

## HUDSON, NEW HAMPSHIRE BOARD OF SELECTMEN

### Minutes of the October 10, 2024 Meeting

1. CALL TO ORDER – by Chairman Guessferd for the meeting of October 10, 2024 at 7:00 p.m. in the Selectmen meeting room in Town Hall.

2. PLEDGE OF ALLEGIANCE – Jim Paquette.

3. ATTENDANCE

Board of Selectmen: Bob Guessferd, Heidi Jakoby, Dave Morin, Dillon Dumont and Kara Roy.

Staff/Others: Steve Malizia - Town Administrator; Jay Twardosky – Public Works Director; Scott Tice- Fire Chief; Francis Enos - Deputy Fire Chief; Jim Paquette – Deputy Fire Chief; Erika LaRiviere – Executive Coordinator; Paul Inderbitzen – Town Moderator; Chris Sullivan – Zoning Administrator; Lisa Labrie – Finance Director; Beth McKee – Town Accountant; Lorrie Weissgarber - Executive Assistant.

4. BUDGET PRESENTATIONS –

Chairman Guessferd recognizes Town Administrator, Steve Malizia, for an introduction to the Fiscal Year 2026 Budget. Mr. Malizia: So, this is the first of three scheduled meetings to review the Fiscal Year 26 Department Head submission for the budget. Just for the folks at home if anybody is watching, the budget can be found on the Board of Selectman tab on the webpage, I believe it's also on the Budget Committee's tab. So, there's two places if you want to follow along and look at the entire budget, this entire book is online. So at your parameter setting meeting in August, the Board directed Department Heads to submit budgets with no more than a 1 1/2% increase exclusive of labor and benefits for their proposed FY26 budgets with major other items or new initiatives identified separately for the Boards consideration. The Department Heads submitted an operating budget equals \$44,748,859 which includes Sewer, Water and Library budget requests. Offsetting non-property tax revenues have been budgeted in the amount of \$20,860,798. The operating budget as prepared by the Department Heads yields an estimated tax rate of \$5.31 per 1,000 which is approximately a .19¢ increase compared to this year's estimated Town tax rate of \$5.12 per 1,000. In addition, there are \$942,292 of outside the budget request which in total equals .19¢. And several Warrant Articles have been submitted and they would equal an additional .31¢. Please note that we are in the process of negotiating successor contracts with the Police Employees Association and the Hudson Support Staff, no costs have been included for those.

The front section of the book is your summary. As you see it kind of goes to a major top end summary, it gets summarized by departments. There's a section here with out of the budget requests all tallied together, but each department that submitted, it's in their department. So, when you review their department you can review their outside the budget requests. Revenue estimates are in here and all the background that we use to sort of justify all of that. Tonight you're going to be looking at Public Works, Fire, I believe Moderator, Zoning and Planning. Those are the ones I believe are scheduled for tonight. Next Tuesday you'll be doing a whole plethora and next Thursday. And assumedly, we'll have the 22<sup>nd</sup> available if you want to finalize, finish up. Because it's my understanding the budget's going to the Budget Committee November 6<sup>th</sup>. So, time is important to make sure we kind of lock this down. Warrant Articles are in the back of the book. They have a tab for each one. So that when that department speaks you can look at their Warrant Articles, ask questions. It's entirely up to the Board whether they want to afford anything tonight or if they want to take it into consideration and wait 'til the end of the budget discussion. Sometimes we've done it different ways. So with that, any questions?

Selectman Roy: I do have a general question. I think it's more appropriate for Lisa to answer if she knows. There seems to be a lot of fluctuation in the health insurance benefits. Some of them went really high up and some of them were cut nearly in half. I was just curious about why, why it wouldn't be sort of a steady. Lisa Labrie: You mean by department? Selectman Roy: Yes. Lisa Labrie: I think that would probably have to do with changes in personnel if we had differences in, you know, people coming and going and what they are requiring in their budget. You know for new people or people leaving when they had families or they had single plans. Selectman Roy: OK. Mr. Malizia: A prime example would be I've left employment of the Town.

I did not take the health insurance I took a buyout. The next person coming in, we don't know what they're going to be so we assume they're going to take the most expensive because that way if they do you've covered it. So, that happens. You also have a dynamic work force where people come and go. You also have people life things change. Sometimes people get married, sometimes they have children, sometimes they get divorced. So, it really is dynamic when it comes to a particular department but, a lot of times if it's a new employee or we have a vacancy and we have an employee budgeted, we budget the max plan because we have to assume that they're going to come in and that's potentially what they're going to take and we really can't put them in a hole right off the bat. Selectman Roy: When I look at like the DPW they have, they have, last year was \$69,117 and this year it's \$39,073. That seems like a big swing to me just. Mr. Malizia: Sure. When you look at a single, I think individual family plan around here, what's it, 20 something thousand dollars for one. Lisa Labrie: Are you looking at a summary page or at you looking at specific... Selectman Roy: I'm looking at line 5553-122. It just seems like a lot to me to be... Mr. Malizia: It is because insurance is very expensive. So, depending on... Selectman Roy: But it went down by almost half. Mr. Malizia: So it means somebody left and somebody came in and probably taking a single plan. Selectman Roy: For \$30,000? Mr. Malizia: Yeah. Yes. Yep. Selectman Dumont: That is a significant, I know that like a family plan can almost double the cost of every individual. So, even one or two kids you'd be looking at \$900 a month vs. \$2,000 a month. Lisa Labrie: So a single plan might be \$12,000 and a family plan is, could be up to \$34,000. Selectman Roy: OK. Alright. I didn't realize... Mr. Malizia: When you have a small department and one change like that makes a difference. Chairman Guessferd: Yes, it's dramatic. Alright so, yes... Selectman Jakoby: I had that the books were going to the Budget Committee on October 30<sup>th</sup>. Mr. Malizia: Their first meeting is the 6<sup>th</sup> that's all I said. I didn't say when they, I said the meeting is the 6<sup>th</sup>. Chairman Guessferd: So the books have to go to them ahead of time. Selectman Jakoby: What I heard was, the, ya, I just wanted to clarify that for the public. Mr. Malizia: Yes, they're meeting on the 6<sup>th</sup>. Selectman Jakoby: Yes. But will be done by and ready for the 30<sup>th</sup>. Our last meeting is the 22<sup>nd</sup> if we need it, right? Mr. Malizia: That is correct. Selectman Jakoby: OK. Just wanted to clarify. Chairman Guessferd: OK, any other comments on the general summary of the budget?

### **Department of Public Works**

#### Department of Public Works: 5515, 5551-5556

Chairman Guessferd: OK, so what we will do this evening is we will start our budget presentations with the Public Works, Department of Public Works and we will recognize Jay Twardosky. This is section 5515, 5551-5556. Mr. Malizia: It's under tab 5500 says Public Works if you're not already there. Jay Twardosky: Thank you Mr. Chairman, members. In this budget proposal we stayed within 1 1/2%, we do have some out of budget requests that we have to deal with and two Warrant Articles. I feel that this is what we have here is about the bare minimum we're going to need to operate. So, if you, with that. Chairman Guessferd: Is there anything you want to highlight before we, before we dive into the specific? Jay Twardosky: So, there's a couple of large items. We have four dump trucks that are aging and in pretty bad shape. We have a very aging 10-wheeler fleet that needs to get replaced. So, we need to really look into how we're going to do that. And also we have a, the trash, our solid waste contract, the budget for that needs to increase due tonnage increases, price increases, we have to look into that. But, the big one is the dump trucks. They are becoming a safety issue and it's if we don't do something soon it's going to be very expensive. So, Selectman Dumont, Selectman Roy looked at the trucks tonight. Selectman Morin looked at them a few days ago. We were showing where the rust problems are, frame problems, dump bodies. Back when we got these trucks they're, we bought them in blocks of four. Prices were a lot less back then. Now what we need to do it try and get on a rotating basis. And we're going to have to start replacing one truck a year. We've got a total of 13 trucks, 11 ten-wheelers, two six-wheelers. So, even if we were to replace a truck a year, it would at 13 per truck. We don't really want to go much more than that. The ones we have now are 24 years old. There's '06's, you know next year in this budget there will be 19 years old. And they're past where there sweet spot is for serviceability. So, there becoming less reliable and more costly to operate. With new trucks we can get into an automatics instead of standard transmissions we have now. Which will we'll be able to, more easily get employees to drive them. There's less maintenance, our existing trucks plowing is so hard on the transmissions we're replacing transmissions manual standard transmissions every two to three years at \$13,000 apiece. Just what we have to put into those trucks right now, if we were to keep them, is right around \$110,000 a truck. To replace frames, to replace dump bodies. So, I have one truck in the budget and then we have a Capital Reserve Fund Warrant Article. But, I think we need to look at also finding another way to get a couple more trucks right off the bat within the next year or two. One of those

trucks we'll be keeping an eye on it all winter, you know we might have to pull it off the road. As it is right now, it's not on the road until winter. And we'll be keeping an eye every storm before the end of winter that truck may be dead lined, not drivable. I'm not sure if you saw that one today, Selectman Dumont, Selectman Roy saw it. The problem with the frame and even the cab, there's some rot that started in the cab where the dashboard, it's rotting right around the dashboard and it's not an easy place to fix. You actually have to pull the whole cab off the truck and tear the cab apart to even get to it. It's, they're just not economical. Selectman Morin: When is the inspection date for those trucks? Jay Twardosky: September. So they're just inspected. Selectman Morin: So it would be after the new budget. Jay Twardosky: Correct. Selectman Morin: And you have four 2001's? Jay Twardosky: Correct. Selectman Morin: And that's the worst of the bunch? Jay Twardosky: The 2, actually the 2001's, they're older, they're in better shape because the frames were replaced on those a number of years ago. Right now the 2006's are the issue. Selectman Morin: OK, you got one truck in the budget and you said we've got to figure out a way to get a couple more. How many are you looking at? How many do you actually need that are going to go out of service with inspection? Jay Twardosky: At least one more for a total of two. Selectman Morin: At least one more, OK. Thank you. Jay Twardosky: And I think the other two we could work in the next, in FY27. And then from there I would want to get on a rotating basis of like one truck a year. After that point. Selectman Dumont: Yes, I just want to highlight one of the trucks he was talking about. I did get to see it with a mechanic. You can literally move the entire dash. You could grab that thing and pick it up and down if you wanted to, there's nothing holding it in place anymore. And quite frankly, with the way the structure is going, you're not going to be able to make anything back on them anymore. If you did anything you're going to be able to sell them as parts. You can't sell them as a drivable vehicle. And we're just losing more money the further and further we go with them. So, not only is it a safety concern for the drivers, but definitely for the public, too. And if we're not able to plow roads they're not going to be able to do their job. Selectman Roy: So I did get to look at them and they are in horrendous shape and what I suggested is that maybe we do a Warrant Article for one truck. It would be one truck in the budget and do a Warrant Article for a second truck. And then he can start the rotation thing next year with the other two trucks. And then just continue on down the road. Chairman Guessferd: So there's four 2006 trucks right? That's what they're saying. And those are the ones that are most concerning because the other ones had the frames replaced. Jay Twardosky: Correct. Their frames and dump bodies were replaced a few years ago. Back when it was about half the cost, everything is just double now do it doesn't make any sense, you know, economic sense to put that much money into a truck. It's a 1/3 of the cost of the truck for a new one. Chairman Guessferd: So, the 2004's, how long, much longer do you think those are going to last even with the.... Jay Twardosky: The 2001's? Chairman Guessferd: 2001's, sorry. Jay Twardosky: Right now because of the work we've done to them they're in pretty good shape. But because of their age, their idle time, their hours of hard pushing in snow, it's only a matter of time before we start having engine problems. Same thing with the '06's. But, the old ones being five years older they have a little bit more time on them. Just to replace an engine now is \$70,000. Selectman Roy: It's more that the truck is worth at this point. Jay Twardosky: So, basically what I'm saying is the age of running them into the ground is over with. We have to have a replacement plan, we have to rotate them, the same thing with our smaller trucks and our equipment we've got to get on a better rotation. Selectman Morin: If you lose a truck or two, what's that going to do to your plow time in this Town? Jay Twardosky: So, for every ten-wheeler that goes down it takes two to three of our pickup trucks just to keep up on the main roads of their route. And just to keep them open, you won't be pushing back or anything that's just keeping roads open. And that's taking those three trucks off of their dead ends, cul-de-sacs, small roads and if those aren't getting done with the snow building up it's even that much harder for the pickup trucks to push and then they don't last as long. So, it really is a burden when one of these ten-wheelers go down because they do the work of three one tons basically. Selectman Roy: It's kind of related because I know the answer to the question I'm going to ask you. On item 552-401, large operating equipment. It went from \$52,000 to \$98,000. Jay Twardosky: So that is the first, so like the, I put the first lease payment in but that's divided between 5552, 5554 and 5556. Selectman Roy: OK, now did you increase spare parts to accommodate the issues you're having? Jay Twardosky: We increased it from \$190,000 to \$200,000. Selectman Roy: Will that get you through? Jay Twardosky: That'll, because of what we already put into the vehicles in this budget, we should be, I don't want to jinx myself but without any catastrophic failures, that will get us through. If we start replacing trucks on a regular basis then we'll be fine with that. Selectman Roy: OK, thank you. Chairman Guessferd: OK, so the general thought is that we probably need at least two this year. And the probably two the following year. Alright and right now we've got one in the budget. But there isn't a Warrant, right? Selectman Roy: No,

there's not one, we just talked about that tonight. Chairman Guessferd: So we think that that's a good idea? Selectman Dumont: I do think that the Capital Reserve Fund is also a good idea to go along with that way we can build it up. Selectman Roy: What I suggest is that they start it this year with the truck and then fund it next year. So then they're not paying for the truck and for the Capital Reserve Fund, they're just paying for one of them right now. Chairman Guessferd: So we want to think about a Warrant Article for one truck. Mr. Malizia: Are you looking to buy it outright? Jay Twardosky: So the outright is about \$326,000. That's right around \$70,000-\$72,000 for a five least purchase on it with interest based on the average rate today. If we start doing five year leases and we just keep on going, and we start replacing one a year, then we're going to be up to at least that... I think we should do a Warrant Article for a truck just to buy it out right and be done with it. Selectman Morin: Is there a state bid on those that we can get in on or any type of bidding system? Jay Twardosky: I can look on it for the state bid but there's also they're in a joint purchasing. So you can, for sole sourcing so it's supposed to be the lowest like we've been doing with quite a bit of stuff. And it's been actually working out pretty good. There's two different ways we can go there is a State bid, I'm not sure if it's what brand truck it's for. And that's the other thing if we go out bidding there's some manufacturers that are going to come in a lot cheaper than other's. In order to keep consistency, and have the same parts on the shelf you try and stay with the same manufacturer. As long as they're within reason on pricing. If we start having two, three, four different dump truck manufacturers, then we have that many more parts on the shelf so we need that much more inventory and we're going to need that much more of a maintenance account. So, if we were to sole source through the joint purchasing, one of the joint purchasing alliances, then we're guaranteed the best price for the manufacturer. But that's, I feel that's one of the best ways to do it because sometimes when you go out to bid you're not getting quite the truck that you need. Chairman Guessferd: So we're talking \$300,000 then for a Warrant? Jay Twardosky: Correct. Chairman Guessferd: Alright, I think it's one of those things that we're just going to have to just look at when we look all the Warrant Articles and out of budget requests just to see where we stand. Jay Twardosky: I can present it two different ways. You know, a couple of different lease options, five years being the most. It's just when you do that and you start compounding the payments so year four, before you're done with the fifth one, now you've got four of those \$70,000 payments. So you're at almost, you're one payment shy of the cost for a brand new one. Chairman Guessferd: I mean we need to have the Warrant Articles to the Budget Committee by the, no I didn't think so. So, that's something that we can look at, we need to look at those options. Maybe have you come in and present those to us after we submit the budget. OK. Selectman Dumont: The one thing I just wanted to bring up, like me and Jay already talked about it, and not to like get anybody's hopes up, but there is a grant out there called the Clean Diesel Grant and I gave him the contact information for that to try to see if there's anything we can get for funding for that. And they're really kind of highlight municipalities turning over old diesel trucks for new ones. Obviously a slim chance like anything, but if we're able to try to utilize... Chairman Guessferd: It sounds like we at least will qualify. I think based on it. Jay Twardosky: Which also brings up another point. The Feds are really trying to push these old trucks out to get the new cleaner one in. Parts for them are getting more and more difficult to find. Our chief mechanic was saying tonight we used to be able to order them from one place and they're there. He had one part this week, he's called seven different places. But, the parts are getting slimmer and slimmer because they're trying to push these old trucks off the road so you get the new more efficient ones.

Chairman Guessferd: Alright, I'm glad we had the discussion on that. So I think at this point we just go through the various sections here and if people have questions. Selectman Dumont: If we're going to go through sections, I just had one question and I'm sure I probably already know the answer, but would just like an explanation on line 224, the building maintenance, I see a big jump there. Jay Twardosky: Yes. So you see in the actuals in the past we've had, the buildings aging it's 24 years old now. It's to the point where we're spending more and more on repairs. We've replaced the fire alarm system, we replaced parts of the sprinkler system. This year again, we had to replace more sprinkler valves, we had to replace the backflow valve, that alone was almost \$3,000. Selectman Dumont: Is that a wet system or a dry system? Jay Twardosky: That's a dry system. Selectman Dumont: Those rust out. Jay Twardosky: The unit heaters out in the bay garages are as old as the building so they're going to start to need to be upgraded soon. The rooftop units had already been replaced once, they lasted 13 years the first time before they rotted out. We're getting close to that having to be done again. Even the VCT tile floors, the tiles are starting to oxidize even though we strip and wax them, clean them on a regular basis. The edges start to oxidize, they're going to start lifting. It's just getting, the older the building gets the more maintenance you got to put into it. Selectman Dumont: Sure, thank you. Chairman Guessferd: And so you have those specific examples of things

we're going to have to do for the next year because we'll get asked those questions. Do we have any other questions on this section? Selectman Morin: Paving. You see that going up? Jay Twardosky: Well, right now we're in a two year contract. So we're good. That's built in so you should be all set there. Chairman Guessferd: That's what a two year you said? Jay Twardosky: Yes, so we're in a first year of a two year.

Chairman Guessferd: Alright, in 5515, anything else? Anybody? Going.

5551. Questions?

Moving forward, 5552. Selectman Dumont: I just want to, 261 the traffic light maintenance. Jay Twardosky: Again the cost of everything is going up and we're over budget pretty much every year. Looking at the average of what we've been spending and now we just had to replace one of the processors for the traffic light cameras and that's \$12,000. Selectman Dumont: That's what is was going to ask. Jay Twardosky: So that's 2/3 of the existing budget. Selectman Dumont: You see a lot of maintenance problems with those cameras? Jay Twardosky: No. Occasionally lightning or you know you just get a freak on once in a while. It only take one to take up most of your budget. And the camera heads themselves they're about \$5,000 apiece. But even just traffic lights, the LED bulbs, when we switched them over to all LEDs they're supposed to last between 10-20 years. A lot of them are getting to that 20 year mark now. They're about, depending on color, they're about \$100- \$150 apiece. There's 20 of them to an intersection on average, of each color. On the larger intersections we have 22 intersections. We're going to start having a lot more maintenance issues on those. Selectman Dumont: Thank you. Selectman Jakoby: Could talk to us a little bit to registration fees and what changed in that category? 235. Jay Twardosky: So that is registration fees is actually all our training and seminars. Selectman Jakoby: Have you added training and seminars or did the price just go up? I just wanted to know what the end... Jay Twardosky: We're adding more people to them. We even have to pay for the solid waste licenses for running the Transfer Station, each person has to have a solid waste license, we have to pay for those. Traffic light seminars, other training seminars that aren't covered by Primex. Selectman Jakoby: There's additional trainings that are going to be happening that are required and that's why that's the increase. Jay Twardosky: Correct. Selectman Jakoby: OK. I just wanted to clarify that, thank you. Chairman Guessferd: Large operating equipment is something that we've been talking about, correct? Jay Twardosky: Correct. So that would be the first year lease payment on a ten-wheeler. Also, an asphalt storage box, hot box. We've been talking about for a few years. What we're looking at is a slide-in option vs. a trailer so it can slide in the back of a six-wheeler or ten-wheeler or a one ton. We can get hot asphalt year round now. It's just a matter of keeping it warm while we're using. We end up wasting so much of it and the price, when we're picking up patch, it's over \$100 a ton. Especially in the winter time it goes up to \$115-\$120 a ton. So when you're using three to four a day, three to four tons a day without that box you're losing about a 1/3 of it. So you're patching four days a week and you're losing 1/3 of what you're patching because it gets too cold. It doesn't take long to add up. I think this is an economical option to keep asphalt warm and you can keep it in there overnight even. Selectman Dumont: The (inaudible) on the truck you put it in you said six-wheeler or the ten-wheeler does the size of that hotbox change? Jay Twardosky: So they have different options and we're going to look into, that is for the four ton option, the price that I worked in there. We might be looking at a little bit smaller option. I want to see it go in the back of a six-wheeler but it might be more user friendly in the back of one of the one tons. Selectman Dumont: OK, that's what I was going to ask you because we were talking earlier about the six-wheelers not working (inaudible) for a while and I was wondering if that was worthwhile to keep those for something like that? Jay Twardosky: We just have to, they do work for plowing, like I said, we just smaller wings on. We've been having little problems with them because they're lighter than the equipment that was put on them. Now that we've lightened up the wing, put smaller wing on, we've adjusted the roots a little bit to make it easier. So they'll be useable. They're just a little tougher to get used to. When we do go to replace those we'll be looking at something either a little bit bigger or a little smaller it's just kind of an odd size. Selectman Dumont: Right, I didn't know if we, you'd use that for more of the paving and then ... Jay Twardosky: I would like to see like that with a four ton option. Like a said you can keep it warm overnight so you can be right out there anytime patching potholes using real asphalt instead of cold patch. They're real user friendly the shuttle doors on them are all hydraulic so they don't stick. It's just they're nice setups now. Selectman Jakoby: Just to go a little further on that for the public. Having a hot patch is significantly better than the cold patch as far as the ability for it to stay. And for the safety of our public. So that ability alone is a huge savings because I knew



people who drove asphalt trucks and the minute that stuff cools you can't use it. Jay Twardosky: And using cold patch, which is it's made to use cold but it doesn't stick as good. You know we have times in the winter and rain storms we're patching the same pothole four and five times just to keep it safe. Because even though it's nice and tight, it gets a little water under it, a couple cars drive over it and it starts splashing out and it starts breaking apart. Where asphalt bonds much better, even to itself. So, it tends to stay in a lot better even in the winter. Selectman Jakoby: It's less likely you're going to have to redo those several times in the winter. Jay Twardosky: That's correct. Selectman Jakoby: I just wanted to clarify that because I think that's a really important addition to your equipment. Jay Twardosky: Absolutely. Chairman Guessferd: OK, so the cost of the ten-wheeler, is that equally spread between the four different departments? Jay Twardosky: It's more heavily on five two. It's used in the streets more. But it also goes across drains and sewer and parks, also. So, it's divided in between them. Chairman Guessferd: So it's basically going to be used, refunded with sewer. Any other questions there?

Moving on. 5553 equipment maintenance. More grease and oil. Jay Twardosky: The price, the cost is, we buy in bulk. For motor oil, hydraulic oil and stuff like that. We buy it 500 gallons at a time. And it used to not be a problem but, just one fill is almost the whole budget. Increasing it, modest increase we'll be able to get through a year. And most of that is just oil change, just oil changes. Chairman Guessferd: It's important that people know this, as we go through the budget that some of the price increases are just price increases of the same quantities and things we're using. Jay Twardosky: Just basically is a status quo. We're to keep the same amount of maintenance we have to go up that much just to make it work. Chairman Guessferd: Moving on. Unless anybody's got any further questions on 53, 5553.

5554, is that the component of the truck in it? Jay Twardosky: Correct. Chairman Guessferd: Any questions?

5556. This also has a component of the truck? Selectman Dumont: For professional services and the portable toilets. Just cost of those increasing, or? Jay Twardosky: Cost increase. The portable toilets along with having another soccer field, you have to add more toilets and then just increase service and cost every month. Those are basically, besides, those are mostly at all the ball fields. Selectman Jakoby: Could you identify how many, what's the difference, and the number? You said it's an increase in the number of portable toilets? And then servicing? Jay Twardosky: There are two or three extra, I'd have to look at that. Selectman Jakoby: Oh, OK. I just think the Budget Committee will be asking that. So make sure you have that information. Jay Twardosky: I absolutely will. I was actually writing all that down today. Selectman Jakoby: So it will be important to know what, how many more were added on that case. And then the increase, you said there was an increase in the professional services and the cleaning cost. Jay Twardosky: Yes. Selectman Jakoby: And just what the percentage increase of the cleaning cost was. Those are just things I know they're going to ask. Chairman Guessferd: Yeah, right here it says \$55 a day, what was it before? Jay Twardosky: So it was at \$35 a day a couple years ago and it went up to \$50 a day but the budget was never increased at the time. So it looks like a larger increase now because we're increasing from basically \$35-\$55. Selectman Jakoby: OK, so you absorbed the difference somewhere else last year. Jay Twardosky: Correct. Chairman Guessferd: And that's a good story to tell, too. Selectman Jakoby: It's an important one. Jay Twardosky: You can only absorb the cost so many times and we've got to do something different. Selectman Jakoby: Correct. Thank you for that. Selectman Roy: So I have a question about 55-56 341. Parks division landscaping. I know last year it went down also, but what is the significant decrease? Where did you get that decrease for that? I just want to make sure you have enough in the budget to cover what you need. Jay Twardosky: Right. Selectman Dumont: What'd you say, which number? Selectman Roy: 341. Parks Division, landscape. Selectman Jakoby: Grounds Maintenance Landscape Materials. It's zero. Selectman Roy: No, it's not. It's the one underneath it. Jay Twardosky: Zero is 340, 341 is \$7,000. Selectman Dumont: So I see an even seven to seven. Selectman Jakoby: You're looking at the other page. Chairman Guessferd: Oh, OK. The one before. Jay Twardosky: Right. I would have to look back but that was just, \$11,345 I think we did something a little extra in either one of the parks. But I can come up with the answer for that. Selectman Roy: OK. Alright, that's all I have. Chairman Guessferd: I think the biggest thing here as we go through the budget is just being able to easily address how we, what went into those numbers is, if the deep dive happens. So they're sound. We know there's sound rational. It's having that at our fingertips is as we know they'll ask certain questions. And I appreciate Selectman Jakoby's you know, attention to that. As she's the one who's going to be at the point of the spear. As well as Labrie.

So, 5557. Mr. Malizia: That's IT. IT covers all the IT material. So the very last page, out of budget request is what the Public Works Director is presenting. Jay Twardosky: So the first one, solid waste, also goes with 5970. Mr. Malizia: Which you haven't looked at yet. Selectman Roy: That's a contract, correct? Jay Twardosky: Right, but even though we did all the contractual increases, because of tonnage increases in recycling, well there was a decrease in recycling, but just across the board increases in tonnage of curbside trash and at the Transfer Station. We're running at a deficit on that and Tuesday night Selectman Morin mentioned there was \$257,000 but, what happened there was the, I believe it was \$257,000. We get a totor credit every year for the yellow-top second toters and that didn't come in until September, it's usually in June. But with the switchover from Pinard to Casella they were late on it. So that was \$46,966.64. Looking at the numbers looks like approximately over we would be negative in a contract is that \$207,986. Right around the current tonnage we're projected to be at. Chairman Guessferd: So, it's really tonnage specific, in other words. All based upon... Jay Twardosky: Right. In the original contract was based on, when everybody bid on the contract it was based on a certain tonnage from a year before. And tonnage fluctuates every year so, even though you put your three and four percent increases, your contractual increases in, the number still fluctuates. Unfortunately, the in the last couple years it keeps fluctuating up. So, we're going to be in a negative \$207,986. That's why that's an out of budget request because after we did the contractual numbers then that's what we come up with for the deficit. Another reason I was proposing the Pay-As-You-Throw to help offset that. Chairman Guessferd: Probably don't think it would offset this at this point, yet. Correct? But eventually we're hoping that is does, right? Jay Twardosky: Correct. Chairman Guessferd: For further years. Jay Twardosky: And if we are able to have a full Transfer Station to offset even more of the trash cost. Selectman Morin: If we go the Pay-As-We-Go at least will give us something towards it. And then, as they talked about the grant to get that to be a full station with the scales and everything, we should do OK at that point, it should cover it. Because of the actual weights and all the trucks coming in, if they build that center so it'll do us real well if that all goes through. Chairman Guessferd: So we have to have that ability, in the meantime to cover some of it. Selectman Morin: Correct. Selectman Guessferd: Before all that kicks in. OK, anybody else? So I know that's on the solid waste and recycling, we haven't been to that section. I know it's not a big section. We'll just look at that again real quick when we get there after this. So the other three items on your out of budget request. Jay Twardosky: Overtime. Right now our current budget is \$160,000. We had a really light winter this past winter. And we still went over budget. We are, the overtime, it's not separated between winter maintenance and emergencies and scheduled overtime, it's all one budget. If we get called in on the weekend for a tree down that's part of it. Over time at the Transfer Station on Saturday's and then of course, winter maintenance. We added, a couple years ago, we added the extra landfill days but we never added to the overtime to take up for that, where we have to have personnel there. With contractual obligations from contracts when your 40 hour, your regular time goes up, that covers, your overtime doesn't. So we need to add more into that overtime. That budget hasn't increased in a couple years. If we have a bad winter we're going to be very negative in the overtime pay. Selectman Roy: So, kind of doing worse case scenario, is \$40,000 enough to say if you have to take a truck off the road? Like we were just talking about. Jay Twardosky: It would be tight. I can't... Selectman Roy: We obviously don't know what winter looks like. Jay Twardosky: The crystal ball doesn't... I feel we need at least \$40,000, that's the number I put in there. I've seen, there's years where it was much more than that. Selectman Morin: So you know what the overtime is going to be based basically with the new contract. Because you can go by previous years numbers. You know what the overtime is going to be for the landfill being open. Correct? Jay Twardosky: Correct. Selectman Morin: And you can take a summary of looking at past years of how many emergency call backs you had and kind of figure, I know that fluctuates. Are you close to what those numbers would be with \$40,000? Jay Twardosky: Yes. Selectman Morin: You are? OK. Chairman Guessferd: And to continue on that point, if you did incur the \$40,000, and we didn't include it in the budget, where would that come from? Jay Twardosky: The only line item we have big enough, town wide paving. Mr. Malizia: That's just where it comes from. Chairman Guessferd: So paving would suffer. Jay Twardosky: Correct. It's really the only, the only line item we can really draw from. The other ones are every, we just, the cost of everything it just keep, you know, all our other line items are so small, there's only a couple of larger ones. But, those are usually already taken up. Especially like large equipment, you know that's already always spoken for. So, it's really the only line item we can take from. So that's the one that gets hit the most. It's either that or we stop maintaining dump stations and... Selectman Dumont: I was going to say you gotta pay the bills but you can always, you know, cut back on some feet or footage of road. Not that that's ideal, but, makes sense where you have to

pull it. Jay Twardosky: We still, you know, we still patch and keep them safe, you just don't get that smooth surface. That's the only one that's not safety related. Chairman Guessferd: What's everyone's feeling about that, about the \$40,000 and putting it back into the budget? Selectman Morin: Well I think just because of the contractual requirements when we negotiated the contract we knew the overtime was going to go up. So at least we've got to cover those for the overtime for the land, because we have to with the contract. Chairman Guessferd: So the consensus here is we need to put that back in the budget. Alright, what about streets? Selectman Jakoby: I asked this on Tuesday, could you just, I'm going to take a note of it now, so what is the cost of paving? You have given me a measurement and a cost for that paving the other night. Jay Twardosky: So, 400 feet of a 24 foot wide road, which is two lanes, is right around \$7,000. For a one inch thick overlay. Selectman Jakoby: Two lanes, one inch thick. Thank you, I'm writing it now I'm going to remember it. I appreciate that. Chairman Guessferd: Quantifying it, yes. Selectman Jakoby: So \$48,000 is a lot of road. Jay Twardosky: It is especially when you have, we have an area of right around 360 lane miles of lane road in town. So, that's 180, that would be 180 miles of 24 foot wide road is what that equals out to. Selectman Jakoby: 180 miles? Jay Twardosky: Of 24 foot wide road. Selectman Jakoby: And we have three, and what was our total lane? Jay Twardosky: 360, give or take. Selectman Jakoby: 360. Jay Twardosky: So, one direction, 12 feet wide. Selectman Jakoby: OK. Jay Twardosky: So instead of, if you went with, so it would be 800 feet of lane mile for \$7,000. So, that was the number I gave the other night. Then you have your other cost if you have to reclaim or mill and all the other stuff that goes with it. But just that in overlays, when you start doing those numbers you can see that in the million dollar budget we have, still doesn't go far. Selectman Jakoby: Oh, no. Not at all. Jay Twardosky: It adds up really quick. Selectman Jakoby: And there are, there are roads in this town that people complain have not been paved in a long time. So, I just want to make sure that we articulate that. Thank you. Chairman Guessferd: Standby pay. Jay Twardosky: Again, went up in the contract and we never raised it because it was actually going up in the second year of the contract. So now we're, that's what we need to go up to make the standby work. Chairman Guessferd: To me that's another one that we have to acknowledge. Selectman Morin: And this one is important because this is nights and weekends. If we have a storm or we need traffic stopped for some other emergency, that's where this comes from. Jay Twardosky: And when there's a pending storm, we put everybody on call so we know we have them to come in. It's cheap insurance. Selectman Dumont: Can you explain to people, because it was kind of an eye opener to me, they're not getting paid a lot to be on standby. Jay Twardosky: No, the whole standby budget for the entire department is around \$7,000. Selectman Dumont: For the average individual would you say they're getting paid to actually be available. Jay Twardosky: Right now it's if we make them available so you'd, if we put you on call for the day it's for a 24 hours span like on a Saturday, you get paid \$20. Selectman Dumont: So \$20 to be available for the next 24 hours, not leave the area, not do anything, just sitting there waiting. Selectman Morin: Right, you got to sit and wait. Selectman Dumont: To put it in perspective to people. It's not much. Chairman Guessferd: No, no it's not. OK, and the last item, the brush cutting. Jay Twardosky: Brush cutting is, it's actually tree cutting. So, it's, we use that mainly for outside hire for tree crews for trees that are bigger than our equipment can handle. Forever we've only had \$3,900 in the account. That's one large tree or two small trees on average. We're getting more and more large trees on the road side that are dying or becoming hazardous that we can't take care of with our own equipment so we have to hire more of them out. So that number bringing it up to \$15,000, adding \$11,100, basically gives us a couple of days worth of tree work with our crane and a tree crew. Selectman Morin: This one's kind of justified with our discussion on Dracut Road to tell you the truth. Jay Twardosky: If we had it we wouldn't have had to pull that out of town wide paving if we were going to do it. Chairman Guessferd: And it's not just that, I mean it's how many? Those trees when a storm comes they're the ones that are falling down on wires, on roads. Jay Twardosky: Correct. And we need to be more proactive with getting them down and being proactive instead of reactive. More safety conscious towards some of these older trees. They're really starting to age and die and become dangerous. Chairman Guessferd: And you know, it's easier said than done, right? I mean there's sometimes you don't have enough money to do all, you go around Town, you drive around Town you go to places, you find places like that tree needs to come down. And they're all over the place. Jay Twardosky: We have to pick and choose the worst ones and go, over extend the line item and again, take it out of another budget if we have to get more. So if it's already in there we don't have to take it from other places we're expected to be using money. Chairman Guessferd: Consensus? OK. Are we good with the basic Public Works budget? And go onto the solid waste as long as we got him here?



Solid Waste: 5970

Mr. Malizia: It's the last two pages under the 5900 Non Department tab. So you go to the 5900 tab, the last two pages. Chairman Guessferd: This seems pretty straight forward, but go ahead. Jay Twardosky: So the Solid Waste Association Dues have to do with household hazardous waste through the NRPC. Those dues that we pay, so that increased this year. That's contractual. And then the, what's in the Solid Waste Collection is the contractual number before the out of budget request. Chairman Guessferd: OK, so the hazardous waste piece, because we don't do disposal here. Jay Twardosky: Correct. Chairman Guessferd: In Hudson, the disposal is in Nashua. Jay Twardosky: And once in a while in Pelham and once in Milford every other year. Mr. Malizia: Like six a year I think, some number. Jay Twardosky: Right, they were doing five and seven. Five one year, seven the next and they're trying to get it more to an even six a year. Along with, so the per vehicle rate, I go to all these meetings and we have to figure out what it's going to cost. The increase with the new contract with the hazardous waste provider, basically split the cost between the Town and the users. All the Towns is, eight Towns, nine Towns that use it. So, it's a cost that's shared between everybody based on per capita. The Town's portion has gone up a little bit and then the per vehicle user fee is also going up to, so. The users are actually paying more to take the burden off the Town. So, the Town's going up a little bit and the users are going up. Chairman Guessferd: How long is that contract in place for now? Jay Twardosky: That's a five year contract. Chairman Guessferd: So we got what, three more years on it? Jay Twardosky: Correct. Chairman Guessferd: Along with that, anybody have any questions on that, on the contract? I think it's pretty straight forward. There's now the out of budget request that we don't need to necessarily act on it tonight. But, if we feel strongly enough about it then, what do people think about? Mr. Malizia: What you did last year, when you heard everybody, there's a summary of the budget requests at the front of the book. When you got to the wrap up, you literally went down and said ya, we're going to be doing this. Because if you look at it totality I think there \$900,000 worth of out of budget requests which is almost like .20c. You have to look at it in sort of the big picture. I mean you certainly made a compelling case, but you did do that last year. Chairman Guessferd: So we'll talk about it at that point. We've already gotten, we've heard from Jay on that one, so.

Warrant Article J: Drainage Capital Reserve Funding

Mr. Malizia: If you're set with that he's got two Warrant Articles under tab J and tab N. Tab J is the Drainage Capital Reserve Funding if you recall that the Town established a Drainage Capital Reserve. We are deficient in some of our drainage so we started a fund. He's looking to put funding into the fund and because of the legislature a few years ago we have to put all these on Warrants. Selectman Dumont: The bulk of that cost comes from those MS4 permits? Or, is that different? Jay Twardosky: So our MS4 Storm water permit, by the permit rules we have to do a certain amount every year. On top of that we have to keep replacing drainage with all the rain storms we've been having. We have a lot of substandard drainage. And that Capital Reserve has already come in handy this year. Especially with the culvert on Adams Drive. So that's a big one to make sure that's funded every year because we will be using it even if it's consultant fees and engineering fees for larger projects. It's still definitely needed.

Warrant Article N: Establish Public Works Repair Replace Capital Reserve Fund

Mr. Malizia: And tab N, I think he's just trying to establish a Public Works Repair Refurbishment Account. I think he's referred to that but, basically looking to put \$150,000 into an account to get that program up and running. Selectman Roy: I thought that was a repair or replacement capital reserve, not a refurbishment. Jay Twardosky: So it's repair replace. Mr. Malizia: We can change the title. We'll just make sure because in the body it says... Jay Twardosky: Yes, originally it was repair replace. I think it was mistyped. Chairman Guessferd: Yes. That's a big difference. Jay Twardosky: Right under it says for the purpose for repairing or replacing. And that's like Selectman Roy was talking about. Maybe even start the Capital Reserve Fund this year and fund it next year. Or, try and fund it this year. But that would go for not just the dump trucks but also for our construction equipment, smaller vehicles pretty much all the big ticket items, not the support equipment. Chairman Guessferd: OK, we don't necessarily have to make a decision on this tonight. But, yes, those are options we need to think about. It's good that you brought that up. Because we've got to take a look at this in totality as we've said. And if there's a lot there maybe we just establish it. Mr. Malizia: you'll have to look to see what you get. I mean right now you do not have an overabundance of Warrant Articles, it's not bad coming into this. It always gives the people the abilities to say yes or no. So, again, that's been the philosophy of the Board, hey, we'll put it to you, we think it's important, if you think it's important

vote for it. If you don't, we won't do it. But right now, we don't have the two labor contracts. You don't have... Selectman Roy: 50 Warrant Articles? Mr. Malizia: No, not yet. It's coming. But the departments were very, you know, they did not put a lot forward. I there's a few Capital Reserve Funding's, you'll see Chief Tice has a few. But there wasn't a wealth of Warrant Articles from the departments. I'll leave it at that. But this is prudent, pay now or pay later, but you might as well start saving for it. Selectman Morin: And that's the problem because we have 24 year old trucks and now we're going to pay. Like our buildings instead of, right, you know. Jay Twardosky: One other, is the VacCon Truck under Sewer? Mr. Malizia: Under Sewer so we'll talk about that under Sewer. Jay Twardosky: Excellent. I want to make sure we didn't overlook it. Mr. Malizia: Oh no, we didn't. It's in there. Jay Twardosky: Very important piece of equipment. Mr. Malizia: Oh, ya, no. We made sure we got that. Typically on the Sewer evening so when we do that we'll do that. Jay Twardosky: Excellent. Chairman Guessferd: Yes, I think everybody appreciates that. OK, so is there anything else that we have from Jay tonight? OK, Jay, thank you. And we'll be talking about the other items in here, too. Jay Twardosky: Thank you and I'll work on these. Getting answers for the other things. Chairman Guessferd: Yes, on basically a plan. And then what the dollars look like for a Warrant. Jay Twardosky: Perfect, thank you.

Mr. Malizia: You were scheduled for Fire but if I could maybe make a suggestion, maybe move the Moderator and the Town Zoning Administrator because they only have one option. Selectman Morin: I'll make that motion. Mr. Malizia: Just to get them out. Selectman Morin: Then we change the order of business. Chairman Guessferd: Yes, I was thinking about that. OK, so we have a motion, do we have a second? Mr. Malizia: You'll be quicker. Selectman Dumont: Second. Selectman Morin made a motion, seconded by Selectman Dumont, to change the order to place Moderator and the Town Zoning Administrator ahead of Fire on the agenda. Motion carried, 5-0.

#### **Town Moderator**

Moderator: 5041

Chairman Guessferd: So we're going to now address the, I'm going to recognize the Town Moderator, Paul Inderbitzen. Moderator budget is... Mr. Malizia: 5041 found in the 5000 tab at the very front of the tabs in the book. One positive thing here, I believe. Because I believe he only has one. Paul Inderbitzen: I look good this year. The 60% reduction. Mr. Malizia: He's \$70,000 less, any questions? Paul Inderbitzen: In this fiscal year there will only be one, the Town meeting, the Town and School meeting, so that's why this is the year, this is the year were there's only one in there, so. In the four year cycle that we have for elections. So that's why everything is down. Our programming and equipment stuff is pretty well set. We have the license fees that we have to pay. The programming is per election for the poll pads, so there's only one of those. And our Cradle Points data usage, data annual charge is, that'll be a set annual fee. Plus, our maintenance fee, now this should be the last year of our maintenance because we'll be getting, for these machines. But, there will be maintenance on the new machines which we're going to be getting. We're not going to have them for March. We'll have them for the March of 2026. But, we're going to put the PO in, the money is in this year's budget, the current budget. So, we're going to put the PO in. But, we're getting money from the State for that, too. That's actually going to help this year's budget. If anybody has any questions I've planned for five pages for the Town ballot, please. Don't do that to us. That is absolutely brutal. Chairman Guessferd: Is that why it's up? Paul Inderbitzen: Well I added, well we had five pages last time so I put five pages in. I just don't, I don't know what the Planning Board plans are for Zoning amendments. What did we have, I didn't even look, there's 13? Mr. Malizia: At lease. Chairman Guessferd: ZORC's got a few coming. Paul Inderbitzen: That blew the pages out of order. Mr. Malizia: And then you could always get petitions, we don't, we can't control that. Chairman Guessferd: Selectman Dumont, ZORC's got some coming, right? Selectman Dumont: Yes, hopefully not as many, but. Paul Inderbitzen: I would say yes. Selectman Dumont: We'll know by next meeting. Paul Inderbitzen: Oh, OK. Selectman Dumont: It's on the 22<sup>nd</sup> or the 24<sup>th</sup>. Paul Inderbitzen: The other suggestion I might have, if I can bring that up, is on the Capital Reserve Funds, I've talked to Steve about this in the past. For the ones that you're adding money into that the State came in and said, oh you've got to do each one as a Warrant Article. Merrimack does theirs in one Warrant Article. They had the last Town meeting 12 Capital Reserve additions in one Warrant Article which certainly cuts down on the verbiage on the page. Now, the question is, is if you get somebody a bee in their bonnet that they don't like it and it get voted down you lose the whole thing. But, my suggestion would be perhaps, because I don't think we've lost a Capital Reserve budget. Mr. Malizia: What we probably ought to do is, for example, Fire has three, we accumulate the three for Fire. Paul Inderbitzen: Put the departments together. Mr. Malizia:

I'm not sticking Assessing with anybody because people don't like Assessing, so. Paul Inderbitzen: But you know, if you did Fire, Police... Mr. Malizia: There's not that many this year, I think there's only five or six. So, we group them accordingly. If we put them all in one, I would not. Paul Inderbitzen: No, no, I would say the same thing. Mr. Malizia: Because don't forget the number gets bigger, too, and people go oh they want a million dollars. Paul Inderbitzen: But you've got to see the listing of them all. But I would say by department would certainly save you from doing a number of articles on the ballot itself. And most of them go right through, I mean it's not really any difficult. Anything new you have you're going create a new then you have to do it as a separate. But once you do that, and I think you can world them so that you can say it will be an ongoing, I don't know if you can. Mr. Malizia: You have to appropriate every year with a Warrant Article. Paul Inderbitzen: You can't do that? Mr. Malizia: You have to appropriate every year with a Warrant Article. Thank you to the legislature. Paul Inderbitzen: We have to get a legislature to change that. Mr. Malizia: They changed it to that from what it was before when we put them in the budget after we established them. Paul Inderbitzen: I would make that suggestion that we at least group them by departments, it would cut down on the number. What did we have, eight or nine last year? Mr. Malizia: Perhaps. Paul Inderbitzen: If you could have three or four that certainly cuts down the verbiage up front and then you just list your Capital Reserves. Chairman Guessferd: I think it comes down on a like case by case basis, is how we... Mr. Malizia: Like I say Fire would make sense, or, if you had a couple Public Works, or you know. But if you start getting Assessing, you start getting, you've got to be careful. Chairman Guessferd: Right. Again, you don't want them all to fail. And again, the bigger the number, it's still raising taxes. I noticed he said he was going to, something about, we're going to do something in 2026, you going to stick around longer? Paul Inderbitzen: No. Please. Mr. Malizia: You said 2026. Paul Inderbitzen: Well, I'm helping out. I intend to do that like I said I would last year. Like you and I are retired, Steve. Mr. Malizia: How's that working out? Paul Inderbitzen: Unless anybody has any questions about, it's pretty standard stuff. I would make one request. That you consider a Warrant Article to change the salary structure for the moderator. Currently, it's set at \$125 per meeting. So that's the Deliberative Session and then all day voting. Now I think if we could structure it, if you'd structure it, not for me but, I mean we're not in it for the money let's just say that. But, make it a little bit more amendable to what the job is. I think the Supervisors get a stipend every year but they also get paid hourly for the hours they work, I believe. Mr. Malizia: If they work the polls they get paid hourly. They don't get it if they come in here and do chores. Paul Inderbitzen: No, I'm talking about when they work the polls they paid hourly. Mr. Malizia: If you're interested maybe you should submit something to the Board to give them an idea of what you think would be a fair and equitable... Paul Inderbitzen: Well I don't know what they get paid as opposed to... Mr. Malizia: They get \$1,000 as a stipend. Paul Inderbitzen: A year? Mr. Malizia: A year. Each one of them. Paul Inderbitzen: I think the chief gets... Mr. Malizia: Nope, they get \$1,000 each. Paul Inderbitzen: Well each one gets that, well OK. And then they get paid when they're at the Deliberative Session for the hours they're there and for polling. I think that would be an appropriate Warrant Article to change that. Because it is a lot of work, ya when I come in I do a lot of other stuff I don't expect to be paid. I think it would be helpful for someone coming on would say, oh OK, at least that would cover some of my time. Chairman Guessferd: OK, so do we want to have verbiage put together? Mr. Malizia: I'm saying someone needs to come up with numbers, I'm not qualified to come up with the number. I don't want to misspeak, so. Selectman Jakoby: Is there a comparison of across the towns of what moderators are being given in larger towns? Paul Inderbitzen: I haven't done any kind of thing like that. Selectman Jakoby: I didn't know if the association, because I know you have group that meets regularly. Paul Inderbitzen: Oh, yes, the moderators group. Selectman Jakoby: Ya, ya. They don't have a list of that? Paul Inderbitzen: No they don't. Selectman Jakoby: Oh, interesting. Paul Inderbitzen: No, I could check with NHMA and see if they would, if they have done anything. Selectman Jakoby: I would just ask because if it exists that's the easiest route. Chairman Guessferd: Well, it's as we know it's, you know, we're not getting people, you know, clambering at the door to become moderators. OK, I don't want to take up anymore of your time. But I think that would be appropriate. Chairman Guessferd: OK, alright. Thank you Paul.

## **Zoning and ZBA**

### Zoning and ZBA: 5581, 5583

Mr. Malizia: So, we'll do the Zoning, it's under the Land Use tab. Chairman Guessferd: And Zoning is a little further back. Chairman Guessferd: Alright, come join us. Chris Sullivan: So anyways, I'm here with a pretty standard budget that the Zoning usually has. Add a little bit to training and repair of vehicles and some paper. But, other than that it's pretty much standard as it has been for the past few years.

Chairman Guessferd: OK, so we're at 5581 here, there are a number of accounts here that are higher, so. I'll let anybody ask questions that they, I mean it's not a lot of buck. It's not a lot of money. But, we just want to go through it. Because you're going to get grilled as well. Chris Sullivan: Oh, yes. Chairman Guessferd: So, I guess we'll start with training. Chris Sullivan: Training, I mean when I first got here there was hardly anything. And then last year I kind of built up some more and then this year I added some. But, there's not really enough to do what you need to do to get really good training. In other towns that I've been we'd go to three conferences that NHMA and other things. Here we have to pick and choose and try to figure out how to get to these. I do a lot of online sourcing, but you know, it's not the same as going to some of these better conferences that are out there. Chairman Guessferd: Same thing with the Assistant, right? Chris Sullivan: Yes. Chairman Guessferd: He's been taking some of the training courses? Chris Sullivan: Yes. Chairman Guessferd: Postage is going up. Chris Sullivan: Postage is going up, yep, that's normal. It seems like we're always running behind in paper. Chairman Guessferd: And finally, repair and maintenance. Chris Sullivan: The vehicle, well we're the hand-me-down kings. We have a vehicle right now that, who knows if it's going to make the winter. Chairman Guessferd: And explain, explain I know it may seem obvious to a lot of folks but, what exactly do you use the vehicles for? Chris Sullivan: I use the vehicles for code enforcement, mostly. I do a lot of driving around looking at people's yards and other things. I do a lot of driving out to Boyd Road and that area and just all over. There's just a lot of things going on. Since the Planning Board talked about junk vehicles last year that's been the big call. Had a lot of people calling about junk vehicles so I go check it out and probably three or four time a week. I'm out two or three hours a day just on that. Selectman Morin: Can you drive a stick shift, there are some Mack's available? Chris Sullivan: Not with my right ankle right now it's kind of used. Selectman Dumont: I just want to back up to the training. I know you did a slight increase, it looks like a big percentage because obviously you didn't start out with much. But, I think it's extremely important, we've all talked about it, what do you think is an ideal number? Are you going to be able to do what you need with that small amount? Chris Sullivan: No. Selectman Dumont: I'm not saying we have to make a big jump now but, could you explain what you think would be more appropriate? Chris Sullivan: I'm looking at \$2,000 to \$3,000 for training. That's even to help the Zoning Board get some training. Selectman Dumont: Which in the long run helps us as far as lawsuits and just overall being, getting everything in line and done in an orderly fashion I guess would be the best way to put it. Chris Sullivan: I mean just to get them to even go to the NHMA will help out, them, a lot. I know there's a spring conference but that's not enough to, what we need. Selectman Dumont: No, I agree. Chairman Guessferd: Yes, that's important, I think we should be thinking about that moving forward. Selectman Dumont: Like I said it doesn't necessarily have to be here but I think training, and we've all seen it, we know it's a problem but something just to keep them in your mind a little bit. Selectman Jakoby: So, when you, when you present this or come before the Budget Committee, I would highly recommend an outline of what the ideal training, you know what that \$3,000 worth of training would look like. What types of things you think are the priorities for training and really articulate that. And I think going in saying that you know, the real request is \$3,000 but I'm looking at building this over the years a little at a time because it was so low when you got here. And I think that repeating that each year will help, I hope will help. Chris Sullivan: I mean just alone the Planning conferences that are out there, they're great but, right now they're all in Maine, Vermont, so you have to stay overnight. So, I mean that's the big thing and they are usually two or three days. But, they always have great seminars that would work for everybody. Selectman Jakoby: And I just want to reiterate that every department has to have their own training budget. There's not an overall place for training and development within the Town budget. So that makes it even more difficult for our departments to stay within budget depending upon the cost of a particular training that would be best for their department. Chairman Guessferd: And you're spending the money you have though between all of it. Would it be, I guess it raises the question is \$650 you know, I mean not \$3,000 but, is \$650 enough for this year or do we want to raise it higher? Give it a couple more hundred dollars or anything like that. Is there anything anybody thinks, you know, would it look too much? Especially if you had all the, all the backup, you know. If you go to Budget Committee, here's what I really need, here's \$3,000 worth. Selectman Morin: I would give him another \$1,000 to tell you the truth. Chairman Guessferd: Another \$1,000? Selectman Morin: Yes. Mr. Malizia: Make a motion. Do it now. Don't wait for the Budget Committee. Selectman Morin made a motion, seconded by Selectman Dumont, to raise the budget for the Zoning Training, account #4191-5581-237, from \$650 to \$1,650, an addition of \$1,000. Motion carried, 5-0. Chairman Guessferd: But again, make sure that the Budget Committee is aware. I mean just have it laid out, there are the courses, this is what we're looking at. We have these two people plus the Zoning Board. Selectman Dumont: We'll make sure to have them. Try to bring it up at every meeting, but all of this will

make a difference. Chairman Guessferd: Yes, I mean it's important. I mean if people on the Zoning Board aren't availing themselves to those trainings, it's not a good thing. And it really should be a factor when we decide we want to renew their... Selectman Dumont: You've got to be educated in that otherwise, I mean a simple lawsuit costs the Town how much? You know? Chairman Guessferd: And it's an incredibly important part of what we do. Alright, anything else? Mr. Malizia: We have the Zoning Board it's just under that prevue. So the only thing we have from the Zoning Board was a 1 1/2% increase for the minute taker. There's no labor just basically notices, registrations, postage and the minute taker, professional services. So, that's the main line that we bumped up by 1 1/2% to keep it (inaudible). Overall budget increase is \$180. Chris Sullivan: Right. And we need that minute taker because we have to have things verbatim. Mr. Malizia: Oh, yeah. And we've gotta have the minutes. Chris Sullivan: And we've got a couple things right now that are going to be, going to go visit the... Chairman Guessferd: It's got to be accurate, yes absolutely. Alright OK, any questions on that? Thank you for coming. Thanks Chris. Selectman Morin made a motion, seconded by Selectman Dumont, to back to regular order of business. Motion carried, 5-0. Chairman Guessferd: OK, do we want to do Planning or... Selectman Dumont: Who's going to be handling Planning? Mr. Malizia: Just me, I'm the only one. Selectman Morin: We took a motion to go out, we should go back in to the regular. Chairman Guessferd: Yes, that's fine.

### **Fire Department**

Fire Department: 5710-5770

Warrant Articles: D, G, K, L, M

Chairman Guessferd recognizes Fire Chief, Scott Tice and Executive Coordinator, Erika LaRiviere. Chief Tice: Tonight I'm pleased to be here to present our, the Fire Department's proposed budget for FY26. I'd like to thank my Administrative staff especially Erika for all the assistance in preparing this budget. We have limited our operating budget to the 1.5% increase as requested by the Board. That was about \$15,463 and that was used up just covering the expenses like electricity, the dues of the Hazmat District have gone up. Software maintenance, the cost of our protective equipment. PM, preventative maintenance and repairs, the apparatus equipment and facilities and the maintenance agreement for the town-wide radio system, among other things that have gone up. So what we did we moved some funds around within the budget. We are buying less PP this year just based on the cycle that we're on. FY26 we have less actual sets of gear that are going out. Selectman Morin: So we're on gear, with that new legislation about the gear and the chemicals. This gear going to go up huge in the future? Chief Tice: It's been going up. What we have budgeted for this year, actually we're waiting for it, it's on order, is PFAS-free. Selectman Morin: And it's all (inaudible). OK. Chief Tice: So that's been a cost increase. But, like I said, luckily FY26 due to where we're at during the cycle we don't have to buy as many sets. Fire alarm line we have zeroed that out because we're going to be moving over to the revolving fund. We took some equipment purchases we had planned out of the budget. We're not budgeting for foam this year because we have a stock that we have is projected continue to last. We're not using that much of it. This fiscal year we had to budget for cylinder hydro test for the SCBA. It's a one time every five years so we didn't have to budget for that in FY26. And again, we did not fund Emergency Management hose for the same rationale as last year. Emergency Management, those funds we may use we may not use. And the hose, it's the only thing we have anything in reserves of that we, if we don't absolutely fund it, we're not out of it. So, that's where we're at with that and that's why we have that rationale. Things that we did fund that were priorities, training and professional development. The health and safety programs and maintenance and repairs, the apparatus, the facilities and the equipment so we can keep what we have going. Some lines have been changed, you probably noticed that as you were going through the budget in 5758 and 5730. What we're trying to do, and I apologize, it might be confusing this year but we're trying to do is better align things that go together in the budget. So in future years it's easier to track where we're spending. We had maintenance like we try cipher out maintenance and repairs so we can better track what we're spending on preventative maintenance vs. what we're spending on repairs vs. what we're spending on new equipment or replacement stuff. So that's what we're trying to get to so year to year we can kind of better monitor and track where that money's being spent. And I will do my best to walk you through that as we go through those sections and point that out. So, other than that I look forward to answering anyone's questions you might have on the budget tonight. Chairman Guessferd: OK, so we'll... Mr. Malizia: Third page in, 5710 I think that's where we start. That's the Administration. Selectman Dumont: So, I'm sure it's pretty understandable, but just to go through, 217 and 244 those just cost for those are dues increasing and I'm sure the medical exams as well. Dues increase by not a significant amount but the percentage is up. Chief



Tice: Yes, so the association dues, that's the Regional Hazmat Team, they increased their dues for FY26. So that's a, that's why you see that in 217 and I'm sorry, what was the other? Selectman Dumont: 244 was the next increase you had, it's a small increase. The medical exams. Chief Tice: So there is, with what we're projected to do under the grant there is a slight increase in that for our portion of what we would be, you know we have 10% match on that. Selectman Morin: And that covers cancer and all that. So much more in-depth medical examination now. Chief Tice: Yes, much more in-depth. Medical, cardiac, cancer screening. We're also doing the mental health piece under that grant. Chairman Guessferd: Ok, so all those have been added to the battery of tests. OK. Any other questions there?

Mr. Malizia: The next group is 5715 a couple pages further down. That's the facilities, those are his facilities. Selectman Roy: So, 5715-204, facility, large equipment maintenance. Why such a large increase? Chief Tice: We moved stuff around from where it was in other lines before. Selectman Roy: OK. Chief Tice: So, there's also some increase in what we're paying for our maintenance and the station generators went up in their maintenance cost. Chairman Guessferd: OK, that's the, a lot of these are moving things. Chief Tice: Some of that moved around so. Erika LaRiviere: Can I just interject because this might help you too. So, if you look at the breakdown, not necessarily the ones that have the actuals. But if you look at the actual kind of breakdown of each line, what I tried to do is anything we moved, I tried to put in italics so you'll notice. So, when you do see some of those lines go up or go down, it's just because we moved them from the other areas. So, I tried to put that in there just to, so that might help you out a little bit on that. Selectman Dumont: That answers my question. Chairman Guessferd: Red font would be good, too. Selectman Jakoby: Just so I'm clear, anything in italics was moved into that section. Erika LaRiviere: Yes. Selectman Jakoby: OK, from somewhere else. Erika LaRiviere: Exactly. Selectman Jakoby: Thank you. Selectman Roy: And that's why you have so many zeroed out. Chief Tice: I was going to say you also see lines that will have less money. Selectman Jakoby: OK. That's all. I just have a question. Is there, is there a key somewhere that says that? Erika LaRiviere: There isn't, no. We can probably add that, though. Selectman Jakoby: When it goes to the Budget, please. Chairman Guessferd: So like if you had, if it's in a different account, might be good to have the account number. Erika LaRiviere: I did on the ones I, they're probably the ones that you see that are zeroed out you'll see I put a note "moved to" with a note. Chairman Guessferd: Yes, because that'll help connect the dots. Chief Tice: Maybe move from... Erika LaRiviere: Yes, we can do that. Selectman Jakoby: That'll just give them less to ask. Chief Tice: I didn't try and do it to make it confusing. Selectman Dumont: I'm sure they'll still ask but you can at least say the answer is right there. Selectman Jakoby: The answer is right there.

Mr. Malizia: 5720 is the Communications, that's the dispatch. So that's 5720, couple pages. Chairman Guessferd: So cell costs went up big time? Erika LaRiviere: We had just reallocated them from other lines to make sure they match with what cell phones are actually dispatch related vs. from another account. Chairman Guessferd: OK, anything else there?

Mr. Malizia: So, 5730 is Suppression, this is really the meat and potatoes of the department, obviously. This is the single biggest budget he has. The rank and file firefighters are here. Chairman Guessferd: Same thing with (inaudible) here. Erika LaRiviere: Exactly. Chairman Guessferd: And then some of the movements here. OK. Love the divide by zero things on here. Ya, that does help when you have the "moved to". Anybody have any comments? I mean think it's pretty, I think it's pretty well explained.

Mr. Malizia: I believe Fire Inspectional Services 5740. This is the inspection division, building, fire, prevention. Selectman Dumont: So that's the same thing on the training line. Obviously you have an increase in there but, I mean do you feel as though the training for the Inspectional Services is adequate for what they need? Chief Tice: It would always be good to have more. But what we put in for is what they're specifically planning for. So, the training they've been doing in the increase has some specific ICC certifications they're looking to take so that was bumped up based on that. Chairman Guessferd: Any other questions on Inspectional Services?

Mr. Malizia: He has, I think the next one is 5765, that was Fire Alarm. I believe if you recall we did a revolving fund for the fire alarm. So that was, we were able to take this out of the budget, that's covered by user fees which then go into that revolving. Chief Tice: And will be back to the Board very soon for those changes to the Town Code. Looking to do that on a calendar year so starting in January.

Mr. Malizia: And then he has Emergency Management, 5770. As he referred to before this is sorta kinda one of those, if you need it you have it. Chairman Guessferd: He just propped it up by 2%. Mr. Malizia: No, it's down by 3.2%. Chairman Guessferd: Overall, but the Professional Services is the 2%. Mr. Malizia: But he decreased everything else. Oh, and then you have an outside the budget request, so. Chief Tice: There's an outside the budget request for this and the Professional Services is the maintenance contract for the town-wide radio system which is covered under Emergency Management. Chairman Guessferd: OK. Any questions?

Mr. Malizia: So the 5777 would be covered under the IT night. We do all the IT budgets on that evening. I don't know if the Chief needed to add to that but I believe IT covers those. Selectman Morin: Just one more. To go back to meals for Emergency Disaster you got nothing. The way the worlds going these days. Chief Tice: It's an outside the budget request. Selectman Morin: Oh there is, OK. Chief Tice: Yep. There's an outside budget request for you guys to consider. Chairman Guessferd: Emergency Management funds. Selectman Morin: I just want to make sure because that's pretty important if the guys can't go somewhere where we're feeding everybody. Chairman Guessferd: That's a drastic reduction. Mr. Malizia: So the last one was IT so if you go to the first page that's vertical, at the very, his outside the budget requests are here in the back and there's a few pages of them. So, probably let him start going through them.

#### Outside the Budget Requests

Chief Tice: So the first one is Central Station. In 2014 we replaced the air conditioning system. It was a big upgrade from what we had but it was still residential-grade equipment. It is 10 years old and we're asking it to work very hard. The condensers are on the outside the building down the first floor. They're covered to protect them snow and ice damage but, that holds the heat in. Hence, the fan, you might have noticed we installed in there this year to try to circulate some air in there to try help it, help it cool better. But the coolant goes up the outside building and across the attic that's unconditioned up to 80 feet. And the entire time the coolant is losing its capacity to cool. So then it takes a lot more for it to circulate to get the space to cool down and the space it's trying to cool is the second floor of the fire station which is heat on all six sides. The apparatus for is not a cooled space plus the four walls and the attic space. And it's a brick building that holds the heat so we're asking it to work very hard. We're starting to have breakdowns of this system. We spent somewhere around \$20,000 last year in service calls and repairs and our concern is that is going to continue to, continue to happen. Chairman Guessferd: Agreed. Selectman Morin: So I would just like to say that they have a fan cooling the air condition systems on the outside of the building, that's how bad it is. They have run a fan to keep it cool in the station. Chief Tice: We try to get the heat away from the condenser. Selectman Roy: Is there any capital reserve funds that could help alleviate some of these costs? Mr. Malizia: So, we have a major repairs to Town buildings, we've got about \$200,000 in it. Selectman Roy: So that would tap that out? Mr. Malizia: Completely. Selectman Roy: But could it pay for a portion of it? Mr. Malizia: You could always pay for a portion of it. Selectman Roy: And then the out of budget request would be... Chairman Guessferd: Less. It would be an option. Certainly and option. Selectman Roy: I think it's just something to think about instead of. I think about the Budget Committee, they're kind of going to balk at \$200,000. I see that. Chairman Guessferd: Yes, if we decide to include it. It obviously seems like it's worth doing. I mean how old is that system again? Chief Tice: The system is 10 years old. Selectman Roy: But it's a residential system in a commercial building. Selectman Dumont: I mean you talk about a mix of equipment for specific spaces you guys are looking at, as well as a standard system, you know like the Douglas splits where you can put them... Chief Tice: Yes, we were looking at everything. However we could do it the most efficient. Selectman Dumont: Yes something that's a little bit easier where runs are longer if you throw a head in there now you they have the multi-heads system. Chief Tice: Yes, that's exactly what we'd be looking. Or look. We'd want somebody to come in and engineer it correctly and Chief Buxton did this the best he could. This was not budgeted 10 years ago when we did this. He was able to scrape money out of the budget. We had an open Administrator position for a while, he took some of that salaried money and I'm not quite sure where he was able to come up with the rest of the money to get this done because it wasn't even budgeted at that time. Selectman Jakoby: I just have a question. So, I know that we did a lot of installation and things in this building. Whoever looks at this, I mean that's your other piece, is to insulate what's outside this area. You have all heated areas outside of this. Those walls between and insulation... Chief Tice: And they handled that best they could when we did the renovation. But when they did the renovation they didn't

do, renovation was two to three years after we did the air conditioning so that didn't, that air conditioning didn't get done again. Selectman Jakoby: Oh, OK. Chief Tice: But, they have done the best they can with the insulation when we did the renovation. Selectman Jakoby: Awesome. So then just getting a new system will help with that because the insulation is there. Chief Tice: Yes. Selectman Jakoby: Thank you. Selectman Dumont: Just add. A lot of those ducts are splits, too. They have like energy efficient grants for them. I don't know if there's anything left but I know when they first came out there was a lot of the Federal government was pushing them big time. Just something to look into. Chief Tice: Yes, we would look into that then, yes absolutely. Selectman Dumont: There's a lot of rebates, too. Chairman Guessferd: Any other questions on that? Moving on to the next one.

Chief Tice: Two other, two other issues at Central Station. When we did the renovation we also didn't repair the floor drains. And those are essentially troughs down the center of the floor in the concrete and we're starting to have some crumbling with those which is causing some tripping hazards and we'd like to get some consideration for replacing those and fixing them. And then, grinding the floor and refinishing the floor, preserve the floor. Chairman Guessferd: Any questions on that? And finally, on that one. Selectman Jakoby: I'm just going to, so depending upon where we head with this, if we go for it, I think that's another place where pictures and images would help a lot. If we move that forward just like the truck inspection. Because I understand what this looks like, you know, when I was there. It's an interesting, it's a lot of money but it's a safety issue. Chairman Guessferd: Ya, no I think it's important to, for people to see it if it's in there. I may have a little bit of time tomorrow, can I stop by and see some of that? Chief Tice: Absolutely. Chairman Guessferd: Um, alright, any other questions on that? I mean it seems pretty straight forward, we just need to figure out what we want to do about it. OK next outside budget request.

Chief Tice: Last year we didn't fund hose. We had reserve hose and the idea was we could potentially find some money at the end of this budget year for that, to cover that. We were able to do some replacement last year with some grant funding. We had money left over from the radio grant that we were then able to use for some operational stuff. So, we did replace some hose with that but not as much as we lost in July through hose testing between age or failures. I think we lost a total of 20 sections of hose. We'll do hose testing again next July. I anticipate losing more hose either due to age or failures. And we're starting to get down our reserve of what we have as extra. It's starting to dwindle. Being able to replace some of this hose would be beneficial. Chairman Guessferd: So by 2026 we're expecting this might get a lot closer to having an operational impact. Selectman Dumont: You brought this forward to us last year as well too, right? Chief Tice: Yes. Selectman Dumont: I just want to make sure. Chief Tice: Yes, we use this again and again. I don't want to say it's extra hose but, we have reserve hose. We do have hose on the hose rack. But that supply is getting very short. Chairman Guessferd: It makes you a little nervous. Selectman Morin: The thing with that is you have some type of chemical incident the hose is dragged. It can wipe out a whole truck in one shot. Chief Tice: And that's the thing, we've had it before with the garage fire. With all the oil you start getting the drums failing, you have oil on the ground. You have tactic clothing, hose. We had a fire down at commercial building with a piece of equipment with mineral oil in it that contaminated a lot of hose. So, we could be one incident away from being out of hose. Selectman Jakoby: So just I so I understand in really Lament terms, so when you're using the hose, depending upon what it's being dragged through, the hose may not be able to be used again. Chief Tice: Correct. Selectman Jakoby: Just want to make that really, really succinct and clear. Thank you. Chairman Guessferd: And a lot of people may not understand that so that's a good... Selectman Jakoby: I would, I wouldn't have understood that until just now. Chairman Guessferd: Just clean it off, you're good, right? Chief Tice: Which is what we typically do but there is some things that you just can't clean off of it. Selectman Jakoby: And with all the different types of industry and things that we have in town and the way things are done today, you just don't know what you're walking into and what your hose is going to be subjected to. Now, let alone your people. Chief Tice: Right. Which is also part of why it after, you know, time, being contaminated over and over again with who knows what, it will fail at some point when they put it under pressure when they test it. Selectman Jakoby: That makes sense. Thank you. Chairman Guessferd: Alright, next.

Chief Tice: So we're starting to have concerns, our utility truck, while it's low miles, it's 23 years old. We have some rot issues happening now with it with the body, with the frame, with currently the oil pan with the transmission lines. So, we know we're going to be getting into a situation again just by the time, the age, the

rot, we're going to start spending money on this vehicle to keep it in service. So, what we're asking is to buy a new F150. We'll make that the shift commander's vehicle, replacing the front line apparatus emergency apparatus and we would rotate the current shift commander's vehicle to the utility truck position. And the cost, the \$19,973.33 is the current quote we have for a lease payment. And that would include the fit-up of the new shift commander's vehicle. Chairman Guessferd: Yes, important for people to know because to buy a new one be a lot. Selectman Roy: Is that quote good for a certain amount of time? Chief Tice: It would be good for, by next year this could change, it's not all the way until July. Selectman Morin: And again, there is state bids and things... Chief Tice: Ya, we would be using the state bid and that's where we got the price for this vehicle is off the same bid list we've been using. Chairman Guessferd: Any questions of that one? OK. And I think there's one more. Mr. Malizia: Couple more.

Chief Tice: So again, as we discussed last year, the current boat we have is good for some things, is not good for everything we might need it for. Spring time typically, when the rivers running hard like it does, that boat's unsafe in the river. Last year there was a good amount of time that boat would not be safe to put in the river. You know we can't predict what the weather is going to be. You know, we are seeing some drastic changes in the weather conditions and some years they're very dry and then next year we've got torrential rains all summer. So, that's the concern, that's why I bring this forward because there are going to be times we are not able to operate in the river based on the flow. And there's times like this past year we had a boat in trouble and got grounded and we weren't able to help because that boats too small and too under powered to even pull a boat away. So we ended up having to call mutual aid. That's why I bring this up. We are continuing as I said last year, we are looking for surplus stuff or grants, we just haven't found any since then. Chairman Guessferd: We think \$50,000 will be a good amount for a replacement? Chief Tice: That's yes, that's what we, with the research we did that's where the prices are for what we would be looking for. Selectman Morin: What kind of boat are you looking to get, sort of like what they've got across the road? Flat bottom? Chief Tice: Yes, it's a flat bottom inflatable. Selectman Morin: Oh, inflatable? You want to do inflatable instead of metal? Chief Tice: Yes, it would still be inflatable, yes. Selectman Roy: How many times is that boat deployed in a year? Chief Tice: A couple times a year. Selectman Roy: A couple times a year. Chief Tice: So, frequency-wise its low frequency. But there is times that we are not able to do anything in the river. Chairman Guessferd: Can you, is it possible for us to document, you know like how many times, let's say in the last year or two, that we have, you know, had the opportunity but we couldn't? Chief Tice: Yes, or, I can try and document, if I can find the information I'll try and get some help, how many times the river was flowing in a rate that we wouldn't have been able to go in. Chairman Guessferd: And with those, that sort of statistics will be helpful. Chief Tice: Yes, we can try and figure that out. Selectman Morin: And we got to also remember if we end up with the boat ramp at the end of Merrill Park there's going to be a lot of more use on our side of the river. Our boat that we have now is not going to be able to handle the amount of emergencies that we could deal with. Chairman Guessferd: Yes, getting down there still isn't a great. Chief Tice: No, and I understand the frequency aspect of it. But, it is also a situation that, you need to at least be aware of that if we have a situation or call when the river is like that, that there's nothing that we can do. Chairman Guessferd: Ya and some people may say we'll you know, just call Nashua. Chief Tice: And that's true but there's a limit. Mutual aid is mutual not to take the place of what you don't have. Selectman Jakoby: I have one other question. Are there any, I don't know that we would be able to find this out, but, is the river used more now? Because I think it is. Selectman Morin: It is. Selectman Jakoby: I don't know if there's a statistic on that. I find it used more now. Selectman Morin: If you cross over the bridge and look south there's docks, there's docks actually both ways so that will tell you that it's used more, yes. Selectman Jakoby: Ya, but just to reiterate that, that there's definitely more people on the river. Selectman Morin: We've got a rowing club that uses it every morning. Selectman Jakoby: I know. Selectman Morin: It's used more than you think it is. Selectman Jakoby: I think it's used more now than it was even like five years ago. That, that's my point. Chairman Guessferd: There's a lot not visible to us here, because some of those things are south around the curb. Selectman Jakoby: Correct. Chairman Guessferd: Towards the south end of Town. Selectman Jakoby: I think it's definitely been an increase in usage. Mr. Malizia: Ya, I don't think they make a boat kind of like they do a road counter. Like they have that little bar, I don't think they do that. Chairman Guessferd: I mean somehow you've got to get that bike on top of the uh... Selectman Morin: Well I can tell you that the reason the state changed the boat ramp in Nashua is because of the traffic going into the river. Selectman Jakoby: Right. Selectman Morin: If been over to that boat ramp it's gorgeous. Selectman Jakoby: I have. I know, I have. Chief Tice: Yes, and we do have a long, long length of that river, that's part of our...

Selectman Jakoby: It is. A lot of it is our Town. Chairman Guessferd: Anybody else? Whatever we decide to do, I think, it will be incredibly important for us to just make sure that we've got that sort of support at our fingertips to be able to say, you know, this is what's happened, this is why we haven't been able to do these things, whatever it is, so that we can address those things immediately instead of fielding questions that we've got to come back and answer you know we're going through the process here. But, I mean again, good rational for all of these items. It's just a question of what we can do. You know and you know what we need to do. Because there's that piece, too. Chief Tice: And I certainly appreciate the position you guys are in between the department heads and the taxpayer, but I also, my responsibility to bring it forward to you at least. Chairman Guessferd: Absolutely, yes. No, it's certainly not, not something we look negatively at.

Chief Tice: The next one is Emergency Management we discussed like I said we zeroed those lines out because I, we may use it, we may not use it. So, everything else in the budget I can tell you we're going to use. But this, you know, we may or may not use so that's why I chose this to unfund to balance the rest of the budget. Selectman Roy: So training, if we had to choose one would that be one that you would, you would prioritize? Chief Tice: Actually in this one, I would do the opposite. And because I'll tell you, right now we're getting some good free training through the Homeland Security and Emergency Management and I would continue to try and get as much out of that as I can. If we had to choose something that you couldn't fund, in this section because of that, I would say, not the training but the rest of it. Chairman Guessferd: Ya, that's important as well because we asked those questions before. What are the priorities? Chief Tice: And again, something happens we're going, if we don't fund it and something happens we have to take it from somewhere else in the budget. Chairman Guessferd: Right, because it will need to get spent. Selectman Roy: But I mean to Dave's point, the way the world is now, the chances of us using it are increased, not decreased. Chief Tice: I hold my breath a lot thinking about the weather. You know and some of the issues I mean, never heard of tornadoes around here and it seems like tornado watches like it's definitely going to have an impact on how we have to think about what we need to be prepared for.

Chief Tice: Next one, our Computer Aided Dispatch software that we use in dispatch, is about 18 years old. It's been a decent program for what it was. This is something we went into the same time the PD did, they do both PD and Fire but they lean towards PD. So my understanding this is still a pretty good system for PD when we talk to them they're still happy with it and the company that has it is continuing to do upgrades to that software on that side of it. They're not doing any sort of updates and upgrades on our side. So they're maintaining it, but they're not doing any updates. So when the State changes their reporting requirements, so right now we report up to the State for data and that sort of thing, this isn't going to be compatible with anything because it's so old. So, we're looking to replace this. The \$75,000 is the first years cost, it's the purchase. Purchase and ups, set ups, and the first years agreement. So, like our other software there's an annual agreement that goes with it. This would be the most up to date software that we have and it would accomplish everything that we're looking to do including our paging, data management for responses, record keeping. It would integrate with the 911 CAD system and GPS location so we can monitor the truck locations and dispatch according to the closest unit instead of strictly by the district which would make our dispatch and operations a little bit more efficient and effective. They reviewed several different programs, we would obviously have to go through the RFP process. But, this is for the range of services we were looking for this was about the price that we were looking at the estimate. Selectman Dumont: Is that \$75,000 include that subscription for the first year as well? Chief Tice: Yes. Selectman Jakoby: And then the subscription would go into the budget? Chief Tice: Yes. Selectman Jakoby: At \$40,000. Mr. Malizia: That's what's estimated to be right now, yes. That would be a reoccurring cost. Chief Tice: Hold on a second, I am sorry. I think I misspoke. The \$75,000 is the startup cost and then we would have the \$40,000 reoccurring. Selectman Dumont: Within that first year would you expect to have \$75,000 plus the \$40,000 or, was it just \$75,000 to get everything rolling with the subscription with the annual being \$40,000? So, I guess is it \$115,000 for the first year? Chief Tice: \$75,000 was the first year including the subscription? I'm sorry I was right the first time. It's about \$75,000 for the first year set up and subscription fee. Selectman Dumont: OK. Chairman Guessferd: Any other questions on that? Selectman Jakoby: I just want to reaffirm this. So even though this is an out of budget request, we're pretty much going to be out of date with the system we currently have. Selectman Morin: We already are. Selectman Jakoby: We are. So, I'm like, let's just make it clear to everyone. We're out of date with the system we have. It's going to either break or not be able to do what it needs to be doing momentarily. I mean that's what I'm hearing. Chief Tice: The clock is ticking of when this is going to be...



Selectman Jakoby: So this is almost has to be done. Is what I'm understanding. And one of the key things that you said is the ability to dispatch the closest vehicle to the incident is huge. Especially when I toured with you and we spoke about that. It was amazing how large of a geographic area we are and its shape and the difficulty in getting emergency vehicles quickly to the correct location. So I just want to reiterate, I mean we're flipping the page but, I mean this one like needs to be like bright red and, you know. Chief Tice: If you asked me to prioritize these this would be the top. Selectman Jakoby: Top priority, OK. There I am. This is the one that needs to happen. Chairman Guessferd: I think this is important for you to do that for us too to help us understand. Chief Tice: I figured that question would be coming at the end so. Selectman Jakoby: Oh, no this is there. Thank you. Selectman Morin: At least he didn't ask for \$800,000 for the Debbie Dispatch. No Nashua, the computer dispatchers. It's a computer. \$800,000. Chief Tice: There is some, these guys found some very interesting systems out there. They even said this is way too much for us. Selectman Jakoby: But you like this. This you feel really comfortable with. Chief Tice: What they looked at, they had a committee with Deputy Paquette, Captain Mamone, couple of dispatchers they looked at this and did the research. Selectman Jakoby: OK, I think that, I think it's great. Thank you. Chairman Guessferd: Great, thanks for emphasizing that. OK, we got another one?

Chief Tice: So I figured you guys like talking about the building so much. You know I bring this up, you know we've been very fortunate we've done a renovation at Central Station, Lowell Road is a new station. Our Robinson Road station has the last station that really hasn't had much done to it. It was built in the 70's. We have some, right now the septic's still working but we're not quite sure what condition the septic system is in. Because it seems to be in the woods at this point. Chairman Guessferd: Does that mean there's no septic system? Chief Tice: The septic is working, I just don't know exactly, it gets pumped up the hill behind the station into the woods and we're not quite sure at this point... Selectman Roy: Does this price include the septic system? Chief Tice: This price includes, what we're looking for is similarly what we talked about the other night with an engineering study first. So, instead of trying to tackle this project all in one year especially when we don't, without a plan. Our first step would be asking to have an engineering study done to come up with a plan of what the building needs and how we can best utilize the space that we have. Selectman Roy: I would think that the septic system be a rather important... Chief Tice: Right now, it's functioning. It's going somewhere. Selectman Morin: With all those problems we're having with Robinson Pond. Chief Tice: It's going someplace. There's water coming in, there's stuff going out. Selectman Roy: I think we kind of have an obligation to see if that's still operational. Chief Tice: I don't know, the tank gets pumped. We haven't found any infiltrations around it. Selectman Dumont: Nothing floating, the infield is all gray water. We don't have anything to worry about. Selectman Jakoby: If you're still pumping the tank everything is going through. Chief Tice: It's going through now but, I mean I don't know how much longer it's going to last. Selectman Roy: Is that as old as the building? Chief Tice: To my knowledge it's the original. I don't know if you know of any, so that's the original septic system up there. We've done little bits of pieces of work to the station to try to keep it functional, keep it in decent shape. But we have not done any major... Selectman Jakoby: So do you find that the tank is getting pumped more and more, the septic? Chief Tice: No, I mean we just maintain it normally and we haven't had an issue... Selectman Jakoby: OK, so everything's been working. But it's old and we don't know. Selectman Morin: What you've got to understand, how many years has it been manned because all the other years it was very limited personnel so it wasn't used as much. Selectman Jakoby: So now that it's more staffed there's the concern. Thank you for that. Chief Tice: It was built as a call station for many years, run as a call station. In 2007 it was staffed four days a week and in 2014 it was staffed around the clock. Selectman Dumont: How much use is that, does that station get? I'll be honest with you, it's kind of like one that's out of sight, out of mind. Chief Tice: It's kind of quiet up there but there's a three person crew stationed up there around the clock. Selectman Dumont: So I've had people even ask me before if was even open. Chief Tice: Oh, yes. Selectman Dumont: No, it is. It's just one of those stations I think people forget about. Chief Tice: Yes, it's kind of tucked away out in the quieter part of Town. Selectman Jakoby: But it is the one that is key to certain areas of our Town. It's critical for response time. Yeah, I just want the public to know. Ya, I think that's really important that it is fully staffed and it is critical to some of the response times in our Town. And again, that's safety. Chief Tice: Yes, it's a two part approach. You see, the response time to each part of Town and it's the overall amount of resource we have Town-wide. Chairman Guessferd: I'm going to address the dollar amount now in comparison to other things that we've been inquired about recently. So the Town assessment, you know the Town Hall assessment was \$40,000. I can guarantee you that this will be looked at. So what exactly, how would that compare, in other words? In other words, if we

decided to fund this, what does it entail in terms? And how does it compare to, you know what's been done here just in terms of what you how you feel this has been kind of scoped. Chief Tice: The study would be a complete study, structural study. The mechanical, electrical, plumbing, space needs. You know I don't know why, you know we talked to some vendors, this is the ballpark telling them what we had for the building and what we were looking for. This was the figure they gave us, I t was ballpark park figure. Selectman Dumont: You know in the station, do you envision any major changes over there. I mean if you're not looking to go in and gut the place, I guess, what do you think? We've talked about septic, do you think you or even a couple of your guys would be able to go through and say here's some bullet points we need to look at to try to narrow this down. Or do you really think they need to go through the whole place and do it. Chief Tice: The hope, the hope would be so it's not, it's the way it's laid out right now isn't very efficient so we have a lot of wasted space up on the second floor. I don't know what a, somebody doing a professional study would look, you know, come up with. My guess is moving the living spaces up onto the second floor and using the entire space on the first floor for work space, equipment, that type of stuff. Selectman Dumont: I just didn't know if it would be better if you guys know, since you've been using it, what needs to be done? If it's better to price those things vs. doing the assessment then pricing those things after. Chief Tice: I think if we would just kind of fix up what's there we could do that. But looking to try to do a complete renovation down the road we really need somebody, a professional to do a full study. You know this is beyond what we're capable, you know what we have the capability to do. Selectman Dumont: Alright, thanks. Selectman Morin: What about what happened in that station, everything that's built in there was built by the guys. They threw up some walls just so they could have some rooms. And we, as long as I was on the Fire Department, up to probably Central Fire Station, that's how it always got done so there was never thought into it. Like when here, they had a napkin they found, you know what I'm saying? And Central Station is the first station that actually had somebody look at it to set it up for the professional operation of a fire house and that's why he needs to do it. Chief Tice: Yes, like I said. If we were just doing touch-ups... Selectman Dumont: Well that's what I was asking. What did you kind of... Chief Tice: I think we need to do a full study of what we can do, ensure structurally, you know we don't have any issues. Because like I said, look at the mechanical, plumbing, electrical. Look to see if there's as you know, just thinking of probably opening up the first floor somehow making better use of the space on the first floor. Work area, moving the living space upstairs. You know, looking to see if we have room for an addition, what that would cost if it's even worth looking at. Those types of things. Doing a full study and coming up with a plan to make that building a solid building for the next couple decades. Selectman Morin: And that was built in 1979 and it's got the original electrical system and everything else in it. Chief Tice: Yes, we haven't done much of that station except a little bit here and there. Chief Tice: I think it's got the original septic system. Selectman Dumont: The older systems are a lot better than the new ones that came out, I'll tell you that. Last a lot longer as long you maintain them. Chairman Guessferd: Yes, and again, I'll go back to the concern about, you know, about the amount. The Town assessment study was a pretty comprehensive study as well. But the entire building, options about tearing it down or renovating it or that sort of thing. I'm concerned that the \$75,000, if we decided to put this in, the \$75,000 would be, would be kind of a target. Chief Tice: And what we can do is we can go look this again and try to talk to some other people. Talk to whoever did the Town Hall one and see if there's a reason why there is so much of a difference there. Selectman Morin: Well, you've got to look. \$42,000 this is 1,200 square feet, I mean how many square feet is the fire station? You know what I mean? Deputy Paquette: So the fire station is 9,000 square feet. The \$75,000 includes the engineering and design so that we can go to RFP for the next step. Chairman Guessferd: Not just an assessment? Mr. Malizia: No, we don't have an engineering design. Deputy Paquette: It's not just an assessment, it's a special analysis with all of the mechanicals and everything in there and instead of doing the work to get to the RFP. So we know what we're looking at cost wise and we're not paying for it down the road. Selectman Jakoby: Excuse me. Can you say that into the microphone? Can you come up to the microphone? Chief Tice: I'll repeat it. Selectman Jakoby: Someone needs to so the public can hear it. The public is the ones that need to know this. Chief Tice: So this would be a more in depth study with everything that we would need to be able to go to RFP including plans. Chairman Guessferd: See that's the important thing because when you look at this from 60,000 feet, you know, it looks like, why would we pay \$75,000 when we already overpaid in their minds, not in my mind, for the study here? So that's what we have to do. We have to, I think this is really important. Selectman Morin: It's going to be very important for our next meeting to tell you the truth. Because two buildings, we're up to what? We're over, almost a million dollars just for two buildings. They want to do a town-wide study in one shot? It's not going to happen. Chairman Guessferd: Right. Selectman Jakoby: So let me, can I just repeat 'cuz you

didn't quite say what he said and what I heard. So now I'm really more confused. Who was the gentleman in the back? Chairman Guessferd: Deputy Chief Paquette. Selectman Jakoby: OK, Deputy Chief Paquette was kind enough to make some comments in the back of the room that I just want to make sure I heard correctly. Because I didn't hear him say what the Chief then said. So, I'm confused. Deputy Paquette: So the \$75,000 includes the evaluation of the facility, sewer, plumbing, electrical, HVAC, special needs assessment, structural, everything. One of the concerns with that building is all wetlands to both sides. So we're limited as to where we can go footprint wise. The septic system that you guys were talking about earlier, the fluids are pumped up hill into a leech field. That's what the pump does, the solids, the septic tank is off to the side so we have to look at the whole area to see what we have to do. The other piece of that plan is a full set of construction drawings so that we can go to RFP. So with this facility the study that you guys had with this one, you now have to figure out what you want to do, and then go out do the engineering and the things to get to RFP. This, by the time we're done, we will have an RFP that's ready, a number that's ready to go to the voters for approval. Selectman Jakoby: OK and then, could you reiterate the size of the Robinson's Fire Station compared to the Town Hall? Deputy Paquette: So, Central Fire Station is 9,000 square feet. Off the top of my head Robinson Road is 40 x 80? 40 x 60? Somewhere in that span, two stories. In order to expand or really used the apparatus floor, we have to have engineering done to gain any square footage. Right? There's a two story apparatus bay there that really doesn't need to be two stories. So we want everything looked at, the structural under the building to see where we can squeeze in some extra room. Selectman Jakoby: Great thank you. I just wanted make sure that was clearly stated. Chairman Guessferd: Don't go anywhere yet. Selectman Morin: Don't leave yet. But if we took off the building plans for the RFP, what would the cost be? Deputy Paquette: You're somewhere around \$40,000-\$45,000. The tough part is, so this building is town water, town sewer. It's a completely different animal when you need to check out something... Selectman Morin: Oh, I get it. I'm just trying to make it an easier... Deputy Paquette: The other piece up there is, and I don't know a lot about them, but there two monitoring wells located on the property up there. And I don't know if it's for Robinson's Pond, if it's for the watershed in the area. But, that all has to be looked at. So there's some, some serious investigation work that needs to go in. Selectman Jakoby: Clearly. Chairman Guessferd: Yes, that's a, that's a better idea of what the scope of it is. Deputy Paquette: It is, it's more in-depth. And it, in all reality we looked at, we talked to, I talked to three different firms, the same people that did your study are the guys that put a number on this one. Not that we're going with them, but we know their product. We used them for the renovation at Central Station, we used them for the PD, we used them for here. It's a known commodity for us. Chairman Guessferd: And a trusted one. Deputy Paquette: Yes, absolutely. Chairman Guessferd: Alright, no thank you. That's what we needed to hear, to understand this and make the best decision that we can. Now that we heard all that, is there any more questions that we have here? Selectman Roy: So I know what your first priority would be, what are your other priorities? Chief Tice: The vehicle would be my second priority. I'd say Station 2, hose, Emergency Management, Station 1 and the boat. Selectman Roy: Station 2 is what? Chief Tice: That was Central Station, yes. Chairman Guessferd: Station 2, which one? Central Station. So the three items for Central Station. Chief Tice: Yes. Chairman Guessferd: Number three. OK, what was number four? Erika LaRiviere: Hose. Chairman Guessferd: And then... Chief Tice: Emergency Management. Chairman Guessferd: Emergency Management is five. And,... Chief Tice: Station 1 and then the boat. Chairman Guessferd: And the boat, OK. Again, good to know. It's important to understand what we could do to get you what you need. Within the parameters that we have. Like you said, it's a balancing act. Chief Tice: Oh, yeah, absolutely.

#### Warrant Articles: D, G, K, L, M

Mr. Malizia: So, Chief has Warrant Article D, which is dispersed of, I think, of five Articles that he's presented. So D is the Firefighter/AEMT. Chief Tice: Yes, so we bring this Warrant Article again, this year because I have a concern about our staffing levels based on our current call volume. Without even considering where we're going as a Town and what kind of increase call volume we could see in the future, we currently have a shortage of staffing not on duty, but due to multiple calls happening at one time, there are times we either don't have any response, or delayed response. Or inadequate response. This would be a \$527,686 Warrant Article which includes \$244,621 for salaries, \$254,913 in benefits and \$28,152 for uniforms and personal protective equipment. So, we currently have 11 people on duty, no including the dispatcher, but 11 people on duty, the emergency services around the clock. We have three at the Robinson Road Station, three at the Burns Hills Station and five at the Central Station. Mr. Malizia: You mean the Taylor Station. Chief Tice: Yes, yes. Mr. Malizia: Burns Hill closed. Chief Tice: Wait what did I say? Mr. Malizia: You

said Burns Hill. Chief Tice: I'm sorry, it's an old habit. Selectman Roy: What's up with the van at Burns Hill? That old... Chief Tice: that's used for training. Selectman Roy: Oh, OK. Chief Tice: So we used it for the open house for the car fire demonstration and then it's going to be used for our training. Yes, it's not a... Selectman Roy: Every time I drive by it I'm like what the hell? Chief Tice: At the James Taylor Station on Lowell Road we have three people on the lower ward station, we have three people that cross manage engineer/ambulance based on what the call is. And then we have the Shift Commander at Central with two, two person crews. And they Crossman the engine, the ambulance, the tanker, the ladder and the squad. And they take what's appropriate for the call that they have on hand. Where we've run into shortages in the past, either just nobody to respond. We've had the squad show up first (inaudible) to building fires which that is not a vehicle intended for structure fires. But, they have to be out on a call or coming back from a call on that vehicle. So that's what they ended up when in the appropriate vehicle for what they needed to do. So, my goal is to get the 14 a shift. This would be the first of, first step in that going for 12 a shift. What 12 a shift would do immediately would run the Central Station crews. As far as a three person crew engine/ambulance like we do the other stations. Right now the squad goes on more calls with ambulance 2 because of the staffing it does with the other two calls. Putting a third person on that crew initially would keep the squad from going on as many calls with that ambulance and keeping those two people available for subsequent calls more often. The purpose of going to 12, my hope would be, is to staff and ambulance out of Central, dedicated ambulance crew town-wide. And then still have the three three-person crews across manage engineering/ambulance for either fire calls or for subsequent ambulance calls. They would still be flexible, flexible for that. Some other advantages of having a staffed ambulance aside from taking the first outcalls and better providing fire coverage by being able to maintain the engine coverage. We would be able to hire EMT only personnel. So there is people out there that would like to work for a fire department but, they don't want to do fires they just want to do ambulance work. If you can believe that. I know it's confuses me as well, but. They would actually, it would open up our pool of candidates that we hired people that just wanted to be EMS personnel. It would also give us positions that we could hire people who want to be firefighters down the road and don't have their firefighter certifications. That we would have a starting place for them, they'd be able to work their way up into a firefighter/AEMT position, not just an EMT position. Selectman Roy: How many vacancies do you have now? Chief Tice: Currently, we have two candidates that I'll be coming forward with again. But then we have three other current openings. Chairman Guessferd: Yes, I think that's going to be one of the things you're going to end up fighting. With this is the fact that we're having such a hard time hiring. And are we going to be able to get up to staff, the reality of what that staffing is for the core over that. In 2026 for the core. I would love to see that, but do we really thing, and these are the questions that are going to be asked of us. Is it a reality to think that we're going to be able to hire four more, you know for that year? Chief Tice: Absolutely, recruitment is a challenge. It's a fair question. I believe we would be eventually as our hiring slows down we need to hire less. We went through a lot of turnover in the last couple years. That has slowed down so we're starting to catch up to our openings. And I would be concerned about, I understand the concern about whether we'd be able to hire or not, but if we don't have the positions it doesn't matter whether we can hire or not and we'd never get to that point. Chairman Guessferd: Understand. I mean that's a logical thought process. But, I can see some discussion on that point. Selectman Morin: Still going to go try for a grant with the same four guys when it comes out? Chief Tice: Yes. And we would absolutely look at the grant, thank you for bringing that up. The grant is not out yet so I don't know what the parameters are. One thing we need to be mindful of, there's times in the past with a grant it's called supplanting. So if you have it approved already and it all depends on when that notice comes out. If you have it approved already, you can't apply for the grant. But, if we were to move forward with this and it got approved and the grant came out, you could do supplanting, we would apply for the grant. It all depends on how they worded that funding notice. The intention originally was to purely to add staffing when departments were having a hard time keeping the staffing that they had due to budget cuts. They started allowing them to accept the grant to maintain the current staffing they had. So that's why they did that. So it depends on what that funding mechanism would be when it comes out. Chairman Guessferd: Is this an all or nothing? In other words, four or zero? Or is there, I'm just looking at what the options might be for this. I know you want to hire one per shift and I'm just asking are there other, are there permutations of this that involve hiring, but not hiring as many. Chief Tice: So if you're asking me whether I could get two positions or not positions? I would take two positions. Chairman Guessferd: I know it seems like rather an easy question to answer but I, from what I understand what the... Chief Tice: Hiring two would be problematic. Hiring one a shift it allows us to maintain a consistent operating model every day. When you start bouncing back and

forth, today we have you know 11, tomorrow we have 12 the next day we have 11. It's how are we operating today? What are we doing today? And it starts leading inconsistency, it starts leading to a lot of questions about how we're operating. We're trying to alleviate a lot of those questions with a stronger policies and procedures that we're developing to eliminate that, those questions. Because those tend to cause a lot of issues and create some issues operationally. So, I would like very much to keep it consistent but, I'm not going to dig my heels in and say you know it's four or nothing. Because a half step forward is better than no steps forward. Chairman Guessferd: Right. But I just want, I wanted to understand the landscape here and that's important information to again. The understanding that four gives us a consistent model, a consistent way of doing our job, doing our jobs. And does promote I'll say moral. All those things, stability, are meaningful, you know, they are a part of that puzzle with regard to keeping people on. Hiring people and keeping them on staff. And avoiding the kind of turnover we had before. Chief Tice: The way we operate already leads to a lot of confusion with the cross-banding and that type of stuff that we're trying to fight. So to then have different levels of staffing each day just will further exasperate that confusion. And to your point about retention, as we can add staffing it can give guys more time on the fire truck and more time training developing to develop their fire skills. That's one of the complaints we hear, we do a lot of ambulance calls, they spend a lot of time doing EMS, not as much time doing the firefighting that they would like. And I understand to the outside world that might not seem like much but to people who get in the fire service and want to be fire fighters, they take pride in doing EMS and doing it well. But they don't want to just be on the ambulance all the time. They want some time working on their fire skills and working on the fire trucks. Chairman Guessferd: Sure, sure, I mean it's, again, important answers there to kind of sort through here as we move forward. Selectman Roy: And you asked for this last year too, correct? Chief Tice: Correct. Selectman Roy: Did you ask for four last year? Mr. Malizia: He asked for a training captain last year. Chief Tice: Yes, we asked for a training captain. I did prioritize the training over, before firefighters last year, because of a lot of different reasons, but where we're at with the level of experience within the department. In the fact that when we got rid of that training position we lost a lot administratively and we lost a lot on the training program and to me training is incredibly important, having that position. He's getting up to speed now but we're starting to see the positives from that already just this short time in as he's trying to develop the training program. Chairman Guessferd: How would this affect overtime? Chief Tice: The overtime. So we've budgeted what we believe we need for the overtime. We're tracking it this year because we're not tracking as well as we have in the last. And, I think where some of the contract changes we made but, I believe with what we're budgeted for overtime that we would be able to, you know, four more positions, that's four more people earning earned time. That's four more positions to cover for earned time, so it would increase it a little bit, yes. Chairman Guessferd: So does anybody have any other questions on this one? OK.

Mr. Malizia: Warrant Article G, he's looking to fund a town Mosquito Control Program. Chief Tice: So, this was in the budget, it had not gotten done a couple years for whatever reason in my first year as Chief when we had level funded budget. I recommended cutting this out to balance the budget in other areas because there's things that people can do to reduce their risk of mosquitos and at that time we had had, I forget how many years of very dry summers. And they were, the research I did at the time said that should be expected, that's the kind of climate change that we're going to have around here. And then, last summer was probably one of the wettest summers we've had. This summer's been kind of back and forth but the reason I bring this up is because we've seen an uptick in the mosquito borne illnesses this year. Particularly triple E, we've had some fatalities from triple E. I know I've had some people I know kind of unofficially make comments to me about us not doing this anymore. I don't know if this is really a value, this is really outside of my area of expertise but I thought give the current situation around us that I should at least bring it forward to have a discussion to see if this is something that the people would want us to reinstitute. Selectman Morin: With the way it is every single year now, we're seeing people in the state getting triple E and the other diseases. I'm sure the other communities can supply some type of information that it works or it doesn't work because a lot of people do it and we should look at that. We had one person in New Hampshire die already this year from it. But my point is, is we should probably get some further backup to see if it works and then just put it in the budget if it does because it's not going to change. It's if we're going to do it we should do it every year, but we've got to have the background first and I'm sure there's somewhere we can get that. Chief Tice: Yes, and I can do some more research there's towns around us that do it but I don't know, maybe I'm over thinking it, but I don't know how to quantify. Like if you go out and spray the streets, or next to the streets, how many mosquitos is it really killing? Is it really knocking the population down, is it really... Selectman Morin: They've



to see in the traps they have. They've got to see that not as many mosquitos are going in it or something. There's got to be some number for the people that do this. There's got to be some way to prove it either works or it doesn't work. Chief Tice: Alright. Selectman Jakoby: I'm pretty sure there's data out there because when I worked somewhere else I had looked into this. And there's data about spraying and you know, how much help that is. So, I think there is definitely data out there. Nothing that you would need to recreate, it's a matter of finding it. Chief Tice: Alright. Selectman Jakoby: Especially with all that's been going on in Massachusetts which, they probably have data. Massachusetts is good at data. Selectman Dumont: Yes, they have a lot of problems. Selectman Jakoby: And they have a lot of data. But it is probably, you know, because I think they've been having a spraying program because I worked in Massachusetts for a very long time for public mosquitos sprayings. I'm sure they have a lot of data. Chief Tice: OK, if this is something that you feel is valuable... Selectman Morin: I mean if we get the data that'll prove it works, then we'll just put it in the budget, do it every year. I mean because it helps the whole town. Selectman Jakoby: And it's going to get worse before... Chairman Guessferd: Instead of making it a Warrant Article. Chief Tice: OK, alright. I can come back at the wrap-up night.

Mr. Malizia: He has three Capital Reserve Funds starting with K. Chief Tice: And these are the same Capital Reserves that we funded last year. The first one is for the Fire Apparatus Capital Reserve Fund. With the intent to this is to try to build up money and savings so when it comes time to buy new apparatus we're not financing all of it and paying as much in interest charges. That we're putting some money upfront on it to try to reduce the long-term cost of it. And this is putting \$50,000 a year into is really a drop in the bucket, but at least it's something to have some money to put up when we order the next apparatus. Chairman Guessferd: OK. Any concerns, any questions. OK, next.

Mr. Malizia: L. Chief Tice: And this is Apparatus Refurbishment and Repair. One of the things that we had planned on doing as we started buying the apparatus, to try to get a full 20 year life expectancy out of them was at 10 years, half way through the life expectancy, was to invest some money into them to kind of rework them, do whatever they needed for maintenance and repair to try to extend the life of them. Try to get out money's worth out of it over the long term. So, this is what we're trying to build this fund up, to start putting money into that. Two years from now our Engine 1 will be 10 years old and that will be the first time we're looking to start using this money. Chairman Guessferd: OK, anybody?

Mr. Malizia: And this last one is Article M. Chief Tice: This is a Fire Equipment Capital Reserve and this is for major equipment that we don't anticipate having a problem with that either fails or we know our SCBA has a finite life expectancy. We were fortunate enough that the current SCBA's that we have we got a grant for. But there's no telling what we're going to have available for funding at that time. So again, we're building up some money towards these purchases and not having to finance it all. At the time we can save money in the long term on finance charges. Chairman Guessferd: Any questions from the Board? No? Alright, so I think that's the end of tonight. Yes, we look forward to hearing from you. Chief Tice: Yes, we'll take a look at that. If the Board is interested I'll come up with some more information to bring forward. Chairman Guessferd: Alright, a lot of good work. Chief Tice: I am very fortunate to have the staff that I have. Chairman Guessferd: The both of you, yes. I mean and the staff. Chief Tice: I don't do this alone, I get a lot of help.

Chairman Guessferd: Anybody have any other comments? Are we good? OK, do I have a motion? Selectman Jakoby: We have to do Planning and Planning Board. Chairman Guessferd: Oh, that's right. We do have Planning, thank you for that.

#### **Planning & Planning Board**

##### Planning & Planning Board: 5571-5572

Mr. Malizia: So Planning I basically took the budget and adjusted it by 1.5% for the... And predominantly because, you know, the Planner still vacancy I have to put the max benefit in. That's really why that budget goes up. But, I don't know who we're going to get. That's really where we're at. Delta wise. Chairman Guessferd: Conferences went down. Selectman Roy: Nobody's there to attend them. Chairman Guessferd: Well, there is that. Mr. Malizia: You know me, I tend to be a little on the more conservative side sometimes. Chairman Guessferd: Yes, doesn't look like there's a lot to it. Mr. Malizia: And then the same with Planning Board which basically... Selectman Jakoby: Can I just ask a question? Why drop training lower?

Why decrease it? Mr. Malizia: I didn't drop it. Selectman Jakoby: Oh, 235. Conference, seminars, law lecture series. Right? 235 dropped? Selectman Dumont: 235 is registration fees. Selectman Jakoby: So what registration fees are you covering with the \$500? Mr. Malizia: The conference type of things that the Planner would typically go to. Like the NHMA conference, that type of thing. So if I looked at the last year and I looked at the average for the last few years, it appears that it's on the lower side and not on the higher. Selectman Jakoby: So you just took the average. Mr. Malizia: I just looked at averages. Selectman Jakoby: That's what just wanted to know. I didn't know if there was a specific... Mr. Malizia: Nothing specific other than average. Selectman Jakoby: OK, thank you. That was the one. Chairman Guessferd: Any other concerns on that? Mr. Malizia: The Planning Board itself, I did do the standard 1.5% just to cross all the items. That adds another whopping \$995. Chairman Guessferd: OK, anybody?

Mr. Malizia: So, next Tuesday as a highlight we'll be going through a bunch of the smaller departments. I believe IT, Finance, a lot of the Administrative departments will be on Tuesday. One other program highlight, we are able to come in with the tax estimate for this year's tax rate. So we'll present that on Tuesday. We did it all today. So again, it'll be a pretty close estimate. DRA has the final approval but we at least will recommend using our fund balance to balance the tax rate, whatnot. So, that will come in on Tuesday, it'll be on the agenda and preferably do it at the beginning of the meeting. And we're not setting the tax rate, we are just looking at how much fund balance we used based on what we believe the tax rate will be. DRA sets the final rate. But it's based on all of our numbers and we have all the numbers we believe we have all the numbers. We'd rather have that ready so that when they call us we're ready to go. So that's the highlight for Tuesday. It'll be on the agenda, I just wanted you to be aware of this. That's the only real difference. Chairman Guessferd: Alright, excellent. Mr. Malizia: But, you've got to get it done. Chairman Guessferd: Ya, no it has to be there. Alright. Anybody else?

5. ADJOURNMENT

Motion to adjourn at 9:38 p.m. by Selectman Dumont, seconded by Selectman Roy. Motion carried, 5-0.

Recorded by HCTV and transcribed by Lorrie Weissgarber, Executive Assistant.

---

Bob Guessferd, Chairman

---

Dillon Dumont, Vice-Chairman

---

Kara Roy, Selectman

---

Heidi Jakoby, Selectman

---

Dave Morin, Selectman