

HUDSON, NH BOARD OF SELECTMEN
Minutes of the October 18, 2006 Meeting
Budget Presentations

1. **CALL BACK TO ORDER** by Chairman Richard J. Maddox, from last evening's recessed meeting, at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.

2. **ATTENDANCE**

Selectmen: Richard J. Maddox, Shawn N. Jasper, Kenneth J. Massey, Kathleen R. MacLean and Benjamin N. Nadeau

Staff/Others: Steve Malizia, Town Administrator; Priscilla Boisvert, Executive Assistant; Kathy Carpentier, Finance Director; Jim Michaud, Assessor; Shawn Murray, Fire Chief; Gary Rogers, Deputy Fire Chief; Charlie Chalk, Deputy Fire Chief; Torrey Demanche, Executive Secretary; Helen Cheney, Secretary; Toni Weller, Library Director; Jane Bowles, Library Building Committee; Linda Kipnes, Connie Owen and Arlene Creeden, Library Trustees; Howard Dilworth, Jr., Budget Committee; Russ Ober, Trustees of the Trust Funds; Leo Bernard; Joyce Cloutier and Karen Knox, Supervisors of the Checklist; Mike O'Keefe, Cable Committee

3. **BUDGET PRESENTATIONS**

Community Grants 5920

Selectman Massey said he spent some time with these grants and he read every one of the requests and looked at which of the services are directly impacting the Town's welfare budget. As a result of that, he proposed the following changes, saying the bottom line is going to be the same, but the changes would be different.

Motion by Selectman Massey, seconded by Selectman Jasper to make the following adjustments to 5920-259:

<u>American Red Cross</u>	<u>\$ 5,000</u>
<u>Area Agency of Greater Nashua</u>	<u>\$ 2,000</u>
<u>Big Brothers/Big Sisters</u>	<u>\$ 3,000</u>
<u>Bridges</u>	<u>\$ 4,000</u>
<u>Child Advocacy Center</u>	<u>\$ 3,000</u>
<u>CHIPS</u>	<u>\$ 3,000</u>
<u>Community Council</u>	<u>\$ 9,000</u>
<u>Greater Nashua Interfaith Hospitality Network</u>	<u>\$ 3,000</u>
<u>Home Health & Hospice</u>	<u>\$16,000</u>
<u>Hudson Seniors</u>	<u>\$ 1,000</u>
<u>Keystone Hall</u>	<u>\$ 1,000</u>
<u>Lamprey Health</u>	<u>\$ 8,000</u>
<u>Nashua Mediation Program</u>	<u>\$ 1,000</u>
<u>Nashua Pastoral Care</u>	<u>\$ 3,000</u>
<u>Nashua Soup Kitchen & Shelter</u>	<u>\$ 7,500</u>
<u>Nashua Transit</u>	<u>\$16,925</u>
<u>St. Joseph Community Services</u>	<u>\$ 3,835</u>

changing the budget request from \$111,917 to \$90,260, a reduction of \$21,658.

Selectman Massey said when he looked at the services that each of these organizations is providing--for example, the American Red Cross, just in one incident alone during the past year, contributed \$20,000 worth of services for the May flood; the Area Agency of Greater Nashua, which is the program over at Alvirne High School, 24 of the 66 participants in that program are from Hudson; for Big Brothers and Big Sisters, 70 out of 1,724; for Bridges, 148 out of 2,200; the Child Advocacy Center has had 58 children since the program started; there were no numbers on CHIPS; the Community Council, which is a behavioral services agency, was 114; the Greater Nashua Interfaith Hospitality Network, which was surprising to him, but has an impact on the Town's welfare budget--out of a total of 4,565 bed nights, 3,129 of those were Hudson residents; the Home Health & Hospice, there were 291; Seniors request is what they asked for; Keystone Hall, which is a drug program, 27 out of 451; Lamprey Health, 264 out of 4,372; Nashua Mediation Program was 59 children, but he didn't know how many adults were involved; Nashua Pastoral Care was 134 out of 1,744; the Nashua Soup Kitchen were 372 nights of service that were provided to Hudson residents; Nashua Transit, 61 residents in Hudson availing themselves of that and they participate in a total of 1,400 trips; and St. Joseph Community Service serve approximately 115 meals in Hudson, but only 61 of them are not part of the senior program. On that basis, and thinking of the welfare budget and how these services augment that, he felt that this would be a better way to allocate the same money and flat fund it.

Selectman MacLean didn't want to rehash her position because everyone knows it, but some of these programs have nothing to do with the Town's welfare program, which is why she is opposed to many of them, and why she is voting against the motion.

Vote: Motion carried 3-2. Selectmen MacLean and Nadeau voted in opposition.

Trustees of the Trust Funds 5020

Russ Ober said he was one of the three Trustees of the Trust Funds and wanted to address their budget to explain what they have been doing in the past year to earn their money, as it were. The Trustees of the Trust Funds are a group of three people who take the money that is saved by the Town and the schools, and invest it in such a way that the Town and the schools will have more money, when they need it. It is analogous to, if you want to buy a car, a big purchase, so you start saving money in advance. If you were doing it, personally, you would save it by the month. As a Town, you generally save it by the year. You save a year's

worth for four, five or six years, and you can buy, for instance, a fire truck. It would be nice if you have more money to spend than what you put in, and that's the job of the Trustees. Under State laws, there are certain limitations as to what they can invest in, and they must make sure they can get more money out than they put in. Otherwise, they are fiscally irresponsible, and that's illegal. In the last year, they made approximately \$350,000 with the money that was entrusted to them. Right now, they have, between the Town and the School, approximately \$9.4 million that they have invested in five different areas. They try to balance their investments, as to the best income available for them, and it changes. They meet only monthly, so they don't move money around every minute, but they do have a lot of money movement. In September, they had 64 transactions—money moving from one place to another—so it's not as if they are sitting there, letting the money gain interest. They have to keep moving it around. The biggest fund they have is the sewer fund and that money moves in and out rather rapidly, and in big chunks. The budget before them is down some \$225, which isn't very much, but they don't have a very big budget, anyway. They endeavor to reduce their budget, knowing they are supposed to be fiscally responsible.

Selectman MacLean said the Trustees have such a huge responsibility and it's quite something they take on that responsibility and asked him to extend her gratitude to the other members because it is really quite a job. Mr. Ober said it is scary, sometimes, to understand they are investing \$9 million that's not theirs, and they must make money. Selectman MacLean said and they all trust them, to which he said if they don't he can be fired.

Moderator 5041

Ms. Carpentier said no material was received from the Moderator, so there is no backup and it was level funded. Selectman Jasper said in the current year, they had a primary and a state election, but next year, they will not, so the budget should be less. Every year it goes down, but in the fourth year, it is up a bit more because of the presidential primary. He was sorry to see there was no submission because they do not need to put \$22,000 in the budget. He asked that they defer this until Monday and ask the Finance Director, perhaps in consultation with the Town Clerk, to look at what it actually cost to run just the March election, and they usually budget for one special election. Mr. Malizia thought there was a primary election next year. Selectman Massey said no, that would be in February of 08; Selectman Jasper said that's what they were budgeting for, July 1, 2007 – June 30, 2008. Nonetheless, they will be down elections from what they were this year. Chairman Maddox asked if they shouldn't be contacting the Moderator, asking for his input. Selectman Jasper didn't think he has a good handle on those numbers. The easiest way would be to pull it out of the system to see what it costs. They just has a September primary and there was a full staff. In looking at those numbers, and considering they have a presidential primary and a March election, that's pretty much it. They usually put in some fluff for a special election, but they should not, and would not cost the full boat. Ms. Carpentier said she'd take that as an action item. Selectman Massey said he'd second the deferral. The vote was 5-0, in favor of the deferral.

Supervisors of the Checklist 5042

Chairman Joyce Cloutier and member Karen Knox for the warrant article. Selectman Massey said he was going to recuse himself on this, as he has a public-stated positions on salaries in this area, so he chose to step down.

Motion by Selectman Jasper, seconded by Selectman Nadeau, to forward the article to the warrant, as recommended by the Board of Selectmen.

Chairman Maddox said there are presently three Supervisors, and they get a salary of \$600. This warrant article would increase that amount to \$1,000 each. Selectman Jasper said this was one of those thankless, time-consuming jobs. They have to meet in session fairly often, by statute, but the input they have to put into the computer system is great. Every time there is an election, there are many people coming in, making changes and registering. Now, they have the State-wide data base, but all of that information has got to be entered and it's a tremendous amount of work. It's not one of those fun jobs, like being a Selectman. This one is just work and it's a tremendous amount of responsibility. He recalled they were managing, at the beginning of the last election, 13,700 or so names on the checklist. It's a very important responsibility and worth every penny of the \$1,000.

Ms. Cloutier said they went to Concord two months last fall, training every day, which they get paid a small amount extra. In Londonderry, Supervisors get \$10 an hour. In September, one of the girls said she made \$600 in just that one month. They make \$2,000-\$3,000 a year, and they are about the same size as Hudson, within 600-700 voters difference than Hudson's base. There are a lot of smaller towns that don't make as much, but she when she first took this job, years ago, it was \$300. They had about 3,000 voters. In 1996, they got a \$300 raise, and there are about 8,000 voters. Now, they've got almost 18,000 voters, and the job has increased to an insurmountable amount of time and effort. They were all there today, without pay—they got lunch. It's to the point where, it's like, "Why I doing this?" If they would prefer to pay them by the hour, they could work something out with that.

Vote: Motion carried 4-0. After the vote, Selectman Massey resumed his seat.

Cable Utility Committee 5045

Selectman Massey said he wanted to publicly acknowledge the outstanding work that has been done by both the Cable Committee and the Technical Consultant they have. Anybody that's watching Hudson Cable Television on Channels 20, 21 & 22 in the last year, would recognize that there has been a significant improvement. They have already started televising the Conservation Commission and this month, they will begin doing the Zoning Board and Planning Board, and there may be other boards and commissions, over the next year, that they might look at. For that reason, he wanted to move \$20,000 from 5045-450, Capital Reserve Trust Fund, to 5045-252 Professional Services. His rationale is to make sure they can truly support the type of live broadcasting they are talking about undertaking and he didn't want to see them fall short in that area.

Motion by Selectman Massey, seconded by Selectman Jasper, to decrease Cost Center 5045, Line Item 450, Capital Reserve Trust Funds, by \$20,000, from \$103,435 to \$83,435.

Selectman Jasper agreed with what Selectman Massey was trying to accomplish. His only question was if Professional Services was where they wanted to put the money, or if they were getting to the point where there are people actually getting paid on an hourly basis, which would be under part-time salaries. Mr. Malizia said everyone was contract workers, even the high school kids. Selectman Massey said they get paid \$10 an hour, for the hours they work, adding he wanted to add one more thing. It might be different if there was, right now, a plan in place, where they had a clear horizon, as to what the amount of money in the capital reserve fund, which as of the end of June 2006, there was \$336,287, so even dropping \$20,000 out of that, it will be over \$410,000. To him, that's still within the realm of what is feasible, especially since they don't have anything, at least in the next year, and he just thinks it's important that, if they are going to support this cable television, that they make it possible that they can do all the things they've been talking about, and that was the reason for the change. Selectman Jasper said he totally agreed. Selectman MacLean thanked Selectman Massey for his kind words and accolades. When the Cable Committee met to prepare the budget to send to the Selectmen, that amount was actually less because they run a tight ship and they have so many wonderful volunteers that help out. She didn't have any heartburn over it either way, but they seem to have thought that the \$30,000 would do everything they wanted it to do.

Mr. O'Keefe, Chairman of the Cable Committee, said he calculated the number of hours and dollars that they were going to need to do all the meetings that they are anticipating doing, which included Zoning and Planning, plus the current list they do today, but not other boards they might possibly add. That number came out to just under \$7,000 in labor. The facilitator's contract is about \$12,000 a year, so that brings the total to roughly \$20,000. When they put in the \$30,000 number, that included a cushion for possible increased programming, etc. By adding an extra \$20,000, they might have trouble spending \$50,000 on professional services, unless they start doing a lot of outside programming and doing hiring. If it's just to cover additional meetings, he didn't think an extra \$20,000 was necessary. Their long-term goal is to build an access center, so they can get significantly more programming done. They started looking into that little bit this year, with the Library's plans that are going forward. They investigated the possibility of joining with them and, at the time, the architect was giving a quote of around \$750,000 for the space they wanted to have constructed. Right now, they have about \$336,000 in that fund, and he'd like to see that reserve grow so they can eventually develop an access center. Therefore, he thought the \$50,000 might be a bit exorbitant.

Selectman Jasper withdrew his second; Selectman Massey withdrew his motion.

Selectman MacLean said the 10.3% is all cable fees, so it's not paid for by taxpayer money. Chairman Maddox said they've only spent \$1,300 year to date, so he was amazed over the motion, and was glad he didn't have to be the "bad guy." Mr. O'Keefe said the FY06 expenses were just under \$13,000 but they've been in transition for about a year. The current facilitator hasn't even completed a full year of service yet. Selectman Jasper said he was discounting that \$1,300 because if it's \$1,000 a month just for the facilitator, and they are paying people \$10 an hour. Selectman MacLean said the facilitator isn't salaried; he gets paid by the hour, and probably volunteers as many hours as he puts in for, so the Town is very lucky to have him—and another reason why that line is quite low. Selectman Massey said they should put a name to the face. Selectman MacLean said James McIntosh, or as all those who love him call him, Jimmy Mac.

Chairman Maddox asked if there were shutoffs on the microphones. Mr. O'Keefe said no. Chairman Maddox said that's something they need to look at. He understands there was a conversation that the Selectmen wouldn't approve it if it wasn't the lowest bidder, but they do need to have some features that are useful.

Town Treasurer 5050

Ms. Carpentier said this was flat-funded; there was no backup. Chairman Maddox hoped the Treasurer would be present because he didn't know who she was.

(Start Tape 1-B)

Budget Committee 5070

Motion by Selectman Jasper, seconded by Selectman MacLean, to reduce Cost Center 5070, Line 252, Other Professional Services, by \$800, from \$4,800 to \$4,000, carried 3-2. Selectmen Maddox and Nadeau voted in opposition.

Budget Committee Chairman Howard Dilworth said at a workshop, the Board might want to consider exploring the possibility of a part-time person to do minutes, or make it full time, and they can do other filing. Chairman Maddox said or looking to see if they can use the DVD of that meeting, and keep that historically, if that will meet the requirements of minutes, down the road. Selectman Jasper said he did make a similar motion on ZBA last night, and he will revisit the other ones, but that is one that really stuck out at him. Minutes are nearly verbatim everywhere, and now they got the tapes, so verbatim is less important. Yet, when they didn't have tapes years ago, they didn't do minutes anywhere near verbatim. He didn't think the Budget committee has been sued any time recently.

Ethics Committee 5080

Ms. Carpentier said there was no increase in this budget. Chairman Maddox said since it's only \$100, they should move on.

Assessor 5410

Assessor Jim Michaud said he received a copy of a letter from Kathy Carpentier today that his budget has gone down a total of 23%, but that's probably a little misleading in the sense that over the last three years, they have been budgeting to have a

complete town-wide data collection project completed, as well as in the current budget year, for next tax year, to have a complete property value update done. That probably stands out the most, that 252 has gone down. If he had to pick out one other area, it would be in terms of a replacement vehicle that they talked about in workshops earlier in June, which he came forward with. There was some discussion at the time about the current vehicle, the low mileage on that, etc., but he did go through the State bid list. He did opine that he felt that this would be a good opportunity for a multi-purpose vehicle in the sense that Assessing can use it, along with the Town Custodian, who currently uses his own vehicle for transporting rubbish, going to Home Depot, etc. He asked if there were any questions.

Chairman Maddox referred to line 233, the mileage reimbursement. It was \$550 and the request is almost doubled. Mr. Michaud said in previous years, he has been lax in submitting for mileage, as has the rest of his department. There is one vehicle, but two and a half people that go out in the field for inspections, etc. That's why the FY06 actuals at \$919.80 led him to believe that this is a line item he should look at the actuals on. Selectman Massey said since they spent nothing in 5410-402 Automobiles, and they are now going to be doing 4385, he had the same note that he didn't think \$1,000 would be appropriate for reimbursements. Selectman MacLean asked if \$400 was going to get him to the conference in Atlanta. Mr. Michaud said he went on line to check the price from Manchester to Atlanta, and that's what he came up with. He didn't know what it would be for next year, however. Selectman Jasper asked if that included the hotel. Mr. Michaud said no, that was in another line.

Chairman Maddox said the question is the vehicle—a price of 4385 which is the lease price. Mr. Michaud said he put in for an extended cab, 4-wheel drive, 2007 Ford Ranger, at \$15,000. This also includes a light bar on the top. He went to Grappone, to the same place Gary Webster went when he bought his new truck. Selectman Massey said, given the nature and the type of work, he thought that the option they saw last night for a 4-cylinder, 2-wheel drive vehicle would be more appropriate, for approximately \$11,000. Selectman Massey wanted to make a change, but was unsure of what the numbers were. The Finance Director said she could help out for the lease payments. Mr. Michaud said it was 3433. Ms. Carpentier said 5410-402 would be \$3,433.

Motion by Selectman Massey, seconded by Selectman Jasper, to decrease 5410-402 Automobiles by \$952, from \$4,385 to \$3,433.

Chairman Maddox said the Board sent the Recreation Director off with money to fix his vehicle and from what he understands, the Assessing vehicle is in good shape and wondered if they would be better off putting off purchasing this vehicle for another year. Selectman Nadeau asked what the vehicle was, and how many miles it had. Mr. Michaud said it was a 1996 Ford Escort, 4-door sedan and has 34,000-35,000 miles on it.

Amendment by Selectman Nadeau, seconded by Selectman Massey, to decrease 5410-402, Automobiles, by \$4,385, from \$4,385 to \$0.

Selectman Nadeau said this department already has one car, and it has low mileage. He didn't think they needed another car. Selectman Jasper said he would agree, in general, but this car is 11 years old and, even if a vehicle has low mileage, it will be more prone to breakdowns, especially since these vehicles are left outside all of the time. At some point, they are better to stick with the vehicle replacement plan. They should try to get something out of this while it is still decent, instead of putting in good money after bad. Age tends to mean more instead of low mileage, in terms of things going wrong with vehicles. Selectman MacLean asked if the price reflected the trade-in. Mr. Michaud said no, he was told there was no trade-in value. Selectman MacLean asked if it could be auctioned off at Town auction. She was told yes, they could. Chairman Maddox said of give it to the Chief of Police; he seems to get good prices for trade-ins. Selectman MacLean said at the workshop, it seemed the Board was leaning towards getting a new one, but considering the numbers of the Assessor's budget this year, it would be the year to get it in there because the numbers are so low. Chairman Maddox said this would only be the first year of a four-year lease. Selectman MacLean said maybe they should add the whole thing this year, and it would be paid off.

Vote on the amendment failed 1-4. Selectman Nadeau voted in favor of the amendment.

Vote on the motion carried 3-2. Selectmen Nadeau and Maddox voted in opposition.

Chairman Maddox said they are still racing up against that 10% number, at the end of all of this. He was wary about putting in another \$8,000 even though that is only a third of a way towards that magic penny, they are still moving that way. Selectman Massey asked what \$8,000 he was referring to. Mr. Malizia said the difference between the lease and the outright purchase.

Warrant Article H – Part-time to full-time Secretary

Chairman Maddox said there was a lot of backup provided. Mr. Michaud said this was discussed at the workshop in June. He was under the assumption he shouldn't do a whole lot of extra backup, on top of what he had already done for the past five or six years. The numbers are in the growth of the community. The growth in the specific areas that the secretary does administer is in the exemptions and credits. The values are over the other position, the part-time to full-time appraisal technician. This is an in-house position, currently at 29.5 hours. He asking for a 25% increase in the number of hours to make it full time. The person currently in the position has been there for approximately 2-1/2 years. When he looks at similar departments in towns about the same size as Hudson—Londonderry, Merrimack—with similar population, assessed values, similar exemptions and credits, there is quite a bit of work. The Legislature is not reducing the number of rules and laws that apply to this, and neither is DRA, and they are reviewing how these programs are administered. He is looking at growth, which is why he is asking for this position. The growth that has already occurred and the future anticipated growth.

Selectman MacLean asked if he tried for this position last year. Mr. Michaud said it was either this one or the appraisal technician. Mr. Malizia said it was the appraisal technician. He was asked what the Town Meeting vote was on that. Mr. Malizia said 554 yes, 1,583 no.

Motion by Selectman Massey to forward Article H to the warrant, seconded by Selectman MacLean.

Selectman Massey said he was looking at all of the requests that are before them tonight, and what they are going to be looking at the rest of tonight and on Monday night, and although the Assessor has made a case for this position, given where they are with the overall budget, and there are a couple of other areas where, to him, they have to make the decisions they have to make, he cannot support forwarding this to the warrant. He made the motion because, as he learned long ago, it's easier to understand what a positive motion, if it fails, means than it is if a negative motion fails. His recommendation is not to forward this to the warrant.

Selectman MacLean asked, if the appraisal technician was approved by the voters, if that person would be able to take on some of the duties, if there was some kind of overlap. Mr. Michaud said one was in the field and one was in the office. It doesn't make any sense to take the skill sets of an appraisal technician and put that person in the office when the whole purpose is to expand their time out in the field. If push came to shove, they are multi-trained and can do a lot of the similar functions, but the purpose in moving them from part-time to full-time is different. Selectman MacLean asked if the appraisal technician would be able to do more of the secretarial work, as opposed to the other way around. If the secretary was approved, that person wouldn't be able to go out into the field, she assumed. Mr. Michaud said that was correct, but if he had the extra hours for the appraisal technician, he would put that person where he would get the best bang for the buck, and that is out in the field, picking up value and assuring things don't escape value.

Selectman Jasper said he was going to make a statement that was probably going to apply to a lot of the warrant articles that they will be looking at. They are looking at that 10% increase that's in the tax rate, so for the purposes of moving things along, he is going to be voting no on this and many other warrant articles that he actually supports in theory, and would like to see happen. He will be voting against any budget that comes in at more than 5% with the warrant articles. If they can't get their package—and in his mind, that is the budget and the warrant articles, because that is what they are recommending—down to the 5% range, he is going to be voting against everything. So, for the purposes of what they are doing, he will probably be voting against almost everything, even though he supports the two positions for the Assessor. The voters have said no, over and over, and the budget isn't looking very great, at the present time. If they do a good job, and they get that number down, he will be willing to go back and look at warrant articles afterwards.

Chairman Maddox said he question was if the software they were buying was starting to turn anyone in his department to be able to assist, as far as them buying modules from MuniSmart. He asked if that was starting to have an impact in the Assessing department. Mr. Michaud said back in 2002, they converted to a Windows based environment, so the MuniSmart modules have no impact on his department, other than accounts payable and assisting in the administrative aspects of the Assessing Department, in relation to other departments. They adopted Patriot Properties as their software vendor for mass appraisal, back in the 2003 reval. The MuniSmart modules help in the greater scheme of things, but they are really not specific to his job. Chairman Maddox said he kind of agrees with Selectman Jasper in this has been brought up numerous times. Is there a technology way they can make an impact in the Assessing Department? He agrees that personnel not is on the horizon, so at least, they should look at other options. Mr. Michaud said he understands the sentiment. One of the things he looked at was possibly having hand-held devices out in the field, but they are just not at a large enough scale, unlike Manchester or the County. By the time they get done with all the purchasing, how much are they really getting out of it? As people, they appraise property, and they do maximize the number of hours to have in the office, in his opinion, to service what they have. An elderly homeowner wants to talk to a person, not to a computer, and people want to talk to people when they have a question about their assessment, and they go out and do those items. They've gone pretty far with the technology they have, and they continue to use items like GIS to assist them. He looked at technology items for this budget, but customer service isn't dealing with a computer, it's talking to a real person.

Selectman Massey said his decision to vote no on this was in no manner, shape or form a reflection on the Assessing Department and specifically Mr. Michaud. The department does do a good job with the tools they have. He and Selectman Jasper are going to be coming at this from a slightly different perspective, but they are ultimately going to wind up close to each other. He came to this budget this year with the idea of a number in his mind, but if he said what the number was, they would all work towards that number. He would prefer, first of all, to find out what they need, and then decide if they can fund it this year. He accepts that they need, at least, the part-time appraiser being created as a full-time, but when he looks at all of the things that are on the budget, this isn't going to get him to where he wants to be, and that's why he's voting against it. He recognizes that they need it, but this isn't the year he can support funding it. That's the reason.

Vote: Motion failed 1-4. Selectman MacLean voted in favor of the motion.

Warrant Article I – Part-time to full-time Appraisal Technician

Selectman MacLean said the Board supported this article last year, but the voters overwhelmingly didn't. They get afraid when they see the word appraisal, so it might be a moot point to send it again. Once the voters say no, they don't like to see things again and again. Selectman Massey said, for the same reasons he voted against the previous article, he will be voting no.

Motion by Selectman Massey, seconded by Selectman Jasper, to forward Article I to the warrant, failed, 0-5.

Chairman Maddox declared a recess at 8:00 p.m. The meeting reconvened at 8:08 p.m.

(Start Tape 2-A)

Fire Administration 5710

Chief Murray said his department has stayed within the 3% parameter set by the Board of Selectmen this year. Aside from the salary and benefits, they were coming in at only a 1.5% increase over last year. They also have two warrant articles and their other items, outside of the operating budget, were a request for a radio maintenance service agreement and one was for a Striker ambulance cot to begin a replacement program.

Chairman Maddox asked what per-gallon figure they used for gasoline. There was some confusion between three figures--\$2.50, \$2.20 and \$2.12. Selectman Massey recommended using the figure of \$2.20 per gallon, which is the figure the Police Department used. Selectman Jasper said this was an action item, anyway, so they should hold it aside. The Finance Director said she will come back on Monday with a number that is consistent for Highway, Police and Fire for gas, diesel and heating fuels.

Chairman Maddox referred to 226, and asked if they were still doing film developing. Chief Murray said yes, for fire investigations because digital technology can be altered. Discussion on heating oil and electricity.

5715 Fire Facilities

Selectman MacLean referred to 217 Association Dues and Fees, and said the backup said this was for boiler inspection and air tanks. Chief Murray said it was a fee to have them inspected. "Association Dues" was incorrect.

Selectman Massey said this was more for next year, but one of the problems they have when dealing with the budgets are they are in September of 2007 budget, and they are looking for the actuals of 2006, but he suspects that many of the budget items for FY06, for example, 5715-206, he would be more inclined to think the budget item was \$20,000 than it was \$23,000 so for next year, he would recommend that they add another column to this report, and have both the two cycles back budget and actuals so you can see what they budgeted 18 months out, and what they actually spent. He came across another item where it looks like there is a \$10,000 or \$15,000 increase, but if goes back to the budget, he's fairly certain he's going to find that the original number was \$10,000 less. Chairman Maddox asked if he was asking for two more columns. Selectman Massey said there would be just one more column, between two and three, and if they were looking at this report, it would be FY06 budget. Selectman Jasper disagreed. He didn't think, knowing what they budgeted out make any difference. What really matters is what they have spent, and they have the last three years. He didn't think there was going to be enough room for another column, but even if there were, he didn't know what that would get them, except to say they might have misjudged something. Selectman Massey said the main thing is it would show them the progression of 15, 19 and 20 wasn't correct, that it was 15, 19 and 23 and, therefore, the budget amount of \$16,000 may have, in fact, this year, have been overshot. It's not worth getting into a lot of discussion tonight. It's just something he wanted to bring to the other members' attention that it's something they can talk about later. There are several of these items that strike him, that what they are looking at for actuals are distorting what they are looking at for budget items—and he will leave it at that. Ms. Carpentier said, from a report standpoint, there is a report for seven columns and nine columns, when they add on the budget committee and the Town Meeting vote. They are already using the smallest font, so they are held to seven, but it is up to the Board which seven columns they want to see. Selectman Massey said, just so everyone is clear on why he thinks it's important, they are looking at, for that 5715-206, a budget in FY07 of \$16,000 and it's hard for him to think, when the Board of Selectmen and the Budget Committee, last year were looking at that, they surely didn't see \$23,000. He suspects they saw \$20,000, so that's what he's trying to drive at, but they can talk about that later. Chairman Maddox said or they can go to their budget books at home and see what that might say. Selectman Massey said that was another options.

Selectman Nadeau referred to the chairs and furniture for the Robertson Road Fire Station, 326, saying he thought they already had furniture. Chief Murray said that was from the late 70's, and was involved in the flooding up there. It's time to change it out. Selectman Nadeau asked if insurance didn't cover that. Chief Murray said no, not the furniture. It is just going to be dayroom chairs and those types of things.

Selectman Massey said he neglected to look at this yesterday and, as he sees it now, it brings it back to him. He asked if 403, the Bow Flex machine was a replacement or a new piece of equipment. Chief Murray said a new piece of equipment. Last year, the Budget Committee cut out all physical fitness equipment, and what they have is getting worn out. As it wears out, he is asking for replacements. This year, he is asking for one piece of equipment. Selectman Massey said so this is actually a replacement, not a new piece of equipment. Chief Murray said it is a new piece that is going to replace an older piece of equipment.

Selectman Jasper questioned the gear racks, and asked what they were exactly. Chief Murray said right now, they've just got coat hooks and homemade little pieces of wood to put the boots on. They are switching over to stainless steel gear racks, which mount to the walls and it allows the gear to be hung up properly so when the gear is wet, the air can circulate and they can dry. Over the past two years, they've installed approximately three or four of them and he's trying to do all three stations a little at a time.

5720 Fire Communications

Selectman Jasper said full-time salaries jumped \$18,000 so that can't be just the contracts. Mr. Malizia said they took the steps that people were at and calculated it out, and that's what the number is. Two are at the top step and two are next to the top. Selectman Jasper said if they go back to 04, the progression was pretty steady. Mr. Malizia said they were without a contract for two years, and there was some makeup in the contract, too, for some of the people. Selectman thought the amount was pretty extreme. Mr. Malizia said he literally too each person, where they are on the step scale, and priced them out. Chairman Maddox asked if Chief Murray had any input on that. He said not on salaries; the Finance Department does that. Ms. Carpentier said 15%. Selectman Jasper asked when they did 15%. Mr. Malizia said he couldn't speak to what was in there last year; he could only speak to what was in there this year. Selectman Jasper asked if they could have an action item to go and see if the budget was

incorrect last year. Selectman Massey said the 118 does not include the warrant article. Mr. Malizia said they would have to check to see if that got rolled in. Selectman Massey said that doesn't get rolled in on a budget item. The Finance Director said yes, it does, so they can compare apples to apples.

Chairman Maddox asked if Selectman Jasper wanted those 101 line items checked. He said he did. Ms. Carpentier clarified that it was for the FY07 budget. Selectman Jasper said yes, because the rate of spend was also at the full three months, comes out to a little over 116,000. Mr. Malizia said these folks have a contract for next year for 4% and there isn't a consistent number between steps. Two will max out in this budget; two will be second to the top in this budget. Ms. Carpentier said there was also a contract change for them. Selectman Jasper said 15% is something he's never heard of in this Town. Ms. Carpentier said they'd look back and check. Chief Murray asked if they figured at 4% because of COLA. Mr. Malizia said he always figures at 4%, to guard against what it could be. Chief Murray said Suppression looks like it is up, too. Chairman Maddox didn't think it was up much.

Extra Item—Radio Communication Warranty

Mr. Malizia said this is the time to bring up this item, if the Chief wanted the Board to consider it. Chief Murray said, over the past two years, they've been lucky enough to secure grant money, which for the most part, allowed them to switch over to a digital radio system. The current mobile and portable radios and the base radios that they have are under warranty, but they the time they come around to the new budget, some may be out of warranty. One quote was for \$9,930. The other option was to either go out to bid on a service maintenance contract, or they could put half that money into the communications line and use that as a service maintenance, if the system goes down, or needs adjustment and do it on a per case basis, versus going with a year service agreement and if the system doesn't go down or need repair, that's \$9,000 they don't use, but they still have to pay the vendor. Chairman Maddox said in 5720-212, they have radio repairs that carries \$48,000 and nothing has been spent in FY07. He asked if that was used to offset something else. Chief Murray said 5720-212 was for mobile radios and portables, but now they have added all new digital base radios to the three stations, the new dispatch console; that's what this would address now. Chairman Maddox said but nothing has been spent in FY07, so if the radios were under warranty, why would they have radio repairs in FY07. Chief Murray said because they were transitioning from analog to digital and they still had to worry about the analog. Now, on the analog side, that's gone. Chairman Maddox thought that was the line item they'd put that in. Selectman MacLean asked if they could get into a maintenance agreement down the road. Chief Murray said yes. By the time they get into the 08 budget, by July, they should start getting out of warranty on some of the equipment. Chairman Maddox opted to split the difference and put in \$5,000; they already have \$4,800 in there, and do it on an as-need basis for the first year and get some sort of feel for what that is going to be and then take a look to see if a \$10,000 a year radio contract is a good deal.

Motion by Selectman Massey, seconded by Selectman Nadeau, to increase Cost Center 5720, Line 212, Fire Communications Radio Repairs, by \$5,000 from \$0 to \$5,000.

Selectman MacLean said if \$9,000 is for a whole maintenance contract, she thinks they could get by with less than that, say \$3,000. If they are right out of warranty, they shouldn't be breaking. Chief Murray said if they do break, the radio equipment is expensive, let alone if it's after hours, like on an emergency call.

Vote: Motion carried 5-0.

Selectman Jasper said this wasn't specific to this and meant to ask the question last night, and it has nothing to do with anything the department heads can do, but looking at what retirement is costing, he asked if the employees are making the same percentage contribution as the Town. Mr. Malizia said no. Selectman Jasper said the Municipal Association ought to take a look at because there needs to be some equity here. In this particular one, in four years, their contribution has gone up 100%. Selectman Massey said every year they try to get a member of the municipal government on the pension board, and every year they are not allowed. Selectman Jasper said this may be something that requires legislation. It's higher than they would be paying on Social Security, but when you go to Fire Suppression, the contribution is almost three times, and there needs to be some sharing of the pain. He's not talking just about firefighters, but everybody, because this is getting out of control when you look at what they are having to pay. Selectman Massey asked if Selectman Jasper was willing to support that legislation. Selectman Jasper said he would be, but he's not going to be running with this without the support of the Municipal Association. Selectman Massey thought they would support that because right now, one of their action items on their list of things to get done is to get appointed to that board, and if they could see legislation, that would also address the entire issue of employer contribution. He thinks they would be very receptive and, since he is sitting on that subcommittee, he would be willing to work with Selectman Jasper to see if they can get something going. Selectman Jasper said they are going to be in a world of hurt, at the rate they are going, when they look at something going up 100% in four years. These are huge dollars they are looking at and a lot of things need to happen, but this is certainly one. He would be willing to work with the Municipal Association on something. Selectman Massey said they should talk about it off line to see what they can do. Selectman Jasper said OK.

Selectman Nadeau referred to 326, Furniture for Dispatch, and asked if the \$1,000 was for a new chair. Chief Murray said yes, specially designed dispatcher chairs, due to the nature of their job.

(Tape 2-B)

Selectman Nadeau referred to 403, Opticom units and asked if that was a replacement. Chief Murray said yes, they try to get one per year for the whole fleet of engines, so if one goes bad, they can immediately replace it. Selectman Nadeau asked if they go bad that often. Chief Murray said usually one a year. Selectman Massey asked if they were buying the priority versions that allow them to use it like the police that supersedes someone else at an intersection. Chief Murray said yes, and as they improve intersections and Opticom systems, they are trying to upgrade everything.

5730 Fire Suppression

Chairman Maddox referred to 319 Uniforms, and asked if this was going up because it was cyclical. Chief Murray said he had adjusted a number of lines and increased the number of turnout pants and coats. They are at a point where some of the protective clothing is getting older and each year, he'd like to purchase two or three sets of protective clothing to start rotating throughout the department to buy people new gear. Chairman Maddox asked if these was separate from the regular clothing, but was still in the same line item. Chief Murray said this is more protective clothing, with the exception of the Class A uniforms.

Selectman MacLean referred to 205 Large Equipment Repairs and said the backup says nine units, and cost per unit was \$3,333 and asked if that was just a random number and what those items were. Chief Murray said that was potentially nine apparatus. Selectman Nadeau said on that same one, repair and repaint trucks for \$5,500, he asked if they were anticipating doing something to one of the trucks. Chief Murray said that covers the whole fleet, such as small rust repairs—body work on all the apparatus.

Selectman Jasper asked if the gas monitors, Line 403, were replacements. Chief Murray said they were additional; they were going to put one in each command vehicle. That will have a meter on every major engine and the two command vehicles. Souhegan Mutual Aid let him waive the annual HazMat fee again, but that's not a guarantee. Chairman Maddox asked if it was being carried in dues and in this line item. Chief Murray said potentially, if they approve it.

Motion by Selectman Jasper, seconded by Selectman Nadeau, to reduce 5730-403 Small Equipment, by \$1,775 from \$7,050 to \$5,275 carried 5-0.

Selectman Jasper said since they don't have two now, having one is better than nothing. Then, if he can get the fee waived, he's got the money in the budget to buy the second one. If not, he can buy the second one next year, but they are still moving forward.

Chief Murray said on 5730-450 their reserves account, they traditionally put \$50,000 in there to build up that apparatus capital reserve. He reminded the Board that in future years they are going to have to look more closely at that to try to bump it up. The same with the ambulance capital reserve, which he level funded this year, too. They may be able to get one more year at \$30,000 but within a year or two after, they will be due for another ambulance. Selectman Massey said they've been funding the ambulance at \$40,000 for a number of years but because they wound up with a balance, they only funded \$30,000 recently. However, the ambulances are costing around \$120,000. At the end of this cycle, if they fund the \$30,000 they will have \$88,000 so they would be looking at about \$40,000 next year to pay for the ambulance that year. What the Chief is really talking about is, if they are going to be able to have a level funding of this line item, they probably need to go back to the \$40,000 per year, starting next year. That's just a heads up because they won't be able to level fund next year at \$30,000 and buy the ambulance out of the reserve fund. Chairman Maddox asked if he was making a motion. Selectman Massey said no, it was a heads up. They will go \$30,000 this year, which puts them to \$88,000 which is \$8,000 more than if they'd been doing \$40,000 each year, but next year, in order to get to \$120,000 they are going to have to fund \$42,000. Chairman Maddox asked him to have a sidebar with the Finance Director because that didn't make sense to him. Chief Murray said a new ambulance may even go up as high as \$130,000. They really stretched it this year. Mr. Malizia didn't want to confuse anyone, but they are not on that cost center yet. Selectman Massey said while it was in everybody's mind, he just wanted to bring it up.

5740 Fire Prevention

Selectman Jasper had a question on the portable generator, 403, and asked why these were in the cost center. Chief Murray said these are little hand-held generators. Some of the come with little utility lights. They want to use it for two purposes. One is to power the fire prevention trailer that they use and the other reason is when they are out doing investigations, sometimes he'll tie up a fire truck for a couple extra hours, just so they have some lighting. A portable generator would be used for fire prevention education to power the trailer and the other at scenes, when they don't need to light up a whole building, but just a room.

5750 Ambulance

Chairman Maddox said they can talk about the ambulance now and asked if the Finance Director explained the math to Selectman Massey. He said she did and they would be on schedule if they stay on their policy of turning over an ambulance every three years, turning over the entire fleet every nine years. Then they would be looking at the FY09 budget for funding a new ambulance. The \$30,000 they fund this year, in order to get a \$120,000 ambulance next year, they'd have to put in \$32,000 in next year's budget. If they see the prices of the ambulances go up, they may be looking at \$30,000. Next year, they will probably be looking at \$40,000, but his real point is they can't stay on the \$30,000 per year every year, if they want to stay on the three year replacement cycle. They'd have to start going back to the original, which was \$40,000 a year. That's the only point he's making. Not for this year; he thinks they are OK this year because they will be above the \$40,000 per year. They'll have \$89,000 in there, after they put in the \$30,000. They have \$179,000 in there right now. They are going to pay \$120,000 for the existing one, as ordered. That leaves a balance of \$59,000. They are funding another \$30,000, which is \$89,000. That's two years' worth of \$40,000 a year contributions, but they can't continue to do \$30,000 because every three years, they'd only have \$90,000. That's his point. Chairman Maddox said he was confused by hearing "next year," but Selectman Massey was actually talking about FY09. Selectman Massey said that was correct.

Selectman Jasper said in 04, for some reason, \$50,000 get put in there. When it went down to \$30,000 the intent was it was just a temporary move downward to try to save some money. (Talking over each other.) Someone asked why not fund it with \$35,000. Selectman Massey said he had that very conversation with the Chief, and his conclusion was that he would rather keep this year's budget within some definable parameters than to try and split the difference this year. They will just have to make it up next year, so he wasn't in favor of doing \$35,000 this year, versus next year. Maybe next year they will find out the ambulances are now \$110,000. His rationale was that if they were on the original 40-40-40 cycle, they have enough with this \$30,000 contribution to

exceed the 40-40. They are going to have \$89,000 in the account this year, and that was his rationale for not wanting to up it this year. Selectman Jasper asked if that took into account the interest. Selectman Massey said no, so they will be getting some additional money with that. They will be over \$90,000.

Chairman Maddox said they spent a lot of time going nowhere. Selectman Jasper said they are good at that. Selectman Massey said the Chair is always saying they need to do more than just look to the current, they need to look to the future. Chairman Maddox said if he saw \$32,000 he'd have seen a reason for the whole spiel, but he can wait. Selectman MacLean said she'd go up to \$35,000 this year and Ben seemed to want to, too.

Motion by Selectman Nadeau, seconded by Selectman MacLean, to increase 5750-540 Capital Reserves by \$5,000, from \$30,000 to \$35,000.

Selectman Massey said they will be hard-pressed on November 6th to be where they want to be, and although, in principle, he was interested in doing it that way, splitting the baby, he is not going to vote for this because they are going to have some hard choices, come November 6. Selectman Jasper was totally stunned; he was baffled before, but he is stunned now. Selectman MacLean said she couldn't wait for Monday night. Selectman Jasper said Selectman MacLean had wanted to go through the budget by \$100 at a time; they've got a budget here that has some serious problems, but they are going to be on track with their \$40,000 a year, yet it helps next year, and they should always be looking to the future, but \$5,000 in next year's budget won't be as important as it seems to be right now. They are making very little progress towards their goal, and this is something that will help next year's budget. They should be worrying about this year's budget this year. They've got a problem here. Selectman MacLean said she'd go along with Selectman Jasper and will worry about tomorrow, tomorrow and will trust in the Lord. Selectman Massey called her Mr. Easy. Chairman Maddox said they are supposed to be managing. A logical point was raised that there is a problem, and they see a solution by putting in \$35,000 and not next year say, "Those bums last year stiffed us." They have a duty to look at those items. He thanked Selectman Massey for bringing it all up and torturing them, and now they sit there and have to make the tough decisions.

Vote: Motion failed 2-3. In favor were Selectmen Maddox and Nadeau.

Extra Item—Striker Ambulance Chair Replacement

Chief Murray said they don't order the cots when they spec out an ambulance; it's really just a markup for the dealers. The three cots they do have are all approaching 10 years. They were maintained and gone through a couple years ago, but after 10 years of traversing all kinds of terrain, weather, steps, houses, they do begin to wear out and loosen up. As an additional part of his budget, he wanted to bring this forth for consideration. Maybe they want to do this next year, or even put it in his operating budget. Selectman Jasper said with the fantastic fuel prices they are now experiencing, maybe they should do it at the end of this budget. That's what he'd prefer and they should keep that in the back of their mind. Selectman Nadeau agreed.

Selectman Massey said on a ride-along, he saw demonstrated what these new Strikers can do. An extremely heavy individual was carried down an L-shaped stairway, with just two firemen and the reason they could do it was because the chair could be lifted, almost to a sitting position, and it's like it has treads on it and they rolled it right down. They would have had an extremely difficult time, if that had been the old-fashioned type of stretcher to get that individual from the second floor down to the first. This is a good thing and he would support Selectman Jasper, if they can figure out how to get it at the end of the year, in this year's budget. He would support it that way.

Selectman MacLean referred to 237 Training and asked why, under new, she has an adult mannequin for CPR. She thought that was standard equipment. Chief Murray said they have an older 10-year mannequin that needs to be replaced. Selectman MacLean was surprised at the way it was spelled. Chief Murray said that's the way the American Red Cross spells it. Selectman Massey said it wasn't the way he spells it, either—he spells it 'quin.'

Selectman Massey said for the people in the audience, suffice it to say this is one of those cost centers in the Town that the revenues are more than the expenses. It's a valuable service the Town is providing and he thinks it is a good thing. Selectman Jasper said to be careful, or people will be calling in to reduce the ambulance rate because this doesn't take into consideration the labor. There is no labor charged to this cost center. Selectman Massey said that was correct, but even when he factored in the labor, it was pretty close. The cost of the ambulance service is not yet exceeding this cost center, plus the paramedics and the rates that they've adopted, which they get to do every year, are the Medicaid rates, which are the lowest rates they can pay for medical services, so they are doing a good job with the lowest rates possible. Selectman Jasper said he agreed, but there are other factors that are not factored in. Selectman Massey said labor is clearly not there, and he's talked about how they can get that allocated in there and, at some point, they may be able to do it. Selectman Jasper said housing the vehicles, etc., things that are not factored in. They do an extremely good job and they should certainly have their ambulance service, but he didn't want people to get the impression they are making a lot of money on this service. They are not over-charging. Selectman Massey said definitely not. Regularly, they do raise these. Selectman Jasper said unlike Planning Board fees and Recreation fees.

5765 Fire Alarm

Chairman Maddox said this one went down.

5770 Emergency Management

Chairman Maddox said there is a phone set aside for the Chairman of the Board of Selectmen, who is also Chairman of Emergency Management, but he didn't want to carry around another one, since he already has two, so his is sitting in the Chief's

office. He can't picture someone wanting to carry around three phones. He wondered if they wanted to continue to carry this item in the budget, as they go forward. Selectman Massey said having been there last year, agreed that no one would want to carry around three phones, but the critical factor is that phone has to be available in an emergency, and if they are relying on their personal phone, they stand the risk they are not going to be able to take the other call because you got somebody else on the line. He would want to preserve the option because, for example, last year, he had his own phone, but carrying two phones was not a problem for him, so he didn't want to take that option away from the Chairman of the Board, and it's probably only about \$200 a year. Ms. Carpentier said \$360.

Chief Murray said he tries, at every opportunity, to apply for the grants through Emergency Management to help offset that cost. Essentially, they pay for half of it. The Chairman's phone isn't activated right now, but if they needed it in a disaster, they could.

(Start Tape 3-A)

Warrant Article P—Two Firefighter/Paramedics

Chief Murray said during their workshop in July, they discussed the possible staffing of the Robinson Road station with two firefighters, Monday through Friday, during the day for a total of approximately 42 hours a week. Therefore, he prepared a warrant article and rationale for the Board's consideration. The total cost for the two positions would be \$114,033.52 which also includes protective clothing and all those cost items, which is included as part of the backup material. They also provided additional backup—benefits in increased staffing, the end goal, and how they would go about doing that.

Chairman Maddox said it shows that the turnout gear is \$1,200 for two firefighters. He thought each set cost about \$1,000. Chief Murray said aside from the pants and coat, which a firefighter has to be measured for, things like helmet, gloves and boots, he already has in stock. He referred them back to 5730, to which Chairman Maddox said it showed that each suit was \$1,500. Selectman Massey asked if this was what the Chief meant last year when he said that when he brings in a new firefighter, he gives them hand-me-downs for their first year, in case they wind up not staying. Chief Murray said it's not a hand-me-down. It may have been used before, but it's still serviceable, and he always carries three or four extra sets of gear, in case someone damages it. His numbers are off because he was thinking all he had to do was buy them coats and pants. If he has it in stock, they get that first. Once they have gone through probation, then they get a new set of gear. Chairman Maddox said the number should be an accurate reflection of what it will cost, i.e., \$3,000 for two sets. Chief Murray said he'll go back and get the accurate figures and then they can make the adjustment.

Chairman Maddox didn't see anything in there for Safer Grant, which would soften this deal. Chief Murray said he intends to apply for the Safer Grant when it comes around. Not that it's a guarantee, but two departments in the State that have most recently got Safer Grants. They will come out again next year, but he hasn't applied for it yet. Part of his rationale, if this goes forth and they talk about the warrant article, he will make up the Safer worksheet, like they did before.

Selectman MacLean said she missed the workshop with the Fire Department because she was in the Middle East, trying to prevent a war—but it didn't work. Relative to the Chief's backup about what it will accomplish in the end, she said something like this isn't really about money, although it is in the budget because they have to pay for it, but it's about public safety and if it was her house burning down... the second checkmark, to provide acceptable levels of response times to reaching the public during an emergency, they do do that now, from the chart, for the majority of the calls. They do have an acceptable level of response time. Providing an equal level of emergency service to all parts of the Hudson community—do they do that now, as well? Chief Murray said they are responding to the calls, but when they get up in the north end of Town, their times draw out longer. His goal is to try to come up with a consistent level of response throughout the Town. That's where the consistent level of service plays in. Selectman MacLean said the first checkmark says it will allow the public safety employees—the firemen—to provide better service with maximum efficiency and effectiveness. She asked if efficiency was tax dollar efficiency, or will they be saving on overtime, or will there be some kind of financial benefit with these people coming on board? Chief Massey said, in some sense, they would, but he couldn't give her a dollar figure. He can't promise that he will reduce overtime by a certain amount. For example, if he has two firefighters at the Robinson Road Fire Station and a medical call comes in. They can get on scene first and check out the patient and give a report. He may not have to do a call back then because they've determined it's not an emergency and all they need is the ambulance. He can return the engine to Central Fire Station quicker and not have to call back people to cover the station when that engine is all the way at the other end. Looking at the bigger picture, there are efficiencies and effectiveness. The quicker they can get to someone having a heart-attack, the better. Perhaps they may lessen the amount of damage from a fire they can get to quicker, versus that extra three or four minutes that it would take to not.

Chairman Maddox said with the staffing of only two at that station, he thought the only thing they were able to run out of there would be an ambulance or a tanker going to assist, they wouldn't have an engine with only two people. He thought there was a minimum of personnel on an engine. Chief Murray said sure, but if he can staff an ambulance there or a tanker that typically, during the day on a structure fire, he's not getting out, at least he's getting that tanker on the road to deliver the water there. The tankers do have limited hand lines, so maybe he won't let them go in the building until they have a full crew, but they can pull a hand line, or attempt to effect a rescue. At least they can do that, because they are up in that area of Town.

Selectman Jasper assumed they wouldn't put an ambulance up there and, certainly, the engine can go out on medical calls. He was curious about the paramedics because there wasn't going to be an ambulance there. Do they need to go to that level there, since there will probably be a paramedic coming in on the ambulance, and what the cost differential was between going with EMT-I's versus paramedics. He assumed he wouldn't put these two people up there, but they would be rotating through. Chief Murray said they went with paramedics because that was the highest level of service they had. They did do an I worksheet, but he'd have to get back to them on that. It was a matter of worst case scenario. Selectman Jasper asked how many paramedics they currently have in the department. Chief Murray said eight. Selectman Jasper said then they don't necessarily need to go to that

level. Chief Murray said that was correct. Selectman Jasper said he was curious to see what the differential was. Chairman Maddox always thought this was going to be an ambulance sub-station because of the fact they couldn't man an engine effectively with two people. Once they get past this, they can see where it goes.

Chief Murray said he'd forward the EMT-I costs to the Board tomorrow. Chairman Maddox said plus the cost of the full gear. He asked if the Chief assumed each of these people would have \$8,000 of overtime during the year. Chief Murray said yes, that was a standard. Selectman Massey said it just occurred to him that since they don't have the individuals, and they wind up being approved, what would be the hard if they didn't allow them overtime? They don't exist today. The fact they might not work that day, what would be the impact on Robinson Road if one of them wasn't covered? Chief Murray said the overtime question was contractual. Selectman Massey said not if they say that station doesn't qualify for overtime. Chairman Maddox said they might be a little hard pressed, if they were in the middle of an emergency and just pick up and go home because they don't have any overtime. There has got to be a certain amount of overtime. Sometimes they just can't stop at 5:00. Selectman Massey said he understood that there would have to be some overtime. Selectman Jasper said the overtime is mostly to cover vacations and the time they are out so the station isn't closed. If they didn't have overtime in there, every time one of them was out, they'd have to close the station. Chief said and then they'd be defeating the purpose to see if it was going to work out in the long term. Selectman Jasper said they wouldn't necessarily be getting the overtime, but the overtime was necessary. Selectman Massey said he understood.

Chairman Maddox asked how that station would be officered; there aren't sergeants. Chief Murray said he'd probably have to look at it. Selectman Jasper said he was familiar with other towns that had a station like that and they wouldn't necessarily have an officer. The senior man acts in that capacity by giving directives, but they didn't need to make a Lieutenant with two people. When they get to the scene, there would be an officer, anyhow. They don't necessarily have an officer on an ambulance. Chief Murray said initially, they were thinking they would go with two people to staff it for the year and see if that would be a viable option. If they put more people up there, they would have to put an officer up there, but not initially.

Motion by Selectman Jasper, seconded by Selectman Nadeau, to forward to the warrant, as recommended.

Selectman Jasper said he was going to vote for this because this is something they've needed for a long time, but it is sort of going against where he was at with this budget, in general. This will probably be the only personnel item he will vote for. Selectman Massey preferred deferring action on this until the find out what the EMT-I costs would be. For the time being, he will vote no on this. Selectman Jasper said if the support wasn't there, there is no sense having them go back and do the work. Selectman Massey said that was fair enough. Selectman MacLean said she was going to say that, too. Selectman Massey said that was correct; they could revisit this on November 6, but that would be the latest they could do it.

Selectman MacLean said the warrant they had on the ballot last year was for four firefighters and asked if the Safer Grant language past of that, to make the people realize it wouldn't be as expensive. Mr. Malizia said no. Selectman Massey said they were aware of the Safer Grant, but it was unclear if they were going to get it, so it was not included in the warrant article. Chairman Maddox asked what the vote was last year. Ms. Carpentier said 1,034 for and 1,133 against.

Vote: Motion carried 5-0.

Warrant Article Q—Replacement Engine

Chief Murray said this warrant article also is a result of the workshop with the Board, to look at alternative ways to work on the vehicle replacement program. Some of the decisions made over the past couple of years have really started to open up that program so they are not crowding engines on engines. The recent decision to replace the engine on the ladder truck will buy them five to 10 years, so that stretches out the need to replace that. The Board was interested in looking at a fire engine/rescue engine in an attempt to consolidate and, perhaps, eliminate the need to replace the rescue vehicle in 2009 or 10, so he did that. This article is to replace the 1992 KME engine with a rescue pumper at a cost of \$370,000. They will take a fire engine, similar to the one they just bought, except they will configure a rescue body on the back of it in order to carry some of their heavy rescue equipment and be able to make that a dual purpose vehicle. It will carry the Jaws of Life, heavy rescue equipment, etc., yet also have the ability to be a first engine and fight a fire. He included extensive backup and asked the Board to consider what he did last year, which was a successful move, and that was to take \$200,000 from the Apparatus Capital Reserve Fund and \$170,000 from budget surplus and purchase the apparatus outright. It has a lot of benefits, not only to the Town but to the taxpayer. When they purchase it outright, they don't have to enter into any long-term lease purchase agreements. The \$170,000 that comes from budget surplus is money that doesn't impact the taxpayer again; they've already paid for that, in a sense. The Apparatus Capital Reserve is a fund that is set up. The 1992 KME is coming into the same situation as the 1990. It has over 68,000 miles and over 7,000 engine hours on it. The costs continue to go up in the repair of it, which was included in the backup.

Selectman Jasper asked what the balance was in the Capital Reserve Account. Ms. Carpentier said approximately \$229,000, with FY07's money. Selectman Jasper said, rather than use budget surplus, he'd rather drain the Capital Reserve and only take \$100,000 out of surplus. Chairman Maddox said they don't have another vehicle replacement schedule until 2012 now. Selectman Nadeau said Tanker 5, 2012. Chief Murray said speaking of the tanker, they did apply for an Assistance to Firefighters' Grant on it and they got a late start this year, so they haven't been denied yet. Chairman Maddox said Tanker 1 in FY09. Selectman MacLean said they are always going to have two new trucks and two old trucks. With the repair they have here, Appendix A, it says the repairs and cost since July 2003 to present is \$68,727, so if they just say July 03 to July 06, that's about \$20,000 a year. Can't they do that for another year or two and try to spread out those trucks? Chairman Maddox said he's been trying and asked when they received the one they just got. Chief Murray said in July. Chairman Maddox said it will be almost

three years, if they custom order one. It was past Selectmen who were putting stuff off, and it caught up with this Board. Chief Murray said this will give them a three-year window now. By the time they get through the budget process and get it ordered and built, at least two and a half years. Selectman Jasper said it's come in in July of 08, ordered in July 07. Selectman MacLean said they'd still be basically two years apart in make and model. Chief Murray said fire apparatus today is much different than in 1992, so he didn't think the closeness of age will be as critical as it is now with the '90 and '92.

Motion by Selectman Massey, seconded by Selectman Nadeau, to forward to the warrant Article Q, replacement fire engine, with \$270,000 to be taken from the Fire Apparatus Capital Reserve Fund and \$100,000 from 07-08 surplus.

Selectman MacLean would like to see them hold off for a year, so she will vote no for that reason. Selectman Jasper asked how he would intend to use this. First out the door? Or would Engine 3 be the first out and this the second out? Chief Murray said he'd really have to look at that because if he runs it first out, then he's tying up a rescue truck, potentially. Selectman Jasper said they should seriously think about keeping the '92 KME and really looking at a full rehab on this piece of apparatus, down the road. He didn't know how the rest of the Board felt about it. Chairman Maddox said that's the way he felt with the last one. He thought this one would be going down to the south end of Town.

(Start Tape 3-A)

Vote: Motion carried, 4-1. Selectman MacLean voted in opposition.

Chairman Maddox declared a recess at 9:38 p.m. The meeting resumed at 9:45 p.m.

Library (Warrant Articles) 5060

Warrant Article T, Wage & Benefit Increase for Hills Memorial Library Employees

Arlene Creeden said this was a 3% increase for their nine full-time employees, who are not represented by a bargaining unit. They have had the same staff for over nine months, which she thinks is breaking a record.

Motion by Selectman Jasper, seconded by Selectman Nadeau, to forward to the warrant, as recommended, carried 5-0.

Warrant Article V, New Library

Selectman Massey requested taking U and V out of order because his vote on U would depend on what the Board does with V. Ms. Creeden gave the Board a handout on Article V, saying when John Knowles was present at a previous Board meeting, he gave the Board a detailed update on the new building project. The Library Trustees and the Building Committee have worked hard with the architect over the last several months to develop a plan that will not only have the support of the Selectmen and the Budget Committee and, ultimately, the voters, but also a plan that corrects current deficiencies and provides efficient delivery of library services to the residents of Hudson. These goals have remained foremost in their minds, as they proceed. Last week, they received the estimates for the project. They feel the cost is justified, in terms of long-term benefits to be derived from the project, both in terms of space and staff efficiency and benefits gained from the initial cost and placement of mechanical equipment, which will result in considerable energy savings over the life of the building. The estimate is very inclusive—everything from site work, to construction materials, to mechanical systems, furnishings and moving expenses, to fees for the architectural design and fees related to issuing the bond. The estimate is based on bids for construction, being issued in the fall of 2007. It takes into account the project and construction contingencies and includes a one-year escalation for cost. For discussion purposes, the warrant article bond amount if \$4 million, but they are substituting a new amount of \$3.9 million. The backup for a 20-year bond, at \$4 million would average about 12 cents per 1,000 or \$31 for a \$250,000 house; or for a \$200,000 house, it would average about \$24.80 per household. This proposed facility is more than double the size of the current building. By 2009, residents can finally be using the library building. This has the support of the CIP committee to move forward this year. The Trustees believe this is an important project to bring forward at this time, and hope the Board of Selectmen supports it. She referred to the handout she had given the Board and said there were estimates from a cost estimator, who estimates building construction costs, and he came in a \$3,058,877 in order to meet the target to be below the \$4 million target. They needed construction costs to come in at \$2,880,000. The Building Committee looked at different places they could take something out, but not impact any of the library services, so they took it out of the actual building construction, such as doing away with the stonework face and going strictly with wood, changing the electrical system a little bit, they removed some storage collection book cases because, depending on where they end up putting the historic collection. Maybe that would be something the Historic Society, or some other group in Town might donate money towards. At the present time, the exterior benches and bike racks could be paid for by fundraising. They took out \$178,877 from the estimator's cost, but still put them at almost \$4 million. They currently have a building expansion fund in the Trustees of the Trust Funds account that has about \$95,000 when the fund balance from last year is put in there, so they figured they could use that towards the cost of the library, which would bring it down to about the \$3.9 million, which they plan to put forward for a bond.

Selectman Jasper thought it was important to keep in the stonework, which is really beautiful. He'd hate to see that come out. He understands the rationale, but was hesitant to reduce the amount and lose the stonework. Selectman Massey said Selectman Jasper read his mind; the stonework was the key that tied the new library back to Hills Memorial. He wouldn't want to see it removed. There will be siding on some parts of it, but the stonework gives some way to remember the past. He would not want to see that taken off of the project. Selectman MacLean asked if the Trustees still had a plan for donations and pledges from private citizens. Ms. Creeden said that was the plan for all of the items that they had taken out. Relative to the stonework, they were thinking about having people buy a stone. They would set a price for the stones and would allow people in Town to buy them; or they might be able to get part of that donated.

Selectman Jasper said a few years ago when a group of Hudson residents approached the Board about a piece of property off of Belknap Road, they were going to donate that and, at the time, the Library Board of Trustees and the Town didn't think that was suitable. The owners of that property said that was OK, but were still going to do something for the library. Subsequently, they developed that piece of property, or sold it, but he wondered if the owners had any contact with the Trustees. Ms. Creeden said no, they have not contacted them. They talked to two or three people, but most people are hesitant to make any commitment until after they know there is a bond in place. Selectman Jasper said the owners of that property did make a commitment, at that time, which indicated to him they were willing to donate the value of that land. Obviously, it has been developed, so he hoped they would come forward and, at a minimum, the stonework would be something they might be interested in because that land was substantially more than \$109,000. He wouldn't mention any names, but he hoped they were listening because they did make a promise and he hoped they were willing to keep it.

Selectman Massey said they were in a position where they would have to forward a warrant article of what they think it's going to cost. They always have the opportunity, as late as the deliberative session, to reduce the bond, if they find that they actually have that money. He would be willing to support the \$4 million, in order to insure the stonework is there. If, between now and then, they got the pledges, or as Selectman Jasper said, they could then on the floor of the deliberative session, or even at the budget hearings, if they know it by then, they could reduce the bond to the \$3.9 million.

Motion by Selectman Massey, seconded by Selectman Jasper, to forward to the warrant article V, a New Library, and to authorize the not more than \$4 million bond for the purposes of construction and fitting it up.

The Finance Director asked if she heard Ms. Creeden say they wanted to use capital reserve fund money. Ms. Creeden said Library Expansion Capital Reserve Fund that they have. Ms. Carpentier asked if they would need a warrant article for that. Mr. Creeden said no, the Library Trustees as the Agents to Expend. Mr. Malizia said they would need an appropriation. Selectman Massey said yes, they would have to appropriate when they see where the money is coming from; they'd have to include that in the warrant article. Selectman Jasper thought that would be in the budget. (Talking over each other and back and forth.) Ms. Creeden and the Finance Director would get together to work out the details.

Selectman MacLean said she would support \$4 million, also, because it's now or never with the library. However, the \$4 million is a dangerous spot to be and that \$3.9 is so much better for the voters. It sounds better and is psychologically better and has a better chance of passing—and she wanted to be on record as saying that. Selectman Jasper hoped the Trustees would approach the people who made the promises and tell them what the plan is and ask them, if this passes, if they will come forward with the money. The difference between \$3.9 and \$ million for most voters won't matter. People aren't quite that shallow.

Chairman Maddox said they've gone from \$3 million to \$4 million instantly. There is no mention about the houses and how that amount will be subtracted. They've always talked about taking \$1/2 million off, and there is no mention of that. Ms. Creeden said that was the intention of the Library Trustees, but they can't write that in the warrant article. They will give the money back to the Town, once they move into the new library. Mr. Malizia said if they want to sell a property, they've got to do it with a warrant article because that's how they bought it. Selectman Massey said, as he understood it, the Town has the legal ownership of those properties, so it would be the Board of Selectmen who would have to have a warrant article. He would have no problem having another warrant article that would authorize the Town to sell those two properties. The difficulty they are going to have is they would still have to raise and appropriate the \$4 million, but the key is not more than \$4 million and if the sale of the properties coincide with the time they need the bond, then they don't have to go out to the bond markets for the \$4 million; they can go for the \$3.6, maybe. They started originally with \$7 million plus, so he wanted to commend the Library Trustees and the Building Committee for working with the Town to get something that is not only a beautiful looking new building, especially with the stonework, but makes it possible for the Town to look at this in a more favorable light. So, he says 'thank you.'

Selectman Jasper agreed with Selectman Massey and thinks there ought to be an article, placed strategically first, before this one. Mr. Malizia said bond articles have to go first. Selectman Jasper said then he'd have it placed as the second one to then simply, "authorize the sale of property at Ferry Street and apply the proceeds to offset the bond for the library," and probably add the current assessed valuation of those properties. Mr. Malizia said they probably could, but didn't think it has any bearing one way of the other. Ms. Creeden said they are using those buildings until they move into the new library. If they sell them before they move in, they will be out of space. Selectman Jasper said no, it would just be giving them authorization, and they could sell them in such a way that people wouldn't take possession of them until a date certain. That could all be worked out. An authorization to sell doesn't mean they have to sell.

Chairman Maddox said he was going to vote no, because he has said all along that he would support a \$3 million library. He thought the \$3.5 million was smoke and mirrors with selling the houses. He didn't believe getting past that was supportable. As much as he applauds their hard work, he didn't see it passing, so he cannot vote for it. He stuck to his \$3 million, and that's where he is going to stay. Selectman Jasper said he was becoming part of a self-fulfilling prophesy because if the Board of Selectmen don't recommend it, it has no chance of passing. He asked if the Library Board of Trustees would issue the bond. Mr. Malizia said he caught that and would have to run it by legal. (Talking back and forth.) He was pretty sure it has to be the Board of Selectmen, but the lawyers will clarify it.

Vote: Motion carried 4-1. Selectman Maddox voted in opposition.

Selectman MacLean wanted to echo Selectman Massey's kudos to the Library Trustees. They must be so happy, and she was happy for them. It is ironic that the Chairman voted no because a lot of his ideas were incorporated into the final product.

Chairman Maddox felt bad voting that way, but felt he had to. Selectman Massey said they are also going to have to consider putting back into their budget the capital reserve. Ms. Creeden said she will talk with the Finance Director to find out how to do that. They will put that back into the budget before it goes forward. Selectman Massey said there has to be offset revenues so it's a zero impact on the budget tax rate.

Warrant Article U, Library Expansion Capital Reserve Fund

Motion by Selectman Massey, seconded by Selectman Jasper, to forward Article U to the warrant failed, 0-5.

Selectman Massey requested that, prior to submission of the budget to the Budget Committee, or before they take up the warrant articles, other than the first article, which is the operating budget, that every one of the warrant articles that the Board is going to submit vetted by Town Counsel, as to their legal wording. Selectman Jasper said this one needs to go to bond counsel. Mr. Malizia said no; when they do the bond, they have to go to bond counsel, but he trusts their regular attorney to be on top of it.

4. RECESS

Chairman Maddox recessed the meeting at 10:10 p.m., to reconvene on Monday, October 23 at 7:00 p.m.

Recorded and transcribed by Priscilla Boisvert, Executive Assistant

HUDSON BOARD OF SELECTMEN

Richard J. Maddox, Chairman

Shawn N. Jasper, Vice-Chairman

Kathleen R. MacLean, Selectman

Kenneth J. Massey, Selectman

Benjamin J. Nadeau, Selectman