done based on prices that are available at NH Department of Transportation website. Basically there is cost for gravel, cost for equipment, cost for different things and that's what they use. Again those projects can be different in size. Can be different in nature, different in location, and they use those average numbers and basically at the end of the day it's just an estimate. That's why they call it the "engineer's estimate".

Selectman Coutu said I'll ask a third time. It's three times I ask now. Who wrote down the estimate of \$184,538 and who procured those numbers? Elvis Dhima replied our consultant. Selectman Coutu asked who's our consultant. Mr. Dhima stated McFarland and Johnson in this case. Selectman Coutu said McFarland and Johnson based on their research came up with an estimate which is \$40,000 less than what was being proposed by them. Their estimate is \$40,000 below what the bid is. Mr. Dhima agreed. Selectman Coutu asked has McFarland Johnson done any estimates for us in the past. Elvis said not but they've done similar work in the past. Selectman Coutu asked who selected McFarland Johnson and how much do we pay them. Mr. Dhima indicated we did through a bid process. We went out

to bid for engineering services. We had different consultants and we did that through that process. They were the lowest bidder.

Selectman Coutu asked how much did we pay them for this lousy estimate. Mr. Dhima believed \$18,900. Selectman Coutu said I hope we learned our lesson. Mr. Dhima you said that you and the Finance Director recommending that we go ahead with the project as bid and you expect to get the difference where. Elvis said it would be determined by the Finance Director. Any general fund item that we have that money available. The difference is \$11,167. Selectman Coutu asked why would you not recommend that somewhere I read that if we went back out to bid in the fall when things are a lot quieter for these contractors, there's a good possibility we might get a lower bid. I think that came from McFarland Johnson if I remember correctly. Why wouldn't we wait and go back out to bid rather than assume and \$11,000 additional costs when we've probably saved that and more by going out to bid in the fall and we might get more bidders and we might be able to process it and have it ready for them to start construction in the spring. Mr. Dhima said you could and that's why option 1 is available for your tonight. There's no guarantee. I can't sit here and tell you that we're going to get lower bids if we go out in the fall. It's an option. It's a possibility but it's not a guarantee.

Selectman Coutu understood that but here's my position Mr. Dhima and I don't mean to cut you off. This is my position. My position is that the voters in the Town of Hudson right now are very upset. They've seen their tax bills. They know in the out years what's going to happen. Their taxes are getting higher, and higher, and higher. We have a large senior population in excess of \$6,000 in this community that are on fixed incomes and they can't afford to absorb any more additional costs. I want to do from perspective, I'm not speaking on behalf of the board, what I can to save as much money as possible for the taxpayers and \$11,000 when you compare it to a \$29 million budget is a drop in the bucket but \$1,000 here, \$1,000 there you know what they say about 100 pennies, it adds up to a dollar. I'm more inclined to want to put this off and put it off to bid later. I'm hoping, and I know that's a chance that we're taking, hoping that we can get a lower bid and not assume additional costs that we should not incur. That's my position and that's probably the direction I'm going to into that I'm going to support this evening unless I'm convinced otherwise. I appreciate your input Mr. Dhima. Thank you.

Kathy Carpentier explained when the bid came in more than the funding, I did reach out to the auditors and what we'd be doing is just borrowing the funds. We wouldn't be charging the taxpayers the additional \$1,000. It would just be a loan that we give to the corridor fund until more funds are received here. It would be just a loan. It's not going to hit our appropriations. We're not raising tax dollar money for it. I'm not saying that to change your mind. It was a loan and not an appropriation.

Selectman Coutu responded so if other monies were available for the corridor account, we'd be draining that in advance by whatever the increase is. Is there a contingency built into the bid? Elvis Dhima said no but we have to execute it within 30 days. We can't wait forever. Selectman Coutu asked is there any money set aside for any unexpected additional costs that may - most of these projects come in way over bid. Do we have any protection? Mr. Dhima expected them to be on budget like all my other projects. All the other projects we have executed and done don't have any contingencies. We have the items. We have the quantities. We shouldn't have. I understand what you're saying. That's why we had the design done in advance so we can account for everything. I do not expect anything. All the design has been approved. It look solid. We're getting top of the line equipment. I don't expect any issues unless we hit something like ledge at 12 inches. We should be okay. I don't expect any contingencies.

Selectman McGrath had a couple of things. In the McFarland Johnson memorandum that they provided. They talked about one of the reasons for the higher bid potentially was because of the camera system that we're going to be using so that it's tied to the other lights further down the road so that that would alleviate some of the congestion in that area when that light at Pelham Road becomes operable. That helps to explain the higher bid perhaps.

Elvis Dhima said that's a very good point over there Selectman McGrath. When we started this project, we were going to only look at the light at Pelham and Lowell and then as we started looking at design and to make this work the right way, we identified that we need to make some changes to Lowell and Fox Hollow intersection so those two can work together. That's what we did through the design. We synced them together and that's why the project just went a little bit bigger than we expected. Not only are we taking care of one brand new intersection but we're doing some modifications to the existing one. Also we're adding top of the line detection cameras which are the smart grid cameras for both of them to make them work better, to reduce the delays on Lowell Road while we provide a safe crossing for people from Pelham to Lowell.

Selectman McGrath indicated that was all done before the Planning Board voted to approve Irving gas station on Lowell Road but that's another matter. Also in the McFarland Johnson memorandum when they talked about the cameras, they were saying not only because of the cost of the cameras but that may have prevented others from bidding on it because that was a requirement in the bid process. Elvis Dhima said it was the actual equipment in the software that you're mentioning right now which is McCain's equipment. While we did specify McCain's equipment for this is because that's what our crews currently use right now that's what it's good for and what we have spare parts for. You can get a lot of equipment out there. Different models, different brands but the more different equipment you have, the more you have to train the crews and our consultant too to basically respond to those emergencies. All the extra and spare equipment you have to keep in stock to take care of things. We're leading towards just having one brand right now.

We're having good luck with McCains and that's what we're leading with. We're trying to avoid especially for new ones. Existing ones there's nothing we can do about it but for new ones moving forward, we're trying to stick with one brand so we can respond better to our needs, better maintenance, less money, and time to respond. That's kind of the direction we're going in. That's why we're stuck with McCains in this case.

The other point that Selectman McGrath wanted to make is even though this exceeds what's in the cap fee account for Lowell Road, the Planning Board the other night approved Irving gas station and I believe the cap fee that they assessed to that project was \$20,000 - a little bit more or less. There's two other projects that are coming along on Lowell Road as if we need more - more gas stations. They will be assessed cap fees that will go into that account. Currently even though it hasn't hit the books yet, that \$20,000 has been assessed to Irving and any other projects along Lowell Road will be assessed fees and that will go into the fund.

Chairman Luszey asked do we know when new monies will hit that corridor account. I know it's got approved but when does it actually hit? Selectman McGrath said they have to get their permits and it's when they record the plans or when they get their occupancy permit. One or the other. It won't be an immediate thing but I would expect that they're going to be pulling building permits in very short order. They want to take advantage of the summer and fall. Chairman Luszey said within six months. Selectman McGrath thought so. Don't hold me to that because you can never know what could happen but I would expect that. I would expect to see that. Chairman Luszey said within a year for sure. Selectman McGrath said provided they build the project but they've got their approval so I would expect that that's going to happen.

Motion by Selectman McGrath, seconded by Selectman Routsis, to award the bid for the Lowell and Pelham Road traffic light installation to Electric Light Company, Inc., the only bidder, in the amount not to exceed \$224,583 using funds from Corridor Accounts 2070-090 and 2070-701 with the short fall in funds to be borrowed from General Fund as recommended by the Town Engineer and the Finance Director.

Selectman McGrath commented again to reaffirm that the funding for this project is strictly from cap funds that we've collected for development along the Lowell Road corridor. It doesn't come from taxpayer money. That's number one. Number two - to take advantage of the building season. If we put off going out for bids again until the fall, this project wouldn't get started and I believe Selectman Coutu was the person that brought this forward thinking that it was an immediate need. Those are my reasons for making the motion.

Selectman Routsis asked to talk real quickly to why I seconded it. My concern is if we go out to bid a second time and we get the same person bidding back, they could bid higher. I'd rather not end up paying more in the long run to try to save some money especially knowing that it's going to be borrowed from our corridor funding and get paid back to us.

Selectman Coutu noted I'm going to vote no on the motion. I feel that if we went out to bid whether it comes from the corridor account or any other account if there's an opportunity for us to save money for future projects in this case because apparently it would appear this money doesn't come from taxpayers. Whoever puts into the corridor account is a taxpayer. I would think that maybe they might think that their money could be better used. If we can save \$11,167 plus dollars by going back out to bid, I'm willing to take that chance. I will not be supporting the motion.

Chairman Luszey's comment would be I read the memorandum and McFarland and Johnson suggest that if we were to go out and rebid, there would be a potential for a possibility of a saving with lower bids. For me, the potential is in the possibilities especially out in the future with the economy doing slightly better and most contractors around here right now being very busy I think is slight. We have identified a need that there is issues with the Lowell Road corridor. This project is needed to help alleviate some of that congestion and make traffic flow a little more steadily and I think we should all support this. I do understand your concern Selectman Coutu. With that if there are no further comments or questions.

Selectman Coutu asked for a roll call vote.

Yea: Routsis, McGrath, Morin, Luszey 4
Nay: Coutu 1

Vote: Motion carried 4-1 by roll call. Selectman Coutu in opposition.

8. NEW BUSINESS

A. HCTV Facilitator Contract Renewal

Chairman Luszey recognized Chairman of the Cable Utility Committee Mike O'Keefe.

Thanks Mr. Chairman and members of the Board. Mike O'Keefe stated I'm here as I am typically every year or every two years to ask the committee to approve a new contract with the current HCTV Facilitator who runs and manages all

the HCTV operations. That contract ends at the end of this fiscal year. This would start beginning July 1st and go through the end of the Fiscal Year '18. The only changes I've recommended in the contract are the term of the contract and the rate which we added a two percent increase to. I talked with the Town Administrator and asked him what non-union employees were getting and he said two percent was the going rate. So that's what we're recommending. The current contract that he's working under now was a two year contract and there was no increase over those two years so he worked for the same rate for two years. That's what I'm requesting tonight.

Selectman Coutu asked to comment. As your representative liaison to the Hudson Community Television, I have been engaged with the committee on several discussions relative to this position. If you read the memo, he states in there that they're looking at other options in order to protect that particular position for being able to hire in the event that our Facilitator should leave how we could address that problem up front rather than wait until it happens. A two percent increase - he received no increase you said for two years Mr. O'Keefe - I think is reasonable. I'm glad you consulted with the Town Administrator because that's what our wish was for non-union employees and I hope this Board will support the renewal of the contract as written.

Selectman McGrath was willing to support this as well. I think Mr. McIntosh has provided us with a great service and continues to do so. I'm happy to extend his contract.

Chairman Luszey commented given this is all from the cable utilities franchise fees and not the taxpayer, I don't see any major issue. However, one concern I'd ask Selectman Coutu you bring forward and that is this memo does talk about bringing this position on as a full time employee of the town. It would be my expectation that that would be put on a warrant just like all other full time employees and is it tied directly to the utility. If the franchise fees go away, does this position go away? Selectman Coutu stated it would be my opinion based on the contract that we have with Comcast...Chairman Luszey understood the contract. I'm talking about the contents which talks about going to a full time. Selectman Coutu said if we have no money, everything goes way - the cameras, everything would go away. We wouldn't be televising publicly unless we funded it ourselves. We're doing all of this through franchise fees. If the position were to become a town position, obviously will continue to be funded by HCTV which would include his retirement, benefits, insurance, and the salary would be reimbursed to the town through the fees. If for any reason this Board or a Board in the future decided that they wanted to opt out of charging any fees with funds coming to the town, obviously they're going to jeopardize the full operation of HCTV and everything would go away. If for example the fees were cut in half from 4 percent to 2 percent that would cut our income in half. Obviously the Cable Committee would have to look very carefully about how are we going to finance the operation, and who's going to manage it, and at what salary at that point. Those are the discussions that are ongoing right now and they're not prepared to bring this Board.

Motion by Selectman Coutu, seconded by Selectman McGrath, to renew the HCTV Facilitator Contract effective July 1, 2017 through June 30, 2018 and to increase the hourly rate from \$31.25 per hour to \$31.88 an hour (2 percent increase) for a total contract amount not to exceed \$66,311 (was \$65,000), carried 5-0.

B. Acceptance of Letter of Resignation from Call Lieutenant Patrick Weaver effective July 1, 2017

Chairman Luszey recognized Fire Chief Rob Buxton.

Good evening Mr. Chairman and members of the Board. Tonight I bring with me Patrick Weaver's intent to resign from the Call Department. As you're aware, Pat has been with us for the past 11 years. He's been serving since 2011 in the capacity as the Call Lieutenant. He is a full time firefighter in the Town of Pelham and has stayed on with us through that time period and he has decided to resign his position and spend some more time at home and on some personal projects. We appreciate his service and wish him well in his future endeavors.

Selectman Coutu was sad to see him go.

Motion by Selectman Coutu, seconded by Selectman Routsis, to accept the letter of resignation from Call Lieutenant Patrick Weaver effective July 1, 2017 with the Board's thanks and appreciation, carried 5-0.

C. Bid Recommendation - Replacement Ambulance

Chairman Luszey recognized Fire Chief Rob Buxton.

Mr. Chairman and members of the Board tonight we bring forward the bid awarding for the new ambulance that was awarded to us during the FY18 budget process. This is Warrant Article 14. We went out for bid in April. Bids were opened on the 9th of June by the Tax Clerk/Town Clerk. Bid process was opened and we received two bids. We sent out seven solicitations and we're recommending that we move forward this evening with Professional Vehicle of Rumford, Maine. This will be the third vehicle that we purchased from them. Out of the last two vehicles we have one. This will be the third one and we had one previously in '07 that we had purchased. The vehicles have worked out great. They have had good customer service. We are within budgets and move forward from there.

Motion by Selectman Morin, seconded by Selectman McGrath, to award the bid for a 2017 Ford F-550 4x4 Type 1 Ambulance to Professional Vehicle Corporation, the lowest bidder, in the adjusted net amount of \$191,930 as recommended by the Fire Chief and the Finance Director. The Town will not accept delivery or make payment prior to July 1, 2017.

Vote: Motion carried 5-0.

Motion by Selectman McGrath, seconded by Selectman Routsis, to authorize the Finance Director to apply for reimbursement from the Ambulance Capital Reserve Fund as authorized by Warrant Article #14 in an amount up to \$200,000 from the Trustees of the Trust Funds, carried 5-0.

Selectman Coutu thanked the Chief. I'm sure I wasn't the only one invited but I want to thank you for giving us an opportunity to go and look at the plans for the new station. I want the public to know that I took advantage of it this past week and I'm very pleased. You were making a lot of progress so people are asking me well when is it going to be built. These things don't happen overnight. This is major brand new construction. I liked the redesign. Thank you for giving us the opportunity. I appreciate that.

D. Capital Reserve Fund for Property Reassessment - Funding

Chairman Luszey recognized Town Administrator Steve Malizia.

Steve Malizia indicated Jim Michaud isn't here so basically what the Assistant Assessor is asking for in this capital reserve fund is as you are well aware, we have a capital reserve fund for future property revaluations. Obviously they don't prove to be really popular at the polls but nonetheless we have a constitutional responsibility to do a reval. at least every five years and possibly sooner depending on what the markets do to us. You've heard him speak, we're doing one this year. We basically have that funded. What he's looking to do is take up to \$30,000 from the balance of his budget this year and put it into that reserve fund if the Board approves it. Again it would be used for a future revaluation.

Selectman Coutu had a question as a taxpayer and a person who I think does a pretty good job evaluating the budgets. How does he end up with a \$30,000 surplus this year? Mr. Malizia indicated I didn't go through every single one of them but I think some of this contracts worked out more favorably for him. In other words, he does the contracts for outside for commercial and industrial work. If those come in more favorable, he saves money. I believe we also combined a couple of positions. He's down a head so some of the savings we're in a position. Remember he had four people and now he has three. Selectman Coutu thought that was factored into the budget. Mr. Malizia was not so sure that that occurred. I think that happened after the budget. I'll have to double check it but I'm pretty sure we had already...Selectman Coutu noted you have a better memory than I do so I'm not going to argue. Steve Malizia said typically that's how he saves his money.

Motion by Selectman Coutu, seconded by Selectman Morin, to authorize transferring up to \$30,000 out of the municipal FY17 year-ending balance into "Capital Reserve Fund for Future Revaluation" (which has the BOS as agents to expend) for the purpose of funding future property revaluations, as recommended by the Assistant Assessor, carried 5-0.

E. Request to purchase one 2016 Harley Davidson Motorcycle from Manchester Harley-Davidson in the amount of \$17,054.25

Chairman Luszey recognized Police Chief Jason Lavoie.

Chief Lavoie explained one of the things we talked about before is expanding our automobile account. About a year or so ago in the last budget cycle, we did bump up our automobile account from \$120,000 to \$130,000. However the cost of the new Fords run us about an extra \$10,000 per vehicle. Chevy Impalas were stop being made and forced us into a position where we had to seek a new vehicle to purchase. The cost is the cost. We don't control that. However that little bit of an increase - and we were typically replacing anywhere from 4 to 5 cruisers at a time. Now because of the increase in pricing, we can only do about 3 cruisers or so at a time. Because we're doing a little bit less that created some leftover money in our automobile account. Our motorcycles that we have, one of them is a 2009 and the other one is a 2002. Because we have that buffer of money in the automobile account, an opportunity has arisen. We've talked before about we're going to have to start cycling out our motorcycles. Because we have that little buffer right now, this is a perfect opportunity for us to take advantage of this. As our fleet continues to age and mileage continues to grow on them, it's going to be worse as we move forward the next couple of years. I'm asking the Board to take advantage of this. We have 2016. It was former lease motorcycle from Auburn, New Hampshire. We have an opportunity to take advantage of that with some of the leftover money in that account.

Selectman Morin asked how many officers do you have to ride the motorcycle. Chief Lavoie said we currently have one person that is riding it. We normally have three. People that ride it plans are to try and get a couple more people trained on the motorcycle. We've had some shifting of positions, etc. that have not allowed it to take place as much as

what we would normally like to. As you've seen before, it's a great tool to handle some directed patrols and get in and out of traffic.

Selectman Coutu asked if Motorcycles of Manchester the only vendors in the Massachusetts/New Hampshire/Maine/Vermont/ Connecticut/Rhode Island area that sells Harley Davidsons. Chief Lavoie stated there are other vendors. They are the largest volume dealer. They have one in stock that's already a police motorcycle. I don't think Captain has anything more to add regarding them. They do all our maintenance of the motorcycles currently. Selectman Coutu wondered why we didn't reach out to the others and see what they would bid on it or offer. Captain Avery thought we would have done that if we didn't see this leftover motorcycle. It's a 2016 with 1,400 miles on it. It's a great deal. That's what we were looking for. If we were looking for a brand new one which we were going to come forward in starting August into the October budget we were going to be asking for a brand new one. With this opportunity, we said if we can do it now, let's do it now.

Selectman McGrath asked how much less is this than a brand new 2017. Chief Lavoie said it's about \$4,000 to \$5,000 less. Captain Avery said this one is going to come with the lights, siren package, everything is already on it.

Motion by Selectman Morin, seconded by Selectman Routsis, to waive the bid process and accept the Police Department's recommendation to purchase one (1) 2016 Harley Davidson Motorcycle from Manchester Harley-Davidson in the amount of \$17,054.25, carried 5-0.

- F. Request to purchase Uni-Directional Repeaters from Central Communications (Alvirne and Walmart) in the amount of \$12,383.00

Chairman Luszey recognized Police Chief Jason Lavoie.

Chief Lavoie stated this next agenda item is we've had for years. Selectman Morin has been up to the high school with us to do some testing in the past. Probably a few years back now when you were on the Fire Department. We've had a significant problem with us trying to be able to reach into the school with our radio communications. Officer Mirabella cannot hear anything when an officer is radioing to him or headquarters is and to Alvirne we also have the same problem with Walmart. Walmart we just get inside the doorway and that's it. The way the building is made is it just shuts out everything between the steel, and the brick, etc. We have mentioned this in the past where we were talking about some of this from the dispatch stuff and some of the infrastructural problems that we have to work on. However recently we were aware that this causes a public safety issue for anyone from the police side that that may be in there or even for civilians that are in there at the time. We did have an incident up at the high school a handful of months ago where we were trying to radio Officer Mirabella who was involved in an altercation that was taking place up there and we couldn't communicate with him.

Chief Lavoie indicated we've been looking at for several years as to how to go about fixing this problem. However, the pricing would range from \$20,000 - \$30,000 and more recently have an estimate here for 46, another estimate for 65. We started looking outside and with the company that you see listed here as the vendor, they're looking at approximately \$12,000 to do both Alvirne as well as Walmart. We're getting the decent pricing for doing both prices at the same time. One of my concerns was I don't want to just start throwing equipment into a building and then have it not work and it doesn't help us with the issue. They put in this quote that they would guarantee that this would improve our radio communications. I'm satisfied that with the contract that they've provided for us and I think this alleviates a series problem that we do have.

Selectman Morin verified what the Chief was saying. Being on the fire side of it, we had the same problems with the school but we've also had other buildings in town that we actually had to take our cell phones out and call fire alarm because we couldn't get through on our radios. This being the school and Walmart - two places that we've had a lot of dealings with before. I support this.

Selectman Routsis asked had you found out - and if you said it I'm so sorry I missed it - whether you're going to be able to use these same channel or frequency or if you're going to have to change it yet. Just because it says there maybe additional programming and fees. Chief Lavoie said they have a frequency for us and that will work right into our radios. It's just a matter of whether or not we're going to have to change the channel or not. If I recall in our conversations, this would also be a benefit for the fire department. I believe with this channel that they're able to get to us.

Selectman Morin said the Fire Department has what's called "a direct channel". When we go into buildings like this, we switch the direct channel. Unfortunately it only gets you outside the building - the fire alarm or the dispatch police couldn't hear the people so it all has to be relayed. That's how they've been doing the Fire Department. It sounds like yours will go directly to your headquarters.

Selectman Coutu asked has anyone asked for a background on the vendor. In other words, have we been able to contact other people that this company has done similar work for to ascertain whether or not this equipment actually works? He can guarantee it but if it doesn't work, it doesn't work. Chief Lavoie said right but at the same time if it doesn't work, we're being refunded our money. I have not called anybody that works with Central Communications.

Selectman Coutu asked did they provide a list of people that they've done work for in the past. Chief Lavoie did not ask them to do so.

Chairman Luszey had a couple of concerns. One is about a year ago we had a conversation about technology - IT, radio, and all that. This was not brought up then. What was brought up was dead spots within the town. We talked about new towers. For me this doesn't feel like it's part of any overall, integrated plan on what you're doing with your radio communication and it's totality along with the Fire Department. They were off doing something. I know we had asked for you and the Fire Chief to put that communications plan together and present that. How does all this boil down into that? Chief Lavoie said this is not a component that would need to be changed out. It's basically a repeater. Chairman Luszey understood what repeaters are. Again given the new technologies, I'm not even sure a repeater would be needed because if you're asking for a repeater at Alvirne and Walmart, why not the middle school? Why not Nottingham West? They're all steel type constructions. Hills Garrison so....Chief Lavoie indicated we do have problems with Memorial School and not nearly as significant as here. We also have problems with cell phone reception in those buildings. I've talked to at a couple of department head meetings that we need to start looking at making it part of the town so when a company is looking at coming in and taking over a building, I think the town needs to have some sort of an ordinance in place that it's part of the process of a company coming in that we make sure that public safety has radio communications within that building and we start having them provide that to us.

Chief Lavoie indicated the issues or the concerns that Chief Buxton and I have about that there was changing out the communications systems inside our headquarters. This here is I don't know I really don't have a good analogy for you. This part here we would need anyway as part of that. If the overall plan is to improve our infrastructure for our radio systems, then this would be an element that is inside all that labor that we have to do and we're chipping off part of that now by doing this. Chairman Luszey asked are you only chipping off one small piece. I also heard you say tonight is you do have problems in Nottingham. You do have problems in the middle school. Why aren't you addressing it all? What is your plan to do it all? Why are you coming now with just this one piece and not six months ago when you the problem?

Selectman Morin stated I'll try to answer that. He just said at the beginning they had an altercation at the school which brought this to a head and the officer couldn't communicate. That's what made you go to this direction especially specific to that building. Correct? Chief Lavoie said specifically to that building.

Chairman Luszey asked have we had those before. Chief Lavoie said we've had the issue with not being able to communicate. Yes that has been ongoing. However now we have an instance where we put things off, we put things off, and we don't do things and then someone is getting hurt. My job is to say this has got to stop. We can't do this. We've been unsuccessful as a governing body and as town leadership to get done a new communications systems to get at upgraded. We've been unable to try and raise the funding of several hundred thousand dollars to be able to do this. If I can take tiny bites of this elephant, that's what I have to do then. I have to start chipping away at things when I see an opportunity where we can solve the safety concerns that we have. It would be nice if I had a couple hundred thousand dollars where I could say okay let's get one in Nottingham, let's get one in Hills Garrison but I don't have that luxury.

Chairman Luszey stated if it's a true safety concern, why aren't you asking for that. Chief Lavoie said they're not as bad in those buildings. Alvirne has the basement remember. That lower level is underground. That's why it's such a big problem. Memorial School - that there is set up so that they're not as deep as like a Walmart. Picture the inside of a Walmart. That goes on for a long ways. You have your middle schools that have hallways and classrooms that are closer to windows. If we're close to windows, we have better opportunities of getting in and out. I don't have that in the depth of a Walmart, or a Sam's Club, or some of these other companies that are in town. Alvirne we have the problem of that basement. That's a huge problem for us. That's where the SRO's office is. That's where the cafeteria is. A lot of activities go on down there. That happens to be where the altercation was.

Selectman Morin said there are numerous buildings throughout the town. I can tell you BAE. We can't communicate inside that building at all. There's numerous buildings he's absolutely right and I understand. They had an issue and at some point there's going to be other issues. I think he's correct to put in part of the building that we start doing some type of thing for certain buildings. If you go over to the med center in Nashua and you walk the hallways in there because there's no rated communications. There's little antennas hanging out of the ceiling every certain space...Chairman Luszey interrupted and said if I may. Here's my issue. Why isn't the School District paying for these repeaters inside their facilities if it's a safety issue? Selectman Morin thought that's a question we should ask and not the Chief. Chairman Luszey said if they don't know to ask that question and that's kind of where I'm at right now.

Chief Lavoie has talked about this before with Mr. Lane when he was a Superintendent about trying to help out with some stuff. We don't have anything still. Again I'm going to go back to it's my job to provide safety for the people that are there. I need to do something and I feel that this is my best solution that I can present in order to solve at least some of the problems that we have. There's a number of problems. I total agree with you Mr. Chairman. We have a lot of communication problems and things that we really need to improve upon but we just don't have the money to do all that yet.

Chairman Luszey said where I'm at kind of right now at this moment in time is I would much rather you put forward a total package of what it takes to get all of the schools with the repeaters that they need and for us to present that bill to the School Board. It's their facilities and they need to make them safe. I understand it's your charge but we need to help them do that.

Selectman Routsis asked how long did it take to get this proposal. Chief Lavoie indicated a couple of months. Selectman Routsis asked how long will installation take. Chief Lavoie didn't know. Selectman Routsis's concern is the safety of the school or in Walmart and if it can potentially take another couple of months to get the other two schools. School is already starting and then we're looking at having to try to install it which let's just say it takes 30 days or 2 days. We're looking at school starting and having this issue still exist and not do anything about it because we're waiting for a bid. My thought is we do at least these and then with the other schools put that in there and go to the School Board and present it with them. At least we have for our higher safety concern areas, they're taken care of.

A couple of things. Selectman McGrath said just so that I understand. Is this company going to have to actually go into the buildings and put equipment into the buildings or is this something that the officers carry like their radios that they carry that it's going to be on a different wave length that they'll be able to make the calls outside of the buildings. Chief Lavoie said we currently have some equipment that starts off in the cupola and it comes on down through the building. This here would basically running side by side with that headed down to the building. I'm going to use the analogy it's kind of like a bleeder line, like a garden hose that's dripping out water. This line would come down this unit directional and send out information to help enhance the signal strength inside there so that we can hear stuff. It is not something that the officers carry on them.

Selectman McGrath asked about Walmart. Would they be doing the same thing in Walmart something within the interior of their building and let me go one step further that Walmart has agreed to allow the department to do that? Chief Lavoie said yes they have. We met with them. They were with Central Communications as well and the same thing with up at the high school and the objective was to have that all done. Speaking of the high school anyway obviously before the start of the new school year.

Selectman McGrath thought Mr. Chairman last year when we had that discussion and created this list of items, it seems to me that the discussion that took place then was about the dead spots within town and that specifically up on Robinson Road and not talking about the interior of buildings and things that we're talking about tonight. That's my memory of it and it's kind of a cloudy memory. Chairman Luszey said you are right but a dead spot is also inside. Selectman McGrath thought that the conversation that we had last year was that one of the dead spots was on Robinson Road and it was because of the lines - Chairman Luszey said the towers where they are and where they're not. Selectman McGrath said not necessarily the towers but I thought Lisa was talking about having to put in...Chairman Luszey said that was fiber. That's something different. Selectman McGrath thought that was going to enhance it. That's my memory of that. I'm in favor of doing this for a couple of reasons. Number one the safety of the students and equally as important is the safety of the officers that might encounter a situation where they need to get help. If they can't communicate with dispatch at the Police Department, we're going to have some serious problems. As far as BAE part of the reason why that's a dead space is because of the security that they have within their building and they need that security because of the programs that they work on and the information that they have. This is something that if you're coming to us and you tell us that there have been incidents, Walmart I think is a hot bed of difficult situations. Let me just phrase it that way - not the way that I'd like phrase it. I don't think that we can endanger the safety of our officers. Chairman Luszey didn't disagree with that. Selectman McGrath was in favor of this and I think to go one step further after this is approved and they start the process, notification needs to be sent to the School Department that they're going to be expected to pay for at least the school portion and not the Walmart portion but the school. They're going to be coming back and looking to do the same thing for the other schools as well.

Chairman Luszey asked does Walmart equal Sam's Club also. Chief Lavoie said no. We don't have that ability to do as much as what we'd like but our call volume is much greater at Walmart than Sam's Club. Chairman Luszey asked do you have the same problems at Sam's Club also. Chief Lavoie believed so. It's been a little bit since I've been in there since we're ran any kind of testing in there. My recollection is your statement would be correct that it's equal problems.

As far as the Walmart Corporation is concerned which includes Sam's Club, Selectman Coutu said there are grant monies available for you to apply. Tell them your need and how much you need and they're usually pretty responsive to our community. There is grant money available. Chief Lavoie said there's been grant money but I've never seen it as far as equipment goes. I've only seen it for community policing programs for us to be able to run it. The corporation has been fantastic as you know to us.

The other thing Selectman Coutu wanted to mention is we have how many SROs in the Town of Hudson right now. Chief Lavoie indicated three. Selectman Coutu asked if the School Department pay for them. Do they reimburse us for their wages? Do they reimburse us for anything relative to the SROs? Chief Lavoie said no. The point Selectman Coutu was making is I feel that as I would any community, the Police Department is under the purview of the Board of Selectmen. We have an obligation to our community whether it's a private home, a business, or a school building to provide police services that are necessary to protect the public. That's the oath that a police officer takes is to protect

and serve. I believe that this community as does other communities, the Police Chief's main objective is to make sure that our police officers are protecting and servicing the community. Each Police Chief in any municipality will approach their superiors - in this case it's a Board of Selectmen, or whether it's a governing council, or whatever, and make requests for funds in order to make sure that his or her officers are well equipped and that the department is well equipped to ultimately protect and serve the community. I think that now trying to divide who is responsible for what is a witch hunt. The obligation belongs to the community as a whole. That is the responsibility of the Board of Selectmen. I don't think we should be chasing after the School Department any more than where are we going to go if it's a community building and its being used by the Recreation Department are we going to tell them to put money in their budget just to fund whatever police needs are at the building. We have an obligation to our whole community. I think that if you're going to put together a plan, which I hope you will do relative to the entire communication package needs, this is not our first time going down this path.

As you remember Mr. Malizia, Selectman Coutu noted we had several years of conversation about how to combine communication and how to rebuild our communication infrastructure in toto which would have taken care of Robinson Road. A number was presented and nobody wanted to make the request to ask the voters for the funds. I believe we set up a capital reserve fund specifically to address this problem. I don't know how much money is in that account right now. I think it's well over \$200,000 probably closer to \$400,000. I don't know how much money we need to resolve this issue but I agree with the Chairman that the Police Chief, the Fire Chief, and whoever else you need to bring in on it. At that time it was the IT Director, the Finance Director was involved in the discussions. I was involved with the discussions. Former Selectman Maddox was involved in the discussions and we had several meetings. We thought we had put a comprehensive package together and it went absolutely nowhere. Something that I'm getting fed up with. We work hard to put together a plan and it dissolve overnight and no one even gave it a second chance.

Selectman Coutu thought we need to revisit as the Chairman is suggesting the total package. See how much money it's going to cost. See how much money we have and how much more are we going to need to resolve this once and for all. This is like the portable toilets at Benson Park. It keeps coming up but we never solve the issue. It's time that we resolve this issue and discussions about charging this one and charging that one doesn't make sense to me as a community leader. We have an obligation as I said to the entire community. Let's just bite the bullet, let's get it done, let's get all the parties together as quickly as possible because god forbid that a week from now, a month from now, or 6 months from now a police cruiser is on Robinson Road in a dead zone and shot is fired and he can't communicate. That's all it's going to take for all of us to panic. I'd rather be pro-active than reactive. Why don't we become proactive, find out where the dead spots are? Let's fix them all in one solid package and put this whole communication problem to bed even if it means combining dispatch. Let's look at the whole package. I think that's the direction you want to go in. We need to have a comprehensive plan. Thank you Mr. Chairman.

Selectman McGrath asked with new buildings - I don't think that we have anything currently before us - but any new buildings that are going to be built do you get a copy of the plans to see whether or not that's something that might pose a difficulty for you and that it can be addressed before its built so that you can...Chief Lavoie said the type of stuff we usually get is like a residential development that's going in and we're responsible for lines of sight. We try and help out with that and what our thought are on those things. I understand what you're asking a corporation that's being built - a large steel structure. I don't believe I do get those plans. I don't recall seeing those. Again that's why I had started to put out the feelers with some of the department heads about how we go about incorporating something where we make this part of the Planning Board's decisions or whatever because it's beneficial to both police and fire.

Selectman McGrath was thinking about the Planning Board process if that's really where it would belong or if it's within the permitting process. Building, code enforcement, and the building inspector to make sure that those plans when they request them to come into them to issue the permits that they make sure that that type of an issue is addressed. I can mention it at the Planning Board level and I certainly will talk to Elvis and I'll take a walk upstairs when I'm next in the building and talk to them and see what they would suggest. That would be the time to catch something like this so that whatever wiring needs to be done, whatever needs to happen so that those buildings are deemed safe for the access of the Police Department and the Fire Department as well. We can take care of that right away without any interruption in the building process. I don't imagine any additional costs. It certainly wouldn't be severe or extensive. If we got that process started going forward, wouldn't take care of buildings like BAE, or Walmart, or Sam's Club but anything going forward we can catch that early and get it taken care of. I'll do that when I come in. I'll get back to you Chief on that.

Motion by Selectman McGrath, seconded by Selectman Routsis, to waive the bid process and accept the Police Department's recommendation to purchase Uni-Directional Repeaters for Alvirne and Walmart from Central Communications in the amount of \$12,383.00.

Chairman Luszey asked where are these funds coming from today. Are they coming from capital reserve? Chief Lavoie said the funds for this year we have little bits of money leftover in this area. A little bit leftover here. It's out of my budget the bottom line.

Vote: Motion carried 5-0.

- G. Request to purchase 9 additional E-Ticket Systems from Glacier Computer in the amount of \$11, 417.42

Chairman Luszey recognized Police Chief Jason Lavoie.

Lastly, Chief Lavoie thanked the Board for having us. I think we've made a lot of headway tonight with some concerns that we have. This last one here is the e-ticketing process. If you recall, I came in X amount of months ago getting a grant. Just as a quick reminder I don't mean to bore anybody but this has to do with the e-ticketing. On the back of driver's licenses you have the strips that you can just slide in the driver's license. The information from that will automatically be uploaded to IMC which will then go to a traffic ticket if the officer is running a ticket. It will quickly backfill in a bunch of the blank spaces automatically. Additionally with this software - so with that grant we were only able to buy five. The feedback I'm getting has been very positive from the Windham PD, the State Police. They find that it's saving officers a lot of time. It's allowing them to be more efficient out there in the street. Also with the e-ticketing stuff and having the ability to scan it, it will also backfill information into from what I'm being told is the accident reports and exchange forms. We'll have to create the form. That one there we still have to vet out. From the indications that other departments are telling us, this is a huge timesaver especially with the backfilling of just accident reports alone. We'll do over 600 - 800 accidents a year here in Hudson. Then you couple that with the motor vehicle citations and as we get this e-ticketing system and how the information is compiled and what we can do with it, we could really be looking at maybe some other solutions or other improvements to our efficiency with the officers out on the street. What this will also do is it will make all the cruisers uniform. When an officer gets in one cruiser or another cruiser, sometimes the cruisers have to rest. We rotate them out through the shifts. This would allow all the cruisers to maintain uniformity so that as the officers go in there, they're all the same.

Chairman Luszey asked the Chief you said you were getting positive feedback from surrounding communities. What about the five that you had? Chief Lavoie stated those have not been installed yet. Chairman Luszey asked if you have not installed them, why would you be asking for nine more if you haven't had any beta testing if you will of the ones that you have. Listening to the information that we've been getting from State Police and a couple of the local police departments - Windham and Salem - Chief Lavoie said they've been using these now for a couple of years and they're having good results with them. Now the State is pushing them out. Again they started the grant initiative to get other communities working with this product line.

Chairman Luszey asked if you haven't implemented the five that you got, what's the rush to get nine more. Chief Lavoie wouldn't call it so much a rush as opposed to we're trying to keep all the equipment the same with everybody. It's not like it's a brand new piece of technology that has to be tried to see if it works. It's already out there and is being used around the State. It's like tasers. We didn't buy a couple of tasers, we outfitted everybody with the tasers. Portable radios - we used to share radios back in the early '90s but everybody has a portable radio now. This is just part laptops and cruisers. Every cruiser has a laptop and that's all we're doing is keeping it all uniform. The Captain is also reminding me that this will also tie into the J-1 program with the information. It has to do with the court system and stuff that we need to know but not so much on this end.

Selectman Coutu said I'm going to continue with his line of questioning. I'm going to draw an analogy. You want to buy five new cruisers but you only have enough money to buy two. So you buy two and you park them in back of the building and three months later you come in and say well we found the money for three more and want to buy three more. Why didn't you use the two that were in the back of the building and take them out? This is what he's saying. We already have five units. Why haven't they been installed in the cruisers? That's the question he's asking. Chief Lavoie said we don't have the five units yet. They're not here. Selectman Coutu noted that's the answer. They're not here. That's what he was trying to get to. Chief Lavoie misunderstood. I apologize. Selectman Coutu reiterated he wants to know why if we already bought five why aren't we using them. We don't have them. That was the answer. I knew that. I just wanted him to know. I didn't know if maybe you just installed them or we still didn't receive them. So that's the answer. We don't have them yet. You're saying that the feedback that you received from the State Police and other municipalities who use the e-ticket system, they're having a tremendous amount of luck with it and it's the same system we're buying. I'm going to support this.

Motion by Selectman Routsis, seconded by Selectman Coutu, to waive the bid process and accept the Police Department's recommendation to purchase nine (9) additional E-Ticket Systems from Glacier Computer in the amount of \$11,417.42, carried 5-0.

Selectman Coutu asked Chief Lavoie when a motor vehicle comes off the Sagamore Bridge and comes onto Lowell Road, that portion of that intersection which would encompass that whole lighting area with the overhead lights - red, green, and yellow lights, I know we have jurisdiction but that's DOT land, correct. Chief Lavoie agreed. Selectman Coutu said the problem I'm having Chief and it reminded me again tonight because it happens all the time. I was on my way to my meeting. I was early. I was not in a rush. I get to the intersection of Lowell Road going north at the light, the light is red. As the light turns green, I'm the first car in the left hand lane and I proceed forward and three cars come dashing across through the red light. Can we ask the State Police to assist with one of our cruisers on a timely manner to put a stop to this? Someone is going to get killed at that intersection. I remember Selectman Maddox saying that in

the past. What are we waiting for? It's inevitable. It's going to happen. Had I not been paying attention, I would have hit one of those cars.

Chief Lavoie said today we were actually out there quite a bit during the day hitting the whole Sagamore area and that Lowell Road area. This evening around that time that you were coming here, that south end unit was actually at an accident on Wason Road. A car ran into a telephone pole. Selectman Coutu understood they can't be there every night. We don't have enough police officers to do every street in this town at any given time. We're limited. Chief Lavoie said we've done things in partnership with State Police before. They'll have a big day where the State Police will work Operations Safe Commute and we do joint efforts like that. The Colonel has expressed his desire to always work with local communities, etc. Captain Avery can make a phone call tomorrow to chat with the Troop B Commander and see if we can work out some extra patrols in that area. Selectman Coutu would like to see some directed patrol especially that's a busy time of the evening between 4:30 and 6:30. If we could have two hours committed of direct patrol in that area. I don't care if we had to pull 3 or 4 cars off at the same time. That's what happened tonight. There were 3 of them that went through intentionally through a red light. Chief Lavoie indicated that is one of those areas that it takes a couple of bodies out there in order to work that intersection.

Selectman Coutu said you can't cover it because what I found in the past is if one of our cruisers - and we pulled a lot over - pulled someone over. They're going up between the bridge and towards Market Basket and they're pulled over to the side of the road. The blue lights are streaming obviously. I'm coming off of that bridge. Do I take a chance of going through that red light, no probably I will because the cruiser is occupied and they're not going to see me. I'm going to keep going. We know that the police officer is doing his paperwork. That happens. I just think that we need to commit a couple of vehicles and that's why I'd like to get the cooperation of the State Police before anything serious happens. Maybe if we do it for a while, hopefully people will get the message hey I better be careful. They're always down here. It works for a while but it won't work forever. If we focus on that every now and then. I'm sure you hear the same thing about this end of town too. We have intersections at the north end of town. You have similar problems and I understand that.

Selectman McGrath agreed. It's a really dangerous intersection and I've witnessed it. Not just in the evening. Anytime during the day that you drive, I come up from Nashua going across and take a right onto Lowell Road heading home. I watch the cars and they go screaming past me. I can't even estimate how fast they're going. I'm sympathetic because I'd like to have a button in my car that turned on a blue light and a siren that I could stop some of them myself. It really is dangerous. You're going to have to devote not just a little bit of time in the evening because it really is a dangerous roadway. The State should be doing something about it.

The other thing Selectman McGrath was going to suggest and this might not even be allowable I don't know but some intersections I know in other States have cameras. Chief Lavoie said they're illegal in New Hampshire. Selectman McGrath explained one of my brothers was traveling in Washington and he didn't go through a red light but he exceeded the speed limit and he got a ticket when he got home in the mail. They had it on camera. If we can't do it, we can't do it.

H. Impact Fee Account 2000-2050-000-183, Elm Avenue/Route 102 Improvements

Chairman Luszey recognized Town Administrator Steve Malizia.

Steve Malizia stated during the month of May we reviewed the outstanding impact accounts. One of them has to do with Elm Ave. and Route 102. After we reviewed it, I spoke to the Road Agent and the Town Engineer to see what we could possibly expend that money on. That money was collected from developers. I think particularly the Sparkling River Development for improvements to Elm Ave. and 102 intersection that's right by the True Value. In the past we're done some island work there, i.e. made the traffic island. Made a dedicated left hand lane. Now the Road Agent is proposing to upgrade the traffic box which will down the road allow us to put the camera system there. If we don't do something, the money will go back to the developers that paid it. So we're bringing this forward as a suggestion to encumber the money. The quote that Mr. Burns solicited was I believe \$21,000 in change. We have slightly less than \$20,000. We're going to need to accumulate a few more months with this impact fees but we could at least commit them so that we don't have to return them. Unless the Board wishes to return them, at that point we won't do anything. I bring this to your attention because this was a project that was identified by the Road Agent with the Town Engineer's concurrence to upgrade, i.e. make the box bigger that will allow for this equipment to eventually be installed.

Selectman McGrath thought we used some cap fees too based on recommendations from Kevin about putting in the solar lights for the high school. Steve Malizia said we did that from the 102 account or one of those other accounts that was going to expire. That was another project we did. They're fairly small projects but nonetheless we're trying to aid the motoring public and that's a busy intersection in the morning and in the afternoon. Selectman McGrath noted that's the reason for the cap fees. It's not for any other reason than to...Mr. Malizia said it's for improvements for the traffic. Selectman McGrath reiterated it's for improvements that are necessitated by the development and so that it doesn't impact the taxpayers. I'm an advocate of using those cap fees for projects like Pelham Road. Those developments are the ones that are causing that impact to begin with. I'm all in favor of this.

Motion by Selectman McGrath, seconded by Selectman Routsis, to commit the funds in the Elm Avenue/Route 102 Impact Fee Account 2000-2050-000-183 for the replacement traffic control cabinet with upgraded equipment as recommended by the Road Agent and the Town Administrator, carried 5-0.

I. Town Administrator Goals and Performance Objectives

Chairman Luszey recognized Town Administrator Steve Malizia.

As you are all aware, Steve Malizia indicated we entered into an agreement for my employment that basically starts July 1, 2017. One of the sections in there talks about the Board's goals and objectives so I thought we would at least start a conversation to determine what goals and objectives the Board would like to work on for the next year. Obviously next June we'll review those but unless we know where we're going, I don't really know what to tell you. I think we should at least start a conversation and that's why I put this on here because it's part of the employment agreement and I thought this would be an appropriate time to do it.

Chairman Luszey added a couple comments to that. When I did talk to Mr. Malizia about this, we are asking for your thoughts in writing so that we can put that in writing. Any goal or performance objective has got to be quantitatively measurable. It can't be something that is extremely subjective. We've got to be able to measure it so that we can either tell Mr. Malizia he's doing a good job or a not so good job based on fact and not feelings. With that, I'd ask you to submit your thoughts around what we'd like Mr. Malizia to be working on this next year to Ms. Graham so that we can compile that list and have that discussion at the second meeting in July.

Selectman McGrath said I'd be happy to write some.

Mr. Malizia reiterated again it's what the Board's goals and objectives are.

Selectman Coutu stated I've had this discussion with Mr. Malizia inasmuch as I knew this language was there and was wondering if it would come up. I thanked him for having it placed on the agenda so we could have an honest and frank discussion. Of late I have read at least two times perhaps more than that in the Hudson/Litchfield News that as town leaders we're failing our community by not having any kind of plans or projections before us. We're helter skelter. We're being reactive and not proactive. That's my interpretation. That's usually what happens when you don't have any plans in place. I find it very difficult for a Board who manages by absentia and in essence that's what we do. We manage by absentia. We're calling the shots but we're not here to see what the problems are until somebody brings them to our attention if they in fact bring any to our attention. Some of them would rather not say anything because they feel they're not going to get any kind of a positive response so they fail to come forward.

What is lacking as far as Selectman Coutu was concerned is you've been Chairman now for a year plus and you did away with the workshop meetings on the first Tuesdays of the month where we had ample opportunity to meet with our department heads in order for them to enlighten us as to just what their needs are, what their plans, goals, and objectives are so that we could take that, digest that, and then come back and have an intelligent discussion about where we want to go with the police, the fire, highway, and departments resolving the problems at Benson Park, looking more directly at all of our transportation needs in our community and exactly what the town wants to do. For me to receive an e-mail from a member of the New Hampshire Regional Planning Commission which I could not attend the meeting last week because I was committed to my employer, for him to say we'll you've never given us any direction about how you feel about a subject, I didn't give much thought about railroads in Nashua. We have enough problems in our town without me worrying about whether or not Nashua should develop a railroad. As a member of the Planning Commission had I gone there, I might have had a bias and I appreciate the fact that the gentleman who is a resident of this town and has served our town well on one of our commissions posed the question. He wants to represent the Town and not his own personal feelings. I applaud him for that.

At the same time, Selectman Coutu said we really do lack direction. We don't have a 5 year or a 10 year plan and we're asking other people when they come here what are your objectives in the next 5 years. Where do you want to go? Sometimes I hear people come here and talk to us who represent a department, not any particular department, a department and they say one thing and I'll talk to them privately and they tell me something altogether different. I'll confront them and ask them well why didn't you tell us. They feel they'd be wasting their time. I don't care if the project costs \$1, costs nothing, costs \$100,000. If it's something that's going to better our town if it's a better idea, I'll refer again back to some of the comments that Mr. Cole has made. Mr. Cole is a former member of the Board of Selectmen about us with regard to our looking at the Lowell Road traffic plan. I was not a big supporter of having him put a committee together to do that. I think that's our responsibility. If we feel it is necessary to go in that direction, I appreciate his suggestion. I don't see without taking a lot of land by eminent domain at an exorbitant amount of money that we're going to be able to widen Lowell Road and that's the only way to resolve it or for us to go to DOT one more time and say what do you plan to do with the connector? If you're not going to do it, then just let us know it will never happen or as they stated to me at the last meeting I had with them about a year and a half ago - were you there Steve when they recommended the toll road. I said we can put that to the voters and let them decide. If they say no, then we're going to have to live with the Lowell Road problem. Then that's our answer, we're stuck with this problem. As this town grows, we need to look at our infrastructure and our traffic patterns. Something needs to be done right here. This

corridor is insane at certain times of the day. I've parked in front of the fire station and watched cars coming down Highland Street. They have a green light for 3 cars. Highland Street is a heavily trafficked road. To have three cars go through when there's 10 or 12 in the skew, it doesn't make sense. We can't seem to get those lights in sync.

Chairman Luszey interrupted saying I'm trying to bring that back to the topic and that is are you suggesting that we write up some kind of goal for Mr. Malizia to rewrite the 5 year plan? Selectman Coutu said that would be an objective. That's a potential objective. I mean if my employer says to me look we have a problem with the department that you're a supervisor of. I want you to figure out the problems. I want you to come up with the answers and I want you to put a plan together how you're going to resolve it and I expect that on my desk in six months. I know that I'm going to be evaluated on his performance expectations of me. I would work on that plan. If we feel that Mr. Malizia needs a year to look at a potential 5 year plan for the town and he consults with his department heads and that's our expectation that he has a whole year to put that together, that's one possibility. I see so many problems with our infrastructure that are not being addressed and I don't know how to go about it. I can't do it and neither can you, and neither can any one of us individually. We can't even do it collectively because we have lives outside of this board. We come here on Tuesday nights with a few pieces of paper. We read them. We hope they provided us with accurate information. I've been here 9 years. No one has lied to me on these documents yet and if I have questions, I ask them, I get my answers. So we're making decisions based on their recommendations. We don't have the time to manage the town. He does. That's what we pay him to do. We need him to advise us so that we can make the right decisions. We need department heads to advise us so that we can make the right decisions. For us to sit here and design a 5 year plan, or tell the Police Chief how to solve his problems with communications, or the Fire Department, we don't have the luxury of that kind of time to do it but they do. I'm not saying it's a luxury but they can make the time and they can get together with the Finance Director, the IT Director, and come up with a solid plan. They shouldn't even have us sitting in on it. They can come and explain it to us later. We usually send a representative if one is available to go listen to the plan but then that person develops a bias. I developed a bias when I went to those meetings I'll be honest. Everyone is going to do that. I'd rather not have a bias. I'd rather hear the whole plan independent of anything that they did so that I can assess and listen to questions and answers.

Selectman Coutu commented I have expectations of the Town Administrator but we need to give him the tools and the resources to be able to accomplish those tasks. I think that he has to have total control of the town, and its departments, and act as a Town Manager as opposed to a Town Administrator even though he doesn't have the title. We are town managers and we don't have the title. We're Selectmen. We're elected to represent the best interests of the community and we try to do that as best we can with the information that we have. I would just like to have Mr. Malizia assess how much life is there to this building. When are the walls going to crack? We're bursting at the seams here. Is there a potential for us to use the building across the street for example. All of those things are all part of our infrastructure. When are we going to address the community center and the problems with the floor? They can barely bounce a basketball off that floor yet we open it up for a fall basketball adult program and we have a floor that the ball doesn't bounce properly on. Is it worth the expense? What's the priority? If each department came in with a plan, an outline of where they want to go in the next five years, I think Mr. Malizia could put together some sort of an infrastructure plan that better suits the immediate needs and takes a look out at our growth and we're growing. There's a lot of land out there that can still be developed. People are going to jump all over it in the near future because of the housing demand.

Chairman Luszey asked are you going to put that down or do you want me to capture that as a goal for him. Selectman Coutu thought that's an awful lot of work. I think that we need to prioritize as a Board what we think he ought to do. He can't do everything every one of us asks. Chairman Luszey said again that's why I asked that we send those in. Selectman Coutu said I will communicate in writing. Chairman Luszey indicated we will go through that the second meeting in July. Selectman Coutu said in a narrative I will communicate what I think the Town Administrator should be looking at. If somebody else proposing something that's a lot more interesting and I think is better suited for his first year attempting this, then I would support that instead of mine obviously. That's why I think it's great to get independently what we think we should have him working on. I don't want to overwhelm him either. If he's given five projects and he can only accomplish three and he accomplished them in a timely manner and impressively, then obviously we're going to rate them on these three and not the five, the two we didn't do.

Chairman Luszey asked do you normally request everything to be into you on the Thursday before the meeting. So whatever date that is.

Selectman Morin was going to bring up the same thing. Selectman Coutu did. Your list is right there. It's a matter of taking from that list what the priorities are and I agree. He can't do all of that. That's up there. That's huge but there's got to be three up there to start with. That's what you guys started with last year and you wanted to move forward with. Here's the chance.

Chairman Luszey didn't disagree.

Selectman McGrath said I did but you're pointing to the wall over there and all of those items. That was based on a meeting with all of the department heads. That wasn't one person sitting down in a room or in his office trying to compile a five-year plan to address all of those items. That was a group effort by all of the department heads within this town. I thought that we were going to do that again. Chairman Luszey indicated a year later. Selectman McGrath said to

meet with them periodically and try and coalesce some sort of an idea what the priorities were and not just dump all of that onto the Town Administrator. I don't think that that's - I think we as a group should be whether its meeting with all of the department heads at once or maybe going back to the month workshop. Maybe do it every two months, every month, whatever everybody else feels is the right timing of it but having those monthly meetings or bi-monthly meetings and meet with one or two of the department heads. Like the Fire and the Police Department. They have similar needs and similar issues that they have to face and that ultimately we have to face. We have to make decisions about those. Then get together with maybe the Recreation Department and some other group of maybe that group by itself, or the senior center, or whatever. I personally don't think it's the right thing to do to dump all of that onto the Town Administrator. I think that that's an excessive task.

The other thing too Selectman McGrath stated was that we're going to have a new Town Planner coming on board. We have three excellent candidates. I think they're excellent. I prefer one over the other two but that's me. That will all get flushed out. Whoever it is that's chosen gets on staff and gets their feet wet. Give them a couple of months to settle in and get accustomed to how things work around here. That will be an asset for us and that person will be an asset for the Town Administrator. That person will be able to guide some of the discussions on the infrastructure of this town. That's my opinion. I will be happy to provide some thoughts but I don't think it's fair to dump all of that. By the way, I don't take my marching orders or my information flow from the town paper. I make decisions based on what I see, what I hear about within the walls of this Town Hall, and people that pay the bills. I don't go by the local newspaper.

Selectman Coutu asked are you suggesting that I do. Selectman McGrath said no but you mentioned it. Selectman Coutu said he's not the only one that brings it up. Other people have brought it up. Selectman McGrath was making a point. I consider the source for my information flow. That's all.

Selectman Coutu's point is this. The comments were made. I think it was apropos and I think we need to react to them. He's a citizen like the rest of us.

Selectman Morin commented on Selectman McGrath. First of all, we're not going to give him all of that. There's no way. We talked about two of them that are on the list tonight and one of them the technology and radio continually comes up. There's a no brainer right there. If this keeps coming up, we need to deal with it. That's when we need to deal with it. I would hope he's got what 5 or 6 department heads under him that he would push this down. This is what I need from you so he's not doing all the work. That's what we're paying them for too. It's not like he's going to have all the work. He's going to set the direction. This is what I need and he takes the final product and puts it together to submit. It's not like we're going to give him those two pages absolutely not. We've talked about water and sewer. We've talked about radio technology. There's two right there that continually come up that we could come up with a plan. Again it's not him. This is what I need you to do. He gets it all together and puts together the final plan to present us. That's what we got the department heads for.

Chairman Luszey said absolutely. I'll tell you one of the biggest constraints we have is funds on all of those. I will tell you that list is there because we talked about just about a year ago. We had everyone in here. We asked them to go off and start addressing elements of that. Hopefully when we get back together for our annual get together which should be soon, we will see some of that. The conversation we're having and hopefully I can bring this to a conclusion is put your ideas into Donna and we'll consolidate that and agree on what Mr. Malizia is to focus on other than running the town because he does run the town. I will not debate that but I think there is some things at a project level we would like him to focus on. It needs to be measureable and achievable.

Selectman Coutu stated in all fairness to Mr. Malizia inasmuch as you requested this be put on the agenda and you've had discussion with the Chairman. Has this discussion been helpful? Steve Malizia said this is what I somewhat expected. Selectman Coutu said we haven't focused in but it's generally at the direction. That was the intent of the letter. I know I saw it. I plagiarized it. The language was good and I thought it was necessary in order to achieve. Mr. Malizia didn't want to let it go unnoticed because it's appropriate to bring it forward.

J. Accrued Time Payouts

Chairman Luszey recognized Finance Director Kathy Carpentier.

Good evening. Kathy Carpentier stated the first thing on the agenda that I have for you tonight is the accrued time payouts. The town has paid out almost \$434,000 in accrued time payouts. Thirteen employees have left employee and 12 earned time max payouts which is part of the contracts. The departments have absorbed these funds in their own salary lines. There's a list of the total attached broken down by department head. My motion was to ask you to take some of the money from the capital reserve fund. After review and a whole week has gone by since I wrote this memo, the Town Administrator and I do not believe we need to take any money from the capital reserve fund at this point. The capital reserve fund is 34 percent funded on our total liability which is pretty good. We use to be down in the 20s so we are increasing the capital reserve fund.

Selectman Coutu had one question. Every now and then I just wanted to make sure that this is the way it's always been done. We have request that come before us. Typically from department heads looking for a buyout. Then I go through

this list of the buyouts. I respect that people buyout. You have to buyout when they leave. It doesn't have to come before the Board of Selectmen. Is it only department heads are the ones that we personally have to approve? Kathy Carpentier said right. In the all five contracts, there's a buyout provision. They can buyout in December and then they can buyout again in June. There's a window of opportunity one week. That they've got to do it. So we buy them out at that day's dollars. Selectman Coutu wanted to make sure. Ms. Carpentier noted there's no provision for department heads. That's why department heads come before you.

Selectman Coutu asked is there any time that an employee other than a department head would go to the Finance office and request a buyout. Obviously they must do it through their department head and it could get rejected for any given reason. Kathy Carpentier said no never. Steve Malizia noted unless they didn't have the accrued time. They're not going to get an advance on something so they can't buy out something they don't have. So that would be rejected. Ms. Carpentier said I've never rejected anyone. Nobody has ever asked for more than they have. I think everyone is well aware of what they have.

Selectman Routsis said just because I don't know what it is. What's 20 percent sewer? Kathy Carpentier said the Drains Department is funded 60 percent from the town funds and 40 percent from sewer. Mr. Malizia said there's a split there that all the labor is budgeted that way and all the expenses are budgeted so when they do a buyout, it's all budgeted and paid the same way.

Selectman Coutu asked is the amount of buyout for FY17 higher than previous years. Kathy Carpentier indicated yes dollar wise. You also had some tenure people. I'm not going to use names but you had a gentleman from Highway who left who had a substantial accrued time when he left. You had the Town Planner leave. Selectman Coutu noted he earned it. There's nothing wrong with it. He earned it. Ms. Carpentier said I didn't want to call anybody out in particular.

Selectman Coutu was going to make a motion. Steve Malizia noted we don't need to. We can take it into the project. Sometimes you go for reimbursement. If you think you're going to be over the bottom line, you want to make sure you cover that but we looked at the bottom line. We're squeaking in but we don't need to do this. Kathy Carpentier stated which curtails right into the next item when you're ready.

K. Fiscal Year 2017 Encumbrances

Chairman Luszey recognize Finance Director Kathy Carpentier.

Kathy Carpentier said this is kind of like the last thing you do at the end of the year. I ask all department heads and committee chairs - 3 department heads - to encumber any dollars which are commitments that have previously been made and won't be finished prior to June 30th. Bills can come in in July and I take the stuff off the encumbrance list as long as the commitment was made in June. So that's the motion in front of you. When we took the encumbrances into perspective and the accrued time payouts that have already absorbed, today we're about \$420,000 under spent. We have one more week of payroll to hit. Some of the things you did tonight in your motions, we'll have about \$120,000 left to cover any final utility bills that come in for the year. Out of a \$28 million budget, we'll be like 99 percent spent. That's not too bad.

Selectman Coutu asked do we encumber every year what's left in the donation accounts. Is the purpose for that just to keep them alive? Kathy Carpentier said I don't know if it's RSA or statutorily but if a donation is given to the town for a specific purpose, we have to use it for that purpose given. Yes we roll over donations year after year. It's kind of a designated fund balance versus your undesignated fund balance.

Selectman Coutu asked Benson 9/11 monument \$666.26. Do you remember where that came from? Steve Malizia said yes the funds leftover from building the monument. Selectman Morin said I actually talked to the Road Agent to use it for the sprinkler system. Kathy Carpentier said there are no highway donations. The Road Agent didn't know we had these until recently when I sent him a list and he noticed Benson's on here. We did have a conversation. Unfortunately he can't use the donation for the irrigation because it's after the fact. He went and did the irrigation and didn't ask the Board to use donations for the irrigation. So the Road Agent is aware of these and will use them as he sees fit with Board approval. Selectman Coutu asked can we use it for the water that we're using in the irrigation system in the upcoming year. Ms. Carpentier stated if that's what the Board and the Road Agent decide to use it for.

Chairman Luszey thought it would more appropriate to use it for the sodding that he's going to do around it next year. Selectman Morin indicated he did it last year. Like Ms. Carpentier said, it's new news to him that he has these funds and he asked me how he could use them. He said the irrigation too but then I said you have to go to the Board and ask for approval. Since he's already done the irrigation...Selectman Morin asked can we do that after. Can he come to us with a bill now? Ms. Carpentier said maybe but since you're at year end no. Today the reason I'm the last one on the agenda for financials is in case you make any decisions during the night that affect this. This is the last time the Board meets. This is the encumbrance list. This is the donation list. I can bring it down but the year is over as far as motions are made tonight.

Selectman Coutu said we won't know what our balance is going to be. Steve Malizia said we will have to go through the audit before we get a final fund balance. Selectman Coutu said that won't be until August. Kathy Carpentier said by then you're saying that undesignated fund balance is what you're asking about. It's going to look pretty favorable. Our revenues as we discussed every month are very favorable. Mr. Malizia stated the automobile registration alone will assist us in that. Ms. Carpentier indicated even the sale of town property. Don't forget you've already \$2.1 million to the warrant article for the fire station. If we maintain the same 8.8 percent fund balance, we'll be doing pretty good. Today that's my estimate but it can change.

Motion by Selectman Coutu, seconded by Selectman Morin, to encumber the not to exceed amount of \$1,247,919.56 for Fiscal Year 2017 as recommended by the Finance Director, carried 5-0.

9. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Morin - A couple of weeks ago there was a medical emergency that took place in Benson Park. There was an issue locating the person due to the fact that they didn't know where they were on the trail. The police and fire had a difficult time trying to find them. Since then, the Benson Committee had talked to me and we found that there were three other entrances into the park that nobody was aware of from streets. There's a couple off Flying Rock Road. There's one off of Central Street and there was another one I don't remember off the top of my head. They do need to be opened up a little bit. They've overgrow. One is a road that you can actually get a vehicle into but they need to be cared for. The police and fire are going to be doing some training out there to get used to the trails and know where the trails are. Also Chief Buxton said we can have 911 come in and GPS it. I'd like to thank Lieutenant Bianchi from the police. He came forward with the suggestion that you know the mile markers on the highway, that we put some type of marker on all the trails for people to see a number so that they can give the number if there's an emergency out in the trails. I'm working on that as we speak and hopefully we'll start moving and get that taken care of as soon as possible.

The other thing Selectman Morin had was there had been some past discussions on reviews. I looked at the Town's Personnel Policy and the reviews are supposed to be given to non-union personnel every year by no later than June 15th. It's in the policy. It's pretty detailed what the review should entail and things like that. I'd like to see that taken care of next year that everybody gets the reviews as they're supposed to and if there's any issues and the person doesn't understand what's going on in the department, spend some time with that department and see what's going on and what needs to be done. It's right in our policies so there should be no reason. There's no question on what the reviews need to be done and what's in them.

Selectman Morin wished everyone a happy 4th of July.

Selectman Routsis - I just wanted to for the Rec. Department they gave out two scholarships for Alvirne High School students. Their summer program registration along with a second soccer registration has been held. They are still accepting people if they need it. They have about 433 children enrolled in the soccer program and over 250 in the summer program. If anyone needs it or is looking for it, it's still available and it should be a great time. That's all I got.

Selectman Coutu - I have nothing thank you.

Selectman McGrath - I just have a couple of things. I went to the Rec. yesterday to observe a number of children that were there. They were having an ice cream social and a meet and greet with the counselors. It's pretty impressive. I didn't expect to see that many children there and there was quite a crowd. It was well worth my time to go and take a look at that.

Selectman McGrath noted the other thing is 4th of July. I just want to wish everyone a very happy and safe - moreover than anything - safe holiday. Thank you.

Selectman Luszey - Just a couple things and I'm happy that you brought it up about the Fox in the HLN. You're right. The last couple of issues he's talked about lack of planning by the number of boards in the town. He's even talked a little bit about possibly changing the form of government. My reply to that is I will extend an open invitation to the Fox. He can come in any time I'm here and if he has any input that he would like to provide us about what he thinks we should be doing in terms of planning or otherwise, I'd be great to hear from him.

The rail study - Nashua. Selectman Luszey said I did reply to that e-mail and I believe you're all on the copy of that. My response was no. I don't think it would benefit Hudson at this point because it all leads to one thing and that is further congestion on Lowell Road and this intersection down here. However, I will state that our Commissioner did vote in favor of going ahead with that study. So be it.

10. NONPUBLIC SESSION

Motion by Selectman McGrath, seconded by Selectman Coutu, to enter Nonpublic Session pursuant to RSA 91-A:3 If (a) The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2)

requests that the meeting be open, in which case the request shall be granted, carried 5-0 by roll call.

Chairman Luszey entered Nonpublic Session at 8:57 p.m., thus ending the televised portion of the meeting. Any votes taken upon entering open session will be listed on the Board's next agenda. The public is asked to leave the room.

Chairman Luszey entered opened session at 10:43 p.m.

Motion by Selectman Morin, seconded by Selectman Routsis, to recognize and award \$500 to Animal Control Supervisor Jana McMillan, \$250 to Lieutenant Jason Lucontoni, and \$250 to Executive Coordinator Sherrie Kimball with merit awards in accordance with the Hudson Police, Fire, and Town Supervisors Association Contract, carried 5-0.

Motion by Selectman Coutu, seconded by Selectman McGrath, to promote Master Patrol Officer Roger Lamarche to the position of Sergeant at \$34.83 per hour according to the Hudson Police Employee Association Contract (Step 5). This elevation in rank would be effective on Sunday, July 9, 2017, carried 5-0.

Motion by Selectman McGrath, seconded by Selectman Routsis, to grant the Town Administrator a two (2) percent COLA salary increase effective July 1, 2017, carried 5-0.

Motion by Selectman Coutu, seconded by Selectman Routsis, to grant all department heads (non-union employees) a two (2) percent COLA salary increase effective July 1, 2017, carried 5-0.

Motion by Selectman Routsis, seconded by Selectman McGrath, to add a \$5,200 salary adjustment to the Executive Assistant effective July 1, 2017, carried 3-2. Selectman Morin and Selectman Coutu in opposition.

Selectman Coutu stated that he supported the amendment but that the \$5,200 was too high.

11. ADJOURNMENT

Motion to adjourn at 10:52 p.m. by Selectman Coutu, seconded by Selectman Routsis, carried 5-0.

Recorded by HCTV and transcribed by Donna Graham, Recorder.

Thaddeus Luszey, Chairman

Marilyn E. McGrath, Vice-Chairman

Roger E. Coutu, Selectman

Angela Routsis, Selectman

David S. Morin, Selectman