

HUDSON, NH BOARD OF SELECTMEN
Minutes of the December 10, 2013 Meeting

1. CALL TO ORDER - by Chairman Maddox the meeting of December 10, 2013 at 7:03 p.m. in the Selectmen's Meeting Room at Town Hall.

2. PLEDGE OF ALLEGIANCE - led by Charles Brackett.

3. ATTENDANCE

Board of Selectmen: Rick Maddox, Nancy Brucker, Roger Coutu, Ben Nadeau, Ted Luszey

Staff/Others: Stephen Malizia, Town Administrator; Donna Graham, Executive Assistant; Patrick Colburn, Town Engineer; Rob Buxton, Fire Chief; Jason Lavoie, Police Chief; Pat Nichols; Mike O'Keefe

4. PUBLIC INPUT

Chairman Maddox asked if anyone in the audience wished to address the Board on any issue which the Board has control of at this time. Seeing none.

5. NOMINATIONS AND APPOINTMENTS

A. Benson's Committee - (1 vacancy, 1 alternate term to expire 4/30/2017)

Shawn Jasper - Good evening Mr. Chairman and members of the Board. You all know who I am. I know that at least four of you know my passion for Benson Park. Nancy may have an idea of that but I would like to re-engage as you have a vacancy.

Chairman Maddox guessed the question is have you been recently to the park. Shawn Jasper indicated he has. Chairman Maddox asked do you see what I am seeing. A great park developing with volunteerism. Mr. Jasper said absolutely. As I said a couple of years ago, we're 5 years ahead of where I ever thought we'd be and that was a couple of years ago. That just keeps progressing. It's just amazing what the volunteers are doing and how well things are coming along. There's obviously still a lot to do but the worst of it obviously is behind us at this point. Obviously the train station is still an issue.

Chairman Maddox was hoping that you can assist us. I'd really like to see that thing mounted onto a foundation next year. Shawn Jasper said absolutely. That's one of the things that I would like to get re-engaged in and assisting hopefully through the State and finding out what the issues are that are holding that up so that we can make that go. As far as me wanting a full foundation, that train has left the station. Again, Chairman Maddox said so be it.

Selectman Luszey indicated I know you've been involved with the Benson Park development since prior to day one. Recently and during the budget deliberation for the town, the Chairman of the Benson Committee was here and if I was to summarize his messages that the volunteers are getting tired and the town needs to begin to fund the care and maintenance of the park, is that inconsistent with the message that we continually hear about the volunteer. Mr. Jasper thought in general its one thing when you're building and rebuilding to have volunteers. When you get to the point of simply maintaining what you have, it's very hard in any organization to get people just to say oh yeah I'm going to go in and mow the lawn and trim the bushes. That is something that we expect I think that the government will do. One of the message early on that we sent with these adopt a spots was if you don't find somebody to adopt it, it may just become lawn because my feeling is that in terms of flower beds and things like that, those things need to be maintained by volunteers because the town shouldn't be putting a lot of resources into that area. When I was on this Board, we talked about having people to mow and do that and I think that's what we need to do. It needs to be a basic maintenance in that area because we can't expect the taxpayers to be dealing with flowers and all these fancy gardens. I hope that at least in those areas that there will be people that will continue to adopt a spot.

Motion by Selectman Nadeau, seconded by Selectman Brucker, to suspend the rules and nominate and appoint Shawn Jasper as an alternate to the Benson Park Committee with a term to expire 4/30/2017, carried 5-0.

Shawn Jasper wished everyone a Merry Christmas and Happy New Year to all.

B. Building Board of Appeals - (1 vacancy, 1 term to expire 4/30/17)

Mark Leach (incumbent member) - I want to thank everybody too for this summer. Not a single incident down there that I witnessed. I think the police presence has been great.

Chairman Maddox indicated the reason why we have you come in just so people - again, I didn't know who you were sitting in the audience. Mr. Leach stated the Board hasn't met once yet. Chairman Maddox thought you should have an organizational meeting once in a while. Who actually is the Chairman at this point? Mark Leach didn't know. I haven't met another member of the Board. Nothing. No e-mails. Chairman Maddox asked if there were any questions. I think at the very least, maybe Donna you can get all the e-mails and send them out to each of them so that, again, if we had to call a meeting how do we - it would be nice to have a set up to know who's the Chair for the next three years or whatever it may be. Again, it's a Board that is required by statute. You have to have some expertise in the building trades and that kind of thing. Mr. Leach indicated I'm a licensed Master Electrician operating my own

business. It looks good on a resume anyway when I try to take Joe Bourque's job after he retires. Joe and I get along great. He knows his stuff.

Motion by Selectman Nadeau, seconded by Selectman Brucker, to suspend the rules and nominate and appoint Mark Leach as a member to the Building Board of Appeals with a term to expire 4/30/2017, carried 5-0.

C. Planning Board - (1 vacancy, 1 alternate term to expire 12/31/16)

Charles Brackett - Good evening. I had been on the Zoning Board for over 10 years but my work had taken me away from Hudson weekdays such that I couldn't continue on it. I'm at a point in life now where I'm about to retire and I plan to work reduced hours for the first part of next year and then progress into retirement. I figured it's time to get back into a Board and give back to the community a little bit what I learned. My background is civil engineering, transportation, design work. I worked on major projects throughout the country. The last project I did was design manager for a design build project in Denver. It was a new start commuter rail system. It's still ongoing. Its under construction - \$1.2 billion is the value and before that I spent 2 ½ years in Denver and before that 2 ½ years in Utah as a program manager for design build projects of DOT highway construction projects. Progressively I've done the last 13 years around different states. I have come home weekends but for a little time and access. I really signed up for both the Zoning and Planning Boards. The Zoning Board I have a lot of respect for the people that I knew on it - Brad Seabury and I was hoping to get back on it. I guess everybody else has to so they reapplied. I do have background in engineering such that I have worked directly and indirectly with Planning Boards and probably mostly from the other side. I was hoping to become an alternate on the Planning Board and then if an opening appeared on the Zoning Board become another alternate on that figuring in retirement there's plenty of time to do things.

Mr. Brackett does have to say though that there may be some times in the next few months such that I will be traveling. I have more flexibility now but there may be a meeting or so I miss but other than that, it should progressively get better generally what I've been doing.

Mr. Brackett, Selectman Coutu asked forgive me while my heart is palpitating. Are you trying to convince this Board that there are municipalities outside of Hudson, New Hampshire, that are investing in their infrastructure like Denver, Colorado? Mr. Brackett said oh yeah. Selectman Coutu thought somebody should tell the Budget Committee that people do invest in their communities. Thank you. Mr. Brackett said it's actually New Start's money from the federal highway. The work around the country seems to be going into design build and sometimes like Denver where they finance an operation for 30 years. I think there's 10 communities in Denver that are going to benefit with the commuter rail system.

Motion by Selectman Nadeau, seconded by Selectman Coutu, to suspend the rules and nominate and appoint Charles Brackett as an alternate to the Planning Board with a term to expire 12/31/2016, carried 5-0.

6. CONSENT ITEMS

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

Motion by Selectman Coutu, seconded by Selectman Luszey, to approve consent items A, B, C, D and E, as noted or appropriate.

Selectman Luszey asked about the first item - the process for abatement on loss when it's due to fire. I read through it with some interest because about 10 years ago I actually had a very similar situation and I did not know one could file for an abatement if there was a loss due to damage on an unintentional fire. My question is when I read through this I noticed that it's up to the property owner to make or file for that abatement. My question is why wouldn't we as a service of the Assessor's Department send a notification when we know that a property was damaged by fire that this exists?

Chairman Maddox indicated it just came in. Its effective 2013. Selectman Luszey's said my point is still valid. It's up to the property owner to know that this law exists and that they have to request it within 60 days otherwise it's not a valid request. I'm not sure how many property owners know that this abatement exists should they incur a loss due to fire or other types of damages. Chairman Maddox stated we could put it on our website under the Assessing page. Selectman Luszey thought we should be proactive. Just because we put it on our website, people don't go to the website like that. I wouldn't go to the website for that. I wouldn't even know to go and look for that type of abatement.

Selectman Coutu suggested that Selectman Luszey call the Hudson/Litchfield News and give them a story to publish. It's not a bad idea.

Again, Chairman Maddox thought it's one of those things that if somebody had a fire, I guess the Fire Department could tell them but if they had water damage or any number of things I think this would cover. I just don't know if we want to get into that level of - and if we miss one, where are we.

For that matter, Selectman Coutu asked wouldn't it be better if we had the Town Administrator if he would ask Jim Michaud to call and give them the pertinent facts about the law and what citizens are entitled to or able to do in that event.

Vote: Motion carried 5-0.

A. Assessing Items

- 1) 2013 Abatement - Map 109, Lot 25, w/recommendation to deny
- 2) 2013 Property Tax - Supplemental Bill - Map 111, Lot 42; w/recommendation to approve
- 3) Current Use Lien Release - Map 155, Lot 48, w/recommendation to approve
- 4) Veteran Tax Credit - Map 243, Lot 025, w/recommendation to approve

B. Water/Sewer Items

- 1) Sewer Abatements - S-UTL-14-04; S-UTI-14-05; S-UTL-14-06, w/recommendation to approve

C. Licenses & Permits - None

D. Acceptance of Minutes - None

E. Calendar

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| 12/11 | 7:00 | Planning Brd - Buxton CD Meeting Room |
| 12/11 | 7:00 | Budget Cte - BOS Meeting Room |
| 12/12 | 7:30 | Zoning Brd of Adjustment - Buxton CD Meeting Room |
| 12/16 | 7:00 | Recycling/Energy Cte - Buxton CD Meeting Room |
| 12/17 | 7:00 | Budget Cte - Buxton Meeting Room |
| 12/17 | 7:00 | Cable Cte - BOS Meeting Room |
| 12/18 | 5:00 | Municipal Utility Cte - BOS Meeting Room |
| 12/18 | 7:00 | Senior Affairs Cte - Buxton CD Meeting Room - CANCELLED |
| 12/19 | 3:00 | Trustees of Trust Funds - Buxton CD Meeting Room |
| 12/19 | 7:00 | Benson Park Cte - BOS Meeting Room |
| 12/19 | 7:00 | Budget Cte - Buxton CD Meeting Room |
| 12/25 | | CHRISTMAS - TOWN HALL CLOSED |

7. OLD BUSINESS

A. Votes taken after the meeting of November 26, 2013

- 1) Motion by Selectman Coutu, seconded by Selectman Brucker, to forward the Hudson Police Employees Association Contract to the Fiscal Year 2015 Warrant, carried 5-0.
- 2) Motion by Selectman Nadeau, seconded by Selectman Coutu, to forward the Hudson Highway Department Contract to the Fiscal Year 2015 Warrant as amended, carried 5-0.
- 3) Motion to adjourn at 8:50 p.m. by Selectman Brucker, seconded by Selectman Coutu, carried 5-0.

8. NEW BUSINESS

A. Request for Additional Sewer Allocation - 22 Flagstone Drive, Map 221, Lot 007

Chairman Maddox recognized Town Administrator Steve Malizia.

Steve Malizia indicated that the Engineer asked me to cover this for him. This is a modest increase in the sewer allocation for a company spraying systems who recently went through an IDA - Industrial Discharge Review - and it was discovered that they needed some more capacity. I believe it's been through the Sewer Utility Committee and its been approved. It's just a modest increase of I believe 240 average gallons a day based on their activity.

Motion by Selectman Brucker, seconded by Selectman Coutu, to authorize the request for an additional 240 average gallons per day of sewer allocation at 22 Flagstone Drive, Map 221, Lot 007, carried 5-0.

B. Proposed Change Order - Light Grid Support System - Hudson Senior/HCTV Access Center

Chairman Maddox recognized Michael O'Keefe.

Good evening Mr. Chairman and members of the Board. Mike O'Keefe indicated as part of the fit up and completion of the new access center at Benson Park, we had planned for and budgeted for installing a light grid system. It's a pipe grid that hangs from the ceiling in the studio where all the studio lighting is suspended from. Part of that is already in the bid and the current budget for the building but in revealing the plans, there's additional pipe that needs to be installed to complete that. Rather than do that later, we asked for a quote from Brookstone to do that work now as part of the build. They came back to us with the number you see here \$5,808 for the additional pipe, material, labor, as well as some locking that has to be installed to support the grid. Since this is over the \$5,000 limit that the

Town Engineer can approve for change orders, I'm bringing it to the Board for your consideration and hopeful approval. This \$5,808 we're proposing come out of the cable operating budget where as I said, we have funds for fitting up the space so that it won't impact the bottom line of the construction project itself.

Selectman Luszey indicated the reason that this is actually here, and I'll try to be real clear, this grid system was actually budgeted in the fit up operating budget of the cable utilities budget for when they moved into this system. Because it's being installed during the build and the building has not been released to the Town, we have to come here as part of the process to ask for these funds to go through the change order process versus Mike just paying for it out of his operating budget. So that's why this shows up as a change request and not just his operating budget fit up in March.

Motion by Selectman Coutu, seconded by Selectman Luszey, to authorize a change order in the amount of \$5,808 to allow an increase in the size of the proposed light grid system within the new television studio. Said funds will be paid from the cable utility's operating budget, carried 5-0.

C. Public Hearing - Donation from Countrybrook Farms for trees to Benson park in the amount of \$2,415

Chairman Maddox recognized Town Administrator Steve Malizia.

Steve Malizia stated that Countrybrook Farms has graciously donated \$2,400 worth of Maple Trees, Sycamore Trees for planting at Benson Park because it's a good or service over a certain amount, you're required to have a public hearing. I recommend that you have a public hearing on the donation.

Chairman Maddox opened the public hearing at 7:24 p.m. Does anyone in the audience wish to speak on this item? Seeing none, the public hearing was closed at 7:24 p.m.

Motion by Selectman Nadeau, seconded by Selectman Luszey, to accept a donation from Countrybrook Farms for trees at Benson Park in the amount of \$2,415 with a letter from the Board for their thanks and appreciation.

Over the years, Selectman Nadeau stated Countrybrook has been very gracious in donating trees for the different areas in Benson. These trees are really beautiful trees. The Sycamore that they put in is one that they put in over by the corner of the pond. It was a memorial tree that they put in for a person that had passed away with a bench underneath it. They donate a lot of specialty trees that really accent the park. The Maple October Glories in the fall are one of the most beautiful Maple trees with the colors. Over the years, they've donated quite a few of these. The Sycamore is another very nice tree. It has a unique shape of the leaves. I'd just like to thank them for all the stuff that they donate to us.

Vote: Motion carried 5-0.

D. Capital Reserve Account Request - Fire Apparatus Refurb and Repair

Chairman Maddox recognized Fire Chief Rob Buxton.

Good evening Mr. Chairman and members of the Board. Chief Buxton stated this evening I come before you to request withdrawal of \$7,500 for the purpose of rebuilding the pump on the 2008 Piece fire truck. It was an unforeseen repair that needs to be done to that truck. I believe this is in the spirit of why we establish these capital reserve accounts. In the default budget that we're dealing with this year, that pretty much increases the reason why we're looking at those capital reserves a little closer for expenditures of this type.

Motion by Selectman Brucker, seconded by Selectman Nadeau, to authorize the Fire Chief to withdraw \$7,500 from the Fire Apparatus Refurb and Repair account for the purpose of rebuilding the fire pump on the 2008 Pierce fire pumper, carried 5-0.

E. Capital Reserve Account Request - Replacement of protective clothing

Chairman Maddox recognized Fire Chief Rob Buxton.

Chief Buxton indicated this is a very similar request to the last one but this one deals with the Fire Equipment Fire Capital Reserve Account. I had circulated some pictures to the Board regarding protective clothing inspections that have been completed. We're looking to withdraw \$11,500 from the Capital Reserve Accounts and the effort to replace 7 sets of full sets of protective clothing that have been highlighted along with gloves and hoods for those associated sets.

Motion by Selectman Coutu, seconded by Selectman Nadeau, to authorize the Fire Chief to withdraw \$11,500 from the Fire Equipment capital reserve account for the purchase of protective clothing.

Chairman Maddox noted one of the things you don't see on television is the pictures that we got and even better the color ones we received by e-mail that shows the wear and tear on the equipment because of the jobs that these people do. That's why we set up this account so we didn't have to scramble to find money within the budgets.

Vote: Motion carried 5-0.

F. Bid Recommendation - Fire Squad Vehicle

Chairman Maddox recognized Fire Chief Rob Buxton.

Mr. Chairman and members of the Board, Chief Buxton said if you remember correctly the last Town Meeting, election, this was one of the warrant articles that did pass was the fire squad vehicle. In March, we started the process. We've sent out the six perspective bidders and advertised in the HLN, the Nashua Telegraph, and on the Town's website. October 1st of this year, Patti Barry did an official bid opening. We received two bids. One from Minuteman Fire Apparatus and the other one from Bulldog Fire Apparatus. Bulldog Fire Apparatus represents KME and Minuteman Fire Apparatus is the Pierce manufacturer. We took the bids, went back through the process and looked. Pierce is not the manufacturer of the piece that Minuteman had bid. Fire One is. They are a third party vendor to Pierce Fire Apparatus. They are built locally and Mendon, Massachusetts, by a part time fire truck builder. We had some concern about the warranty, structural engineering type of testing that was being done on that vehicle not to mention we requested no less than 4 different meetings with them to try to clarify a couple of points within their bid. They have been unable to meet with us. Every meeting has been cancelled. I don't know what the reason for that is. We do business with Pierce on a daily basis. With Engine 2, the 2008 Pierce truck that we have, and we've had very good luck with them.

Chief Buxton stated that the second vehicle was pushed forward by KME Fire Apparatus. They actually originally came in over bid. I believe it was at \$189,000. When we examined their bid, they had automatic tire chains, a foamer system, booster line, booster reel, and associated equipment built into their bid that was not part of the original bidding process. That brought their price down to \$176,596. That comes full with a full warranty through KME. We have done business with those folks also. So the recommendation of the Fire Department this evening is to move forward with a bid process through KME.

Selectman Coutu asked if Bulldog was the company we dealt with for a KME truck that we had a lot of problems with. Chief Buxton said you dealt with KME fire apparatus out of Burns Hill fire station. That is absolutely correct. We also have purchased an ambulance with them which runs out of Central fire station. Last year we purchased that ambulance. Selectman Coutu stated I will not be supporting the motion. I didn't like the way we were treated by the personnel at Bulldog. It was a problematic situation with the truck that we had last purchased from them. I believe that was the last vehicle we purchased from them was it not? Chief Buxton said no. We purchased the 2012 Alsage Ambulance from them. Selectman Coutu stated it wasn't a KME fire apparatus vehicle. Chief Buxton indicated it was purchased through Bulldog. If the question was asked if we purchased through Bulldog and we did. Selectman Coutu said the last fire truck we purchased from Bulldog was it a KME? Chief Buxton said yes. Selectman Coutu asked and that's the one we had all the problems with. I thought that they were very unprofessional. I will not support the motion.

Chairman Maddox indicated I'm having a difficult time and I did call the Chief today. I don't think I'm ready to forward in favor of this for a couple of reasons. I know that the Chief is working diligently on coming up with a new staffing plan for the stations. I'm having a tough time making the leap that the Lenny Smith Central Station will have 3 people in it and you're going to have 5 vehicles. I just don't know how that's going to work. I just don't want to buy a vehicle just to buy a vehicle. I have the same concerns that Selectman Coutu has. I think these are the new in things supposedly with fire departments. I'm amazed that we only got 2 bidders to begin with. Either it was something problematic with our spec or whatever. I'm just trying to say do we hold off, see what the plan is for the staffing cuz right now if you go to the plan with 3 people in the Central Station and you have an ambulance, a tanker, a ladder, a front line vehicle, and the squad truck if I was the Captain in duty, I'd be grabbing the front line rescue pumper because it can do a lot more. I'm just concerned that this is going to go the way of the devices that were nice to have but just didn't work out. I think I would like to hear the plan for manpower allocation before I spend \$180,000.

Selectman Luszey thought this squad vehicle was the apparatus that would be used to support the new personnel allocation. Chief Buxton stated the squad vehicle was put forward in last year's budget process. It's an all hazards vehicle that would reduce the amount of time that we needed to put large fire apparatus on the road for emergency response. So it will be a quick action vehicle and would support the ambulance system that we had deployed at the Burns Hill Station which was the one station at that point that was open with 3 members.

During your presentation for re-allocating resources to man Robinson full time, Selectman Luszey thought this vehicle was almost a requirement in order to do that re-allocation. Chief Buxton believed that this has a very intricate part of the re-establishment of the staffing. Obviously I'm in favor of it but that's my recommendation here this evening.

Selectman Nadeau indicated Selectman Coutu brought up some interesting points which I totally forgot about the KME. I'm all for this squad truck but I'm not in favor of the company that will be building it for us. Seeing that there is such a popular new vehicle, I'm surprised that we only had 2 bidders also. Chief Buxton said we sent out to 6 potential bidders - Seagrays Fire Apparatus, E-1, KME, Pierce, a company called Swabwagon out of New York who is a small fire apparatus builder, and I believe Four Guys was the other one and they do custom vehicles like that. We received two. Four Guys actually called us and respectfully said they would not be bidding because of their workload. They couldn't service it. They couldn't service the account, which we thought was very good of them. I can't answer for the rest. I really can't.

Selectman Brucker asked how do you see the vehicles assigned if we get the squad car. Chief Buxton thought the squad vehicle changes no different with the Robinson Road being open or close. What I mean by that is this, and the Town Administrator and I were talking about this today, with 3 members of the department in each outlying station if they get an EMS call, they'll be taking the ambulance from that station. If they have an event that is of the advance life support nature, meaning a cardiac arrest, respiratory arrest, those types of things where they need more assistance than 3 members can handle, this vehicle would be utilized to move

people. One of the things that I believe this vehicle will do for us is allow us to have a smaller toolbox because it will carry our rescue equipment for motor vehicle accidents. It will have 300 gallons of water. It will have a 250 gallon per minute pump on it that allow us to rapidly deploy out of Central Station and carry tools with us that we can't get into the building today. What I mean by that is we have a 1989 - I may be off a little bit - rescue truck that sits with the bulk of that equipment on it other than the pump and the water down at Burns Hill Station. We cross staffed out of that station. That station a year handles a little over 1,000 calls a year. There goes a lot of time that that truck sits in that building unstaffed, unavailable to be cross staffed, and I can't fit it into the Lenny Smith Building. It goes back to the door height issue, the infrastructure, and all those types of things. So when we looked at this project, we really zeroed in on trying to get a smaller vehicle. It certainly sounds like we're in favor of the project, it's just how we get to the funding and the vendor. I understand those challenges.

Again, Chairman Maddox said my concern is we have not seen the plan that you had in the newspaper. I just see 3 people at the Central Station. I just don't know how you're going to roll this truck very often because they're going to be tied up either in the ambulance, the engine, whatever. I just see this becoming a forestry. When we looked at Burns Hill, Chief Buxton said I don't mean to belabor this at all, but when we looked at Burns Hill and we put the 3 members on the ambulance, we cut down over 225 responses on Engine 4 per year. I would say, and I didn't do the numbers, but I would say that we're going to see at least that savings come off of the 2008 Piece. We push our large fire apparatus to the end of their life expectancy. We bring them right to the 20 year mark. I'm looking for a way to support that to make sure we're getting the 20 years out of those vehicles.

Selectman Luszey had two things. One is we had a very lengthy discussion during the 2014 budget process where we wrote this warrant article. So maybe what we ought to do is have you come back with that presentation and refresh our memory on why we supported the warrant article. Number two is the vehicle that you're recommending, the KME, it came in at \$189,296 versus Minuteman which was \$178,853 which is a \$2,257 difference, yet you took it upon yourself to delete 3 items in order to make KME fit the budget. Why? Chief Buxton said I did a full review of the budget process which I have here a spreadsheet that goes down point by point and the KME piece of fire apparatus had those 3 points built into the system that were not requirements of the bid. They had overbuilt the truck. Selectman Luszey stated if that's what they did, why didn't you just accept their bid as their bid? Chief Buxton said to do an apples to apples comparison of the two vehicles, I felt that we needed to get down to the apples to apples comparison. I'm going to be very candid with all of you. If the issue is the vendor of choice and you want to look at the other vendor, I want the tool. That's what it comes down to is the Fire Department wants the tool. We believe in the system. We believe in the project. I have some apprehension in regards to that particular third party vendor from a service end of things so my recommendation was to move forward with the KME because I thought we would get better full time service. If that's not the way you folks see things, then I guess I'm certainly not closed minded by any stretch of the imagination. My recommendation was to move forward with the KME.

Chairman Maddox said the rescue truck that you're going to trade in we did not get any value for it. Chief Buxton stated it was an oversight in the bid and it was not included. Steve Malizia and myself had talked about that. Normally we would include that in the bid and that didn't get included somehow in the process. That was at the end of one administration and the start of another.

Selectman Nadeau asked is it a lot of work to rebid this and put in the rescue as a trade in. Chief Buxton indicated that's a great question. We internally talked about rebidding the project. One of the things that I didn't want to cloud the issue is that we're coming up to the end of the manufacturing year of the 2014 Ford cycle. As a matter of fact if we don't order a chassis before the end of January, we won't be able to get one. So we'll be on the 2015 cycle which then pushes me into the concern of whether or not we're going to have the funding to be able to fund the project. Rebidding of the projects, absolutely within our power. We have the ability under Town Code to accept or reject any bid that we see brought in.

Selectman Nadeau indicated all the bids had the Ford F550 frame in it. Can we buy the chassis now? Chief Buxton stated both manufacturers have said to us that we certainly can go out and buy the chassis. We then become liable for the communication between the two parties. So that means the Fire Department is in between Ford and either KME Fire Apparatus or Ford and Fire One. We become the in between because we own the chassis. That means we accept dealing with the warranty split down the middle. We own half the truck and they're not going to work between Ford and Fire One or Ford and KME will be in that mix all the time. Not necessarily a spot that I thought was good for us as an organization. Certainly something we could get over but not something I thought was in our best interest.

Chairman Maddox asked Chief Buxton can you come in at the January Workshop because I understand that's light with the staffing which would answer that question. Again where does the Board want to go? Selectman Coutu stated I'm not supporting KME. Chairman Maddox asked does it behoove us to go back out again. If KME missed \$12,000 of add ons, again...Selectman Coutu said I don't trust them.

Selectman Nadeau said in the same ball park as Selectman Coutu, I'm the biggest supporter of this piece of equipment. I'm the one who has been pushing it for about 20 years. With what we went through with KME on that truck, I do not feel like I would have the faith to give them \$176,000 of taxpayer money to buy if you were buying a Ford frame and chassis motor, I understand that. I'm wondering if maybe we can talk to Ford and say we want to reserve one but we're rebidding this and it will be on the January 1st...Selectman Luszey said to go to Minuteman. You have a second vendor here ready to roll. Chairman Maddox said the Chief has concerns about the warranty. I think that we need to back up and Chief needs to come back at this from a couple of different angles. Number one what is the rescue worth and trade in. Chief Buxton told the Board when we were doing preliminary discussions with Minuteman, they said it was about \$4,000 worth of value there. I'm not kidding you. Chairman Maddox said but it's \$4,000. If we're not going to keep it, might as well get \$4,000 for it rather than putting it out to our auction and getting \$400.

For some clarify, Selectman Luszey said if you have concern about the warranty work from Minuteman and we had issues with Bulldog, which is the lesser of two evils? Chief Buxton expressed to the Chairman when asked regarding KME, I asked the question in regards to at the end of the day which projects are left undone by KME. Engine 4 was repaired. The personalities that were involved in that project are gone. They have been servicing our account since. When I became involved in the Operations Division, I have not in my present share to date or in the operation share have an issue with Bulldog Fire Apparatus. That's my work experience. I can't speak to issues beforehand.

Selectman Luszey asked about Minuteman. What is your concerns with them? Chief Buxton said Minuteman is using a third party and not using the Pierce warranty. What I mean by that is Fire One is taking that on to themselves which is a part time fire truck building company. If they fold up shop, I don't have any guarantee that that warranty is going to be there. Using Pierce Fire Apparatus or KME, I feel that they have been in the industry for a very lengthy time and don't envision their warranties going away any time soon.

Chairman Maddox stated so Pierce is not going to warranty the vehicle. Chief Buxton said they are not giving a warranty on that piece of apparatus. That is through Fire One and Ford.

Chairman Maddox asked where would the Board like to go. Selectman Brucker thought I'm in favor of Bulldog Apparatus. If the Chief hasn't had any issues with the business with them, I think it might be a safe thing.

Motion by Selectman Brucker to award the bid for a 2014 Ford F-550 Fire Squad Vehicle to Bulldog Fire Apparatus (KME) in the not to exceed amount of \$176,596 as recommended by the Fire Chief and the Finance Director.

Chairman Maddox thought I guess Chief you need to back up and take a look at a couple of options. Number one - getting a number for the rescue. Do we want him to go back out to bid?

Motion by Selectman Luszey to authorize Chief Buxton to move forward with Minuteman Fire Apparatus as presented in the amount not to exceed \$178,853.

Chairman Maddox stated we've tried both vehicles we got in front of us. No drivers.

Selectman Coutu said it's quite apparent that we don't want to deny the Chief an opportunity to keep the rotation of vehicles and to keep the stations staffed and have the apparatus that's needed. We initially had the discussion about this particular vehicle and we were in accord that we thought it would be an excellent vehicle for us to have. My personal problem, and I think Selectman Nadeau echoed what I said, was that I had a bad taste in my mouth after having dealt with Bulldog for quite a period of time over the last truck that we had. The Chief made a couple of statements that concern me. One the fact that he's saying that if we wait until after the first of the year we won't be able to get a Ford motor or a Ford chassis. Is that correct we won't be able to get them? Chief Buxton said we'll be getting a 2015. We won't be able to get a 2014 which is the project off I've been told at least 4 months for delivery of a 2015 municipality pricing.

Selectman Coutu stated the delivery date is not that critical is it. Chief Buxton's concern is that the cost will also go up. I have to work within the limits of the warrant article and I believe that I will have difficulty funding the project under the warrant article with an increase in chassis costs.

When you say an increase in the chassis costs, Selectman Nadeau asked are we looking at 2000, or are we looking at 5,000, what are they having to go up...Chief Buxton said the municipality pricing hasn't been set yet. When I talked actually to Minuteman, they're a Ford dealer and they were recommending a \$10,000 buffer. That's where they're at on that. Selectman Luszey said that's unrealistic. Chief Buxton stated it may be but I don't have those numbers in front of me as we sit here today.

Chairman Maddox said the Chari's issue is truly with when we discussed this, I always thought it was going to be here at the Lenny Smith Central Station that presently has 5 people. I always thought it was going to be an ambulance or it's going to be the squad truck for plugging out boxes, illegal burns, and those kinds of things. Now with only 3 people at the station, it's going to be a harder decision what you take when you have 5 vehicles and 3 people. Again, I think I need to hear your presentation on the staffing. If I was the duty Captain, I would take the biggest and best truck for all uses if that's all I got manpower for.

Selectman Nadeau said I can see a couple of scenarios going through my head of how these calls are going to come out. The one that I think of first is Thanksgiving on 111, the truck's here at Central Station. The ambulance is coming from Robinson Road. We know that we need the jaws. We know that we need water and you have the squad truck going, there's your 3 guys at the station. That's what they're taking. You have a medical call and it's going to Burns Hill, the ambulance goes out of Burns Hill, the squad truck goes from Central. I think it's pretty simple to see how that's going to work. I don't need his presentation to tell us how it's going to work. I mean he's already told us before how it was going to work.

Selectman Luszey didn't fully agree with your statement. Things have radically changed since the presentation on how and why we were going after this vehicle. When the warrant article was proposed, we did not discuss making Robinson a fully staffed, 7/24 facility. For me, that changes the mix of everything we've talked about. When the Chief talked about making Robinson a 7/24 facility, he talked about how this vehicle would be used or touched upon it. I really think, and I'm where Selectman Maddox is at, we need to see an integrated plan on how personnel and equipment is going to be redeployed and leveled out to support all three sites.

No matter what, Chairman Maddox thought we're not going anywhere with buying a squad tonight. The function is now is how do we want the Chief to proceed. Does he rebid the thing and see if we get more vendors? See what the price impact is or do we hold off until he comes in and we still have time to bid it.

Selectman Coutu had another question. I might have two but one for sure. Of all of the people that were perspective bidders, you said they were potentially 6 or 7, who is the closest to us? To be honest with you, Chief Buxton said Bulldog and Minuteman Fire Apparatus are within 10 minutes of each other. They're all right in the same realm and actually Seagray Fire Apparatus is right in the same ballpark. They all have service facilities right in that Hopkinton area. In your presentation to us this evening, Selectman Coutu asked did you state something to the affect that the personnel that we dealt with at KME have changed. Chief Buxton indicated they have completed changed their service department. Selectman Coutu wasn't interested in the service department. I'm interested in the owner of the company. Chief Buxton stated the owner is the same owner.

Chairman Maddox indicated to the Board that we'll see him at the workshop with the plan for staffing, and some answers on what the trade in value would be on the rescue, and what the impact will be financially for the chassis. Selectman Nadeau asked if you could maybe contact the other bidders that we had asked and see...Selectman Coutu said we can't do that. You have to go to a formal bid if you're going to do that. We can't make phone calls to people.

Chief Buxton made one recommendation and I'm not trying to sway one way or the other. I don't know what the workshop date was that's why I was asking. Selectman Coutu noted January 7th. Chief Buxton said we're into the 7th - the second week of the New Year. That next week I'm not positive I'm going to be able to get the 2014 chassis. I guess my question to you is I would be better off getting an answer to that question than answering Selectman Nadeau's question regarding going out to a formal rebid and then squeezing the numbers to see where we can go with the new 2015 chassis. If I can't get the 2014 chassis, I don't know that it necessarily makes any sense for me to represent the project if it's not deliverable. That is a question for Ford and I can take care of that conversation. I just don't want to waste anybody's time dealing with a project that's not going to come to fruition because they can't deliver the product. I can certainly make that call to Ford.

Should that be the case, Selectman Luszey asked does that mean that money would flow back to the general fund. Steve Malizia said it wouldn't come out of the capital reserve fund. Selectman Luszey indicated there is money that's coming out of the - Steve Malizia said the \$18,000 wouldn't be spent so it would just lapse if that were to be the case. Selectman Luszey asked does that make this project null and void. Mr. Malizia said if you don't award a bid or do anything, I guess it in theory...Selectman Luszey said if we lapse in FY15. Mr. Malizia said unless you have a commitment, in other words unless you sign...Chairman Maddox said we could encumber it at the end of the year. Mr. Malizia said yes with a contract. Chairman Maddox said we're talking about January and that's until June. If you don't act on it, and don't aware it, and don't do anything, Steve Malizia was not aware of any language in the warrant article that allows you to roll it over to another year. You may get permission to do a one year encumbrance. A lot of times the auditors and the statutes allow for some latitude but not beyond that. If you took a proactive vote and said we're not doing it, then you don't take the money out of the reserve fund and any money that you've appropriated from the tax perspective would go back to the surplus. Selectman Luszey said so the risk is that we may not do this project if we don't have...Mr. Malizia said yes that's a risk.

Selectman Nadeau asked what exactly are you going to ask Ford. Chief Buxton said I'm going to ask Ford when they're going to shut off production on the 2014 chassis. If it's going to be the 7th or the week of 7th, we wouldn't be able to get on the order form. So we may be better off rebidding it out. I would prefer to get quality information on the shut down date for the 2014 because that's kind of hanging out there. It's off of demand basically and find out when they're shutting down production on that.

Selectman Brucker asked do you think it's worth it to take on ownership of the chassis. Chief Buxton said I'm going to be honest with you. I don't believe that we have the staff or we want to be in the middle of that. I would rather buy a turnkey product from a major fire apparatus vendor and then deal with one person versus two.

G. Request to hire two police officers

Chairman Maddox recognized Police Chief Jason Lavoie.

Chief Lavoie said this is more or less for some housekeeping that I wanted to come to chat with the Board about. Thank you for allowing me to talk about this. A few months ago, we asked if we could go ahead and start police testing process. We had two vacancies at the time. So the Board granted permission to go ahead and start that process. That process is under way. We've completed the written. We've completed the physical. The first round of oral boards and we're now into 1 on 1 interviews and some polygraphs. Since this process has kicked off, I've had the two openings and then I've increased that. We've had two more openings. One due to Sergeant Briggs' retirement and then we had another officer that resigned. We now have 4 openings. So I'm here to ask the Board for is normally when we were to have two, we'd come out and we'd ask you to go ahead and test. We're currently in the process. We're just hoping to be able to fill four slots. We don't have any names. We're not ready for that yet. I did want to come in and chat with the Board about that.

Chairman Maddox asked are we going to have the ability with the \$40,000 it cost to get one up to speed. Are we going to have the monies within the budget to take on the \$160,000? Chief Lavoie said most of the monies are salaries. Chairman Maddox said when people leave, they get their buyouts and all of that. Chief Lavoie indicated one of them was pretty well spent. Those there are not issues.

Selectman Brucker asked does this bring us up to the recommended number of police officers. Chief Lavoie said yes the authorized number. The recommendation is a lot more depending upon which type of agency you look at for what they say we should be staffed at versus the authorization is a lot lower. We're authorized to have 47. At this point, we're down to 43.

Selectman Coutu hoped that those who are watching this process here this evening gets an idea of what's involved in terms of other communities pay a lot more for police officers that we do. We've had some retirements. We have one that potentially is going to leave in the near future because of greater salaries somewhere else. We need to start paying our police officers what they're worth. I applaud both the Board of Selectmen and the Budget Committee last year for recommending the pay raises for our public servants. Now we're down 4 full time police officers and the crime rate isn't going down. They're pouring in here from out of State. All you have to do is watch Channel 9 and you see what's going on in Manchester and Nashua all the time. These are numbers and stories that were unheard of 10 years ago. Hudson is no less immune to the influx of crime that the others are getting. We just have I think a more capable and productive Police Department that tries to stay on top of it for the most part and does an outstanding job I might add. I'm going to obviously support the motion to bring our force up to staff because as anyone who's been in law enforcement or knows anything about law enforcement, there's nothing more dangerous to police officers out in the street by not having a full contingent manpower that is necessary to adequately address the crime rate, as well as traffic control, and policing within the community in order to have it considered a very safe community. I hope that he has sufficient applicants and a caliber and quality of applicant that we can pull for from if this motion should be approved. Thank you Mr. Chairman.

Chairman Maddox was wondering if anybody else had done what business does is offer an incentive or reward. If we could get a police officer that's already gone through the training and we pay them X amount of dollars at the end of some 12 months or whatever, is that something that's done? Is that something that we could do rather than starting from scratch you already have an officer that's got experience? Chief Lavoie said a number of years ago, the Police Department did or a Board of Selectmen - I forget how long ago - did put that offer out. I can't recall if we ended up by hiring anybody out of that process but that there is more or less where you're strictly advertising currently sworn personnel within the State given preferential treatment. I think at the time it was roughly about - correct me if I'm wrong - I think Selectman Nadeau and Mr. Malizia may have been around at the time. It was about a 3 year or a \$5,000 bonus I'll call it. Currently we are looking at - we're in the process but it looks like we have one currently that is sworn that's doing very well.

Selectman Nadeau thought you are correct. I think it was like a \$5,000 signing bonus and it was paid out over a couple of years. I think it's a great idea and that's what they've done. I've seen it for other fire and police departments. I think if he has the 4 candidates this round that will do it, I think it's something we need to talk about for future offerings.

Chairman Maddox asked Chief Lavoie do you have 4 candidates or are you just asking to hire - you still have to go through the whole process right or part of the process? Chief Lavoie said we're down in the final stages now. We're starting to do some backgrounds. We're conducting polygraphs as we speak. After that, it's a physical with a doctor as well as a psychological test that kind of goes over a period of about two days roughly. After that, it's an interview with myself and then I come before the Board. We're in the waning stages of it now.

Selectman Luszey said let me get this straight. In the past we have done a signing bonus of \$5,000 over 3 years versus \$30,000 of training of one year. Why wouldn't that be the standard practice? Selectman Nadeau said it was something that we threw out there back then. Selectman Luszey asked why wouldn't we make that the standard practice and save \$25,000.

Selectman Brucker asked do you get the same quality of police officers when you do this or do you get some disgruntled people who want to leave where they are? Chief Lavoie said that there is something that is always in the back of our minds and is at the forefront of our investigations when we're trying to hire people are those issues. We have the same concerns. When those were being done in the past, I was not a Captain. I'm not even sure if I was a Lieutenant at the time. I may have been. When that was done, I was not involved in the hiring process at that time. We're not truly going to save \$25,000 by going about it the way Selectman Nadeau is saying. We are looking for a shortcut and in order to streamline it to get them out into the field. The savings would be they wouldn't be collecting a salary while they're going through the police academy for 14 weeks because we wouldn't have to pay them to go through the police academy where they're already certified. They would still have to undergo at least a couple of months of in house training as well as a few weeks with our field training officers.

That's what Selectman Coutu was going to point out. All it does is it streamlines it somewhat. If we're hiring a police officer who's certified from another State or another jurisdiction but if they were from out of State and they were certified police officers, they still have to go to the academy to learn the law package. There's some packages that they have to learn and be tested on. I think that's approximately 4 weeks and then they would still do the standard in house training that we provide. It does streamline the process but as Mrs. Brucker had queried relative to are you apt to get some disgruntled employees that left other departments, more often than not I would say that's probably the case. What we pay in Hudson, I don't see people rushing into Hudson from other police departments that want to transfer here unless they're disgruntled and they quite somewhere else. I just don't see any other process other than what we're proposing now which is just hire 4 people, put them through the academy, and get through with it.

Chairman Maddox counterpointed to the fact that having experienced officers they know the job so you won't have the turnover in new people that unfortunately we have had that come on board and just don't realize the commitment, and the dedication, and the things that they see. I guess there's something to be said for both sides. I guess maybe the Chief for the next round, it looks like there will be, is maybe some information that you can gather on doing some sort of incentive to bring in already at least certified police officers in the State of New Hampshire.

Selectman Nadeau thought the reasoning behind what we were doing was we were looking for part time officers in smaller towns that surrounded us out in the woods out past Milford and stuff that were already part timers that were certified. I think that was what our theory was back then to doing it.

Selectman Coutu stated that part time certified officers still have to go to the academy full time for 14 weeks. All he gets is 100 hours of training plus whatever in house training they provide which is usually part timers. In Woodstock, New Hampshire, it's 2 weeks with the Chief. That's what I got, 100 hours at Plymouth State College. They still have to go to the academy for the 14 weeks.

Motion by Selectman Coutu, seconded by Selectman Brucker, to accept Chief Lavoie's recommendation to continue the hiring process for four (4) full-time Police Officers, carried 5-0.

H. 2014 Meeting Schedule for the Board of Selectmen

Chairman Maddox recognized Town Administrator Steve Malizia.

Steve Malizia indicated this is pretty basic. This is the schedule that's proposed for next year. You'll note some dates that are Mondays. There's a Town Meeting election in March. There's a primary in September. November also has a general election day. I believe November 11th is Veterans Day, so the meeting for that day would be the Monday before.

Chairman Maddox pointed out historically we have cancelled the Workshop in July. I'd like to continue that trend. Selectman Coutu agreed. I was going to suggest July 1 and December 23rd. If we want to make it the 16th instead of the 23rd, I don't have a problem with it. I just think Christmas week everybody is rushing around. It's pushing it. Chairman Maddox wanted to leave it on there for now and we'll see how the year goes. We can always cancel it. We're not having a meeting for the rest of this year.

Steve Malizia asked so you're approving the schedule with the one amendment of July 1st. Selectman Coutu said apparently so.

Motion by Selectman Nadeau, seconded by Selectman Coutu, to approve the 2014 Meeting Schedule for the Board of Selectmen, failed 2-1-2.

Selectman Nadeau asked to put change December 23rd to December 16th, get rid of the July 1st meeting.

Motion by Selectman Nadeau, seconded by Selectman Coutu, to approve the 2014 Meeting Schedule by changing December 23rd to December 16th, and strike the July 1st meeting.

Chairman Maddox noted if you looked at this same schedule for this year, we had a meeting scheduled for the 24th and we didn't do anything.

Vote: Motion carried 4-0-1. Selectman Luszey abstained.

I. Budget vs. Actual

Chairman Maddox recognized Town Administrator Steve Malizia.

Steve Malizia indicated your 42 percent of the way through the year. So when you look at these and look at that with that in mind, in general the general budget looks pretty reasonable based on that parameter. I was a little concerned with welfare but I talked to the Welfare Administrator. We tend to get a little bit busier before the winter time and then it slows down for the winter. Utilities don't make shut offs and what not. As you recall too for the default budget, we've moved some of the welfare money out of that budget. However, we know that we have donation money to back that up. So I'm not overly concerned but it was just an area I looked at. I think everything else is tracking about where we expect. Again, things don't always happen in a 1/12th fashion. We make our contract commitments so that we'll show an encumbrance and hence a greater than average spending line but only because we've entered into the contract. For example, trash. I would note that on automobiles, we are at 42.4 percent of a higher number so we are tracking very well there. We've about raised that budget to \$3.8 million from \$3.7 million. So that is a positive. Interest is non-existent. I did note that building permits looked like that was doing pretty well also. We're at 98.88 percent of the budget there. That seemed to be pretty favorable for us.

Chairman Maddox asked if there were questions from Board members. Seeing none.

9. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Brucker - Well I attended the Conservation Commission meeting last night. It was a very busy meeting. We have been contacted by a Warden from Pelham who is trying to bring in more Eastern Cottontail Rabbits. Selectman Nadeau said we have plenty of them. Selectman Brucker told them about Selectman Nadeau's collection over there. I said we'll send him up to see Selectman Nadeau. He's going to be at the January meeting speaking of doing some things in our forest land here. I will send him to you.

I wanted to wish everyone a very happy holiday.

Selectman Nadeau - I have a few things this evening. The first one is from the Road Agent. With the last two storms, everything went very well. No breakdowns. One of the interesting facts I did hear from him is its more cost effective to plow the snow off the roads than it is to sand and salt them after you pack down and get all the ice on the roads. It's \$60 a ton this year for sand and salt mixes.

The other thing is, so everybody knows, it's on the town website and it's supposed to be up on the cable TV channels is that there will be extra recycling starting December 25th for cardboard. What they're suggesting is you take all your cardboard. It is the 10 days after Christmas because it takes 2 weeks to do the Town in recycling. So it's going to be December 26th through January 9th. You take all your cardboard and you place it next to your blue bin so that you have plenty of room for your co-mingled cans, bottles, and extra things that you have from the holidays, and you put all of the cardboard together next to the blue bin and they will have somebody hand pick it up and recycle it. So you should have plenty of room in your blue barrels for the co-mingled. If you have any questions, again, it's on the Town website and it should be on the cable channels. If you can't do those two, call the Highway Department and they'll explain it to you so you know what to do.

The other thing that I've noticed is Benson's is still being well used even in the cold and winter. With the first snow, there was a lot of people out there trying their snow shoes out to make sure they still worked. It's still well used just to let everybody know and there still is a bathroom up by the elephant barn.

Selectman Luszey - Thank you Mr. Chairman. I hope you all tuned into last night's Budget meeting with the initial budget deliberation session for the school SAU budget. All of the warrant articles except for one, Article 5 which was the article that they had last year which requested the creation of a capital reserve fund, did not pass. I actually abstained from that vote because I could not recall how this Board felt about it last year. It basically was the warrant article that would allow them to take up to 2 ½ percent I believe of the assessed value of the Town of any unexpended revenues and put it in a reserve fund. Selectman Coutu indicated we voted no last year. If that is the consensus, Selectman Luszey said that's how I would vote the next time around.

The school budget as proposed is \$48,588,000 and it passed. The first straw vote 5 to 2. With that, I actually made a motion to adjourn the meeting given that I did not believe the Budget Committee would be having any worthwhile conversation given the posture of the Committee on their initial vote of not only that article but all the rest. At the end of the meeting, I requested that they bring the Town budget back for review and deliberation. Because as you know, the Town budget that is currently proposed to go to the warrant is \$1 less than this year's default budget. So they did agree to bring back the Town budget and that will be Monday. I would like to recommend that the Board of Selectmen request all the department heads to be there and also you folks to be there to have a worthwhile and healthy discussion as to why the Budget Committee feels the Town budget that we proposed which was just over \$600,000 more than this year's budget of which over \$235,000 was the funding to operate the senior center which the voters approved. Our proposed spending increase over this year's operating budget was just over \$329,000. I would really like support and not only that I would request that Selectman Nadeau attend the Budget meeting because I will not be able to attend Monday night's meeting and I believe you are the alternate. Selectman Nadeau said I will not be here. Selectman Luszey stated we have a problem.

Chairman Maddox asked as a member of the Budget you have to be sworn in. Steve Malizia said you can appoint your liaison. Chairman Maddox indicated I'll take it if no one else wants it. If you want to take it, you had it last year. Selectman Brucker nodded no. Selectman Coutu said I'm going to go to the meeting. I don't think I should be sitting in the chair. Selectman Brucker indicated I'll be there too. Chairman Maddox stated we will solve the problem. Thank you for the heads up.

The only thing Selectman Luszey had to say tonight is 1) the senior center is going great guns. If you drive by, you'll notice there's windows in it, the roofing is on, and they've started the interior. I spoke with the Town Engineer and they'll be putting sheetrock up in the next two weeks. We'll have a building complete in March.

Selectman Coutu - Let me wrap up some unfinished business here. Selectman Nadeau and Selectman Brucker, there's a winter parking ban on. No parking between the hours of 11 p.m. and 7 a.m. in the Town of Hudson, especially now in light of the fact that we have snow on the ground and they're predicting what could potentially be a much larger storm this weekend. I also want to remind everyone, thanks to Selectman Nadeau again, that the toys for tots program is ongoing and you can drop off your toys here at Town Hall and there are several other locations in town. Also for the food pantry, they're in dire need of food. If you have any food that you can donate, please bag it and bring it to Town Hall outside the Clerk's office and Selectman Nadeau will be picking it up and bringing it to the food pantry for proper distribution during the Christmas season. I can't impress upon people enough that many of us will have a joyous occasion during the holiday season - Christmas, New Year's, and the like - but there are still several people in our community with small children through no fault of their own have a dire need and food is essential. If you're going to drop off some food, if you could pick up a toy at Wal-Mart or some other store in town, or a gift certificate to Market Basket, drop it off and Selectman Nadeau will make sure he and the team that handled the St. Vincent de Paul food center will make sure that the appropriate people get it.

I want to remind everyone. Selectman Nadeau and I - I don't know if anyone else is going - tomorrow evening is the annual Chamber of Commerce Christmas fundraising dinner at White Birch. It's a good time and all of those proceeds I believe go to the charity and to scholarships if I'm not mistaken. I want to take this opportunity because this is our last meeting during the month of December to wish everyone a very merry Christmas and the very best in the New Year. I know I can say without giving too much of a hint that this is going to be an awesome year for my wife and I. Thank you.

Selectman Maddox - I have a couple of items. As we've noticed, the snowstorms seem to happen on the weekend which certainly would fly in the face of some on the Budget Committee that wanted the overtime to be eliminated. We just can't control the weather yet. I think it's a curse that we're going to have to live with.

The snow plowing last Friday night, I guess there was some concerns about that. I thank you for answering that in regards to its cheaper to plow it than it is to sand it. I will say that we have a Road Agent with years of experience. I will also say that he doesn't call us to get approval or a consensus. That's his job is to deal with the snow. When he gets input from probably the police and fire, he sends his crews out as he feels necessary. Folks if you go through our roads and you go to other places, you will see a dramatic difference in the level of snow removal. You certainly don't want this Board or any Board trying to make a decision of that nature. We have a great Road Agent. Let him do his job.

I'll read my notice here. The Town Clerk's Office and Sewer Department will be closing early at 1 p.m. on Christmas Eve, 12/24/13. The Clerk's will use earn time for closing early. We would like to request the support...yes, I don't see any problem with that. Consensus of the Board they can close early because they are using their earned time to do so. Selectman Brucker said yes.

Chairman Maddox asked Selectman Brucker - you were going to follow up on our zoning issues as far as did we get all the pages and all the...Selectman Brucker said yes we did get all the pages. I've spoken with the Engineer who's in charge of the department. We'll be finding out any new information.

Chairman Maddox said I'll bring it up because it's that's kind of time. Panhandlers. I read the two things that you provided us Selectman Coutu. The question I have is those are both Massachusetts. As I understand it from the Town Administrator, there is no enabling legislation in New Hampshire for this. So just something that we probably need to take a look at.

Selectman Coutu stated we have a lot of ordinances that there are not enabling legislation for. We adopt an ordinance. We'll establish our sovereignty and decide what's best for the citizens of Hudson and not the State of New Hampshire. Chairman Maddox thought if we didn't have the ability through the legislature, we couldn't do it. Selectman Coutu said we establish ordinances without going through the legislature. Steve Malizia said we're not a home rule State. I'm not going to get technical. A very quick analysis by the attorney, very quick and this was before the issue came to the Board, indicated that there is no statute out there that Hudson can put an ordinance together on. Can you do your own? I'm not aware that we're a home rule community. In other words, we can't make our own laws. Selectman Coutu said good, let's try it. Chairman Maddox said a project for the New Year I guess. I did read both of yours and they were very specific to sections of Lowell and Worcester, and aggressive. Selectman Coutu said those were a foundation. I'm not going to be as aggressive. I had a communication from someone that suggested that if we do it, they supported it but they felt that we should use whatever means that are at our disposal through the police department to assist these people in either finding shelter, finding food, sending them over to the Nashua food kitchen if necessary. If they're residents of town, have them go and apply here, apply at St. Vincent de Paul. They'll be vetted there. First offense is not going to be a fine, it's going to be a warning. I haven't finished all the details but we're going to show some compassion. It's not my intent to go out there and become a Gestapo over this thing. It's an unsafe condition. I can understand people having a need and resorting to anything but crime to try to fulfill that need. Jumping out in traffic and causing cars to stop, and people not knowing whether or not they're coming out, the image it projects coming into the community is not a good one. If we need a tool, maybe an ordinance of this nature will be one that would probably be more beneficial to them than not because we will reach out to them to try to assist them but we need to vet them. That's all I'm asking that we do. We'll see what it comes down to and we'll see what our attorney says in the final analysis.

Chairman Maddox indicated which brings me to the front page of the Telegraph the other day about the Nashua Soup Kitchen. They're trying to raise enough money to get \$100,000 if they raise \$150,000. As I understand it, we utilize that service quite a bit. There was a Selectman who gave up all of her salary for the 3 years that she was here and put it into the Town Poor donation account for use. If it was possible, would this Board support sending that over to help with that cause? Selectman Coutu said we'd rather give it to the St. Vincent de Paul Society. Chairman Maddox stated this would, again, help them get \$100,000 extra if you'd read the front page. I guess 2 people said that they would give \$100,000 if they could raise \$150,000.

Selectman Nadeau indicated we already give money to the Nashua Soup Kitchen through our donations. I don't know how many people that we send over there and service from Hudson but I think what we're doing is sufficient. They have a very big fundraising section over at the Nashua Soup Kitchen.

Chairman Maddox wished everybody that's still watching this a Merry Christmas, Happy Hanukkah, and Happy New Year. It has been a challenge this year. We've had interesting meetings but I can say that the 5 of us leave the room still talking to each other. I think it is a credit to what you see on television is 5 people with different opinions. We don't go in lock step and we don't try to mow each other down except when there's chuckles or something in between them. This is the season of festivity and reflecting. I want to thank all of you for making this a great community.

10. NONPUBLIC SESSION

Motion by Selectman Nadeau, seconded by Selectman Brucker, to enter Nonpublic Session pursuant to RSA 91-A:2 (a) Strategy or negotiations with respect to collective bargaining; and RSA 91-A:3 II (b) The hiring of any person as a public employee, carried 5-0 by roll call.

Chairman Maddox indicated Nonpublic Session is being entered into at 8:35 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 Maddox opened Open session at 9:05 p.m.

Motion by Selectman Brucker, seconded by Selectman Coutu, to authorize the Fire Chief to hire Andrew Perkins, Brian Clarenbach, and Brian Schofield, for the positions of Firefighter/EMT-I in the Fire Department at a starting salary rate of \$14.58 per hour (Probation) effective January 13, 2014 and then to Step 1 upon successful completion of the probationary period. This assignment will be a non-exempt position in accordance with the International Association of Firefighters Local #3154 Contract as recommended by the Fire Chief, carried 5-0.

Motion by Selectman Luszey, seconded by Selectman Brucker, to forward the Hudson Police, Fire and Town Supervisors Association Contract to the Fiscal Year 2015 Warrant, carried 5-0.

Motion by Selectman Coutu, seconded by Selectman Luszey, to forward the Hudson Support Staff, AFSCME Local 1801, Contract, to the Fiscal Year 2015 Warrant, carried 5-0.

11. ADJOURNMENT

Motion to adjourn at 9:07 p.m. by Selectman Coutu, seconded by Selectman Luszey, carried 5-0.

Recorded by HGTV and transcribed by Donna Graham, Recorder.

HUDSON BOARD OF SELECTMEN

Richard J. Maddox, Chairman

Nancy Brucker, Selectman

Roger E. Coutu, Selectman

Benjamin Nadeau, Selectman

Ted Luszey, Selectman