

APPROVED
MINUTES OF THE MILFORD BOARD OF SELECTMEN MEETING
January 22, 2018

PRESENT: Mark Fougere, Chairman
Kevin Federico, Vice Chairman
Gary Daniels, Member – left the meeting at 6:30
Mike Putnam, Member
Laura Dudziak, Member
Mark Bender, Town Administrator
Tina Philbrick, Recording Secretary
Mitchell Hemmer, Videographer

1. CALL TO ORDER, BOARD OF SELECTMEN INTRODUCTIONS & PUBLIC SPEAKING

INSTRUCTIONS: Chairman Fougere called the public meeting to order at 5:30 p.m., introduced Board members and then led the audience in the Pledge of Allegiance. Chairman Fougere informed the public that prior to this meeting, the Board was in a non-public meeting for (RSA 91-A:3, II(c)) – Reputation. Chairman Fougere indicated that those people in the audience who want to speak or add to the discussion should please use a microphone in order to be heard on the PEG Access live broadcast.

2. APPOINTMENTS:

5:00 p.m. – Non-Public (RSA 91-A:3, II(a)) - Personnel

5:30 p.m. – Approval for Land Use Change Tax Warrant – Map 50 Lot 1 – Assessing Director Marti Noel

Land Use Change Tax (LUCT) 247 Mile Slip Road Map 50 Lot 1 - Marti stated that on July 2017 a letter was sent to the previous property owner notifying that upon sale of either lot, the lot know as 50-1 would need to be removed from Current Use unless the property owner re-filed a Current Use application. No application was submitted. Multiple conversations took place about the tax that would be due upon sale, including the amount due. The lot was sold in October 2017, and neither the seller nor the closing company informed the buyers of the impending LUCT. A letter was sent to the new owners and they were informed that they had the same option to place enough undeveloped land into Current Use to re-establish the status. She recommends the Board allow the new property owner to put the land into Current Use. and forgive or abate the LUCT billed. Selectman Daniels moved take the land out of Current Use as recommended. Selectman Putnam seconded. All were in favor. The motion passed 5/0.

The owners would also like the Board to forgive the LUCT billed. Selectman Daniels moved to accept the recommendation of the Assessor. Selectman Putnam seconded. All were in favor. The motion passed 5/0.

The second abatement was a mobile home that was being rented out and was determined unlivable in 2017. The mobile home cannot be removed from the property because it has asbestos in it and the property owner doesn't want to put any money into it. We reduced the mobile home to "shed status". The abatement is the difference between what the rental amount was and what the shed value is. Chairman Fougere asked if there were any questions. Selectman Daniels asked if the description of the property changes when reduced to shed status. Marti said that it would but there is a second unit on the property so it didn't change the status of the land and house. Selectman Daniels moved to accept the recommendation of the Assessor. Selectman Putnam seconded. All were in favor. The motion passed 5/0.

Marti also let the Board know that equalization ratio was approved from the DRA and it is 90.9%.

3. PUBLIC COMMENTS. (items not on the agenda). There were no public comments this evening.

4. DECISIONS.

a) **CONSENT CALENDAR.** Chairman Fougere asked if there were any items to be removed from the Consent Calendar for discussion. There were no items removed for discussion. Selectman Federico moved to approve the Consent Calendar as presented. Selectman Dudizak seconded. All were in favor. Motion passed 4/0.

- 1) Request for Board Certification of Default Budget (MS-DTB) (Department of Revenue Administration Form)
- 2) Approval of Gravel Tax Levy, Map 8 Lot 31
- 3) Request for Approval of Donation to the Conservation Commission from Rodney Richey for Rail Trail Maintenance - \$500.00
- 4) Request for Approval to use Town Owned Land for the Annual Police Department Fishing Derby on May 26, 2018.

5) Request for Approval and Acceptance of a new road - West Meadow Court.

b) OTHER DECISIONS.

5. TOWN STATUS REPORT

1) Storm Water Cooperative Agreement – Administrator Bender said that Milford has been working cooperatively with other communities in southern New Hampshire toward meeting the responsibilities of the MS4 (municipal separate storm sewer systems) Permit. The purpose of the collaboration is to minimize cost and effort for requirements common to all nearby towns. Recently, the Nashua Stormwater Coalition and the Manchester Stormwater Coalition combined efforts thereby increasing the number of member towns.

The newest EPA MS4 permit has been issued and towns are required to obtain coverage under the permit starting in October of this year. Our coalition has been working to identify the common areas and develop solutions. This has been coordinated by the regional planning agencies and DES with the assistance of UNH and the Seacoast Stormwater Coalition. We are now reaching the point where additional outside assistance is required. The Nashua/Manchester Coalition has drafted a Cooperative Agreement to share resources and accomplished this as a group. The Nashua Regional Planning Commission has agreed to be the fiduciary agent for the group as allowed by their enabling legislation. Milford staff worked closely with other coalition members to draft the agreement which calls for an investment of \$2,000 by each community member. The money will be used to hire consultants and people to work towards our goals. There has been unanimous agreement among the active member towns to seek to proceed with this agreement. (Not all eligible towns have been active but the agreement allows these towns to join at a later date. This can further increase the cost effectiveness of the process). The program is run by the member towns.

Benefits of the funds will be assistance in developing town-specific data, such as:

1. Mapping outfalls relative to water quality impaired river segments and seeking common solutions. This would resolve portions of the NOI.
2. Develop Public Education and Public Outreach Programs.
3. Preparation of the Annual Report.
4. Costs will only be a fraction of the costs otherwise required to prepare this information under town-specific consultant contract or even in-house.

Fred and Lincoln have led this project and attended the meeting. Staff supports this cooperative effort and asks the Board of Selectmen to authorize the document. Cost was included in the 2018 Operating Budget. Administrator Bender said that they would like a vote on this project. Chairman Fougere asked if there were any questions or comments. Selectman Putnam made a motion to authorize Administrator Bender to sign the Cooperative Agreement. Selectman Dudizak seconded. A motion was made and seconded. Chairman Fougere asked if there was any other discussion, hearing none. The motion passed 4/0.

2) Snow Removal & Equipment Update – Rick Riendeau, Public Works Director provided a mid-winter update on snow removal & equipment challenges including use of the grader.

We have had 11 snow events to date this season, very cold weather, an Indian summer thaw for a few days with rain following. We also have had 2 full snow removal operations this season so far.

Equipment – We have had many mechanical issues this season. Repairs in-house on resources have been challenging

- Truck 16 - Out for refurbishing, a used dump body was installed. It was due back before Thanksgiving and didn't get it till Dec 14. Upon preparing it for service it was found the heat vent door was not operating correctly and could not be fixed unless the dashboard was removed, but it was temporarily repaired. We are searching for a used dashboard.
- Truck 39 – The front plow assembly was bent and twisted during plowing and had to be removed and replaced with a new hitch assembly
- Truck 63 – Lost a spreader chain that was only 1 ½ years old and had to be manufactured due to the unique dump body style of the truck.
- Truck 5 – Had issues with the front plow trip edge and wing arm assemblies, metal fatigue and finding them are the issues
- Truck 6 – Same wing arm issues as truck 5 and a hydraulic control box needs to be replaced, we found a new one but all the lines to it may have to be replaced which will take some time.
- Truck 11 - Had broken manifold bolts that had to be sent out and replaced
- Other issues – Cables and hydraulic lines (been through 75 gallons of hydraulic oil already)

Employees – We have had some hurdles this year: We had at least 4 people out at one time.

- One open position (employee left in the fall was the grader person)

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- Sprained ankle – out for 2 weeks
- Resignation given first of year
- Employee in hospital for a week with potential of being out a month
- One employee out with the flu for a week
- One employee out 1 week personal (Son to boot camp)

Salt - We have had many discussions with the supplier

- We received many loads this year with large solid chunks, they get caught in the gates and chains
- Wet salt, we have received some very wet salt that froze in the salt bin and it took lots of time to break it up for use.

The distributor gave us 4 loads of salt to replace the bad stuff. One load of salt is about \$1,800. Chairman Fougere asked if it was a supplier issue. Rick said he can only speculate and doesn't know for sure.

Two new employees plowing with wings, trained another employee on plowing with large truck

Turnover – We have 4 new people in the snow operations (Lots of training and learning)

Ads placed – We advertised for contractor, spent \$800 and did not receive any calls. We have also searched for part time plow drivers and laborers with no luck.

The grader is 38' long with the plow on it and 12' wide. When the wing is down its 15' wide and fully extended, the machine is 18' wide. We had a driver that left and we have been advertising for another driver. It's difficult to compete against the private sector.

Plowing and removal are different. Plowing is getting the snow out of the road to either side of the sidewalk. Removal is taking it from the road. We have limited space downtown. We need to remove it every 6 to 8 inches we get. A typical operation takes up to three nights to clean up.

We use the grader to plow sidewalks on Tonnella, Ledgewood, Patch Hill and sections on Mt. Vernon roads. It's not good for sidewalks with utility poles, signs, raised curbs, walls, trees, hedgerows and other obstruction found on most sidewalks in Milford. Some of the sidewalks are so narrow that we can't even use the sidewalk plow.

Selectman Putnam asked how the repairs and winter were impacting the DPW budget. Rick said they are going through a lot of salt. For maintenance, we budgeted \$59,000 and we have used \$125,000 as of today for the 2017 budget. Rick welcomes anyone who wants to do a ride along.

Selectman Federico said that he has done a ride along and there are numerous issues. The trucks take a beating. The only person qualified to drive the grader is Rick. We need to have an emphasis on hiring for that position. The DPW director should not be out in it at 2:00 in the morning. We need to take another look on how we are funding the larger vehicles, and maybe use the highway block grant for replacement equipment. He will bring more information at the next couple of meetings. Two weeks ago he went for a drive and Rick showed him a refurbished truck that had air duct material and duct tape in it to warm the drivers feet because didn't have heat and the dashboard was broken. The lead time for ordering these trucks is 6 to 8 months.

Administrator Bender asked what we were offering for a contractor to plow. Rick said he modeled the offer after the state model and bumped the rates up higher than the state. He talked to some of the contractors and state guys and they were also having a hard time finding people.

Bob Labonte asked if it ever occurred to anyone that we bought too big of a machine. He knows that our old one is 50 years old and still sitting at the barn. It needs to be scrapped. The Board was after a truck so they put the grader on the warrant article. He asked how many dirt roads Milford had. Rick said 1.5 miles. Bob said that wherever the grader goes, a truck needs to be following to sand and salt the road. What is the advantage? Chairman Fougere said they rely on staff to make recommendations and the voters approved the grader last year. It has multiple purposes. Bob said it doesn't serve a purpose in the summer. Chairman Fougere said it was discussed at length last year and every one agreed to it. Bob said that the people weren't educated enough on what it could do.

3) Dispatch Consulting Update – Administrator Bender said that Milford Police Department received two responses to our recent comprehensive study request for dispatch services. Chief Viola and Captain Frye provided a summary and recommendation. Chief Viola said that they received two reports, one from Communication Design Consulting Group and one from Municipal Resources. In December 2017, a purpose and scope document was completed in reference to identifying the Town of Milford's concerns and needs for a town owned and operated dispatch center. This approved document was forwarded to vendors who would be able to complete a comprehensive study. The study would take into account:

- A dispatch center owned and operated by the Town of Milford for the Town of Milford only. To include all our emergency services and DPW.

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- A regional dispatch center owned and operated by the Town of Milford. The town would then offer dispatch services to other towns for a fee.
- The Town of Milford to continue to use MACC Base for their dispatch needs, paying approximately 71% of their annual budget and paying for needed upgrades to the equipment and infrastructure.

The purpose of using an independent consultant company is to have an independent non biased review, should the town decide to move their dispatch operation in the future. Communication Design Consulting Group gave an estimated cost of \$24,485 for the study and can start on February 5th. Municipal Resources Inc. gave an estimated cost of \$19,500 for the study and can start on March 1st. Chief Viola and Captain Frye recommend Municipal Resources, Inc. to conduct the comprehensive study for the Town of Milford. Selectman Putnam made a motion to approve Municipal Resources Inc. for the study. Selectman Federico seconded for discussion. He said that this is what we asked for, and what we are looking for in a study. A motion was made and seconded. Chairman Fougere asked if there was any other discussion, hearing none. The motion passed 4/0.

4) Approval of Selectmen's Rules of Procedure – Administrator Bender said that the Selectmen reviewed this document and made a few changes last year. It is intended to be a working document and a good information tool for any new selectmen. If there are no changes or discussion on the document we are asking the Board to adopt the document effective with your signatures. Selectman Putnam made a motion to accept the Selectmen's Rules of Procedure as their document. Selectman Federico seconded. A motion was made and seconded. Chairman Fougere asked if there was any other discussion, hearing none. The motion passed 4/0.

6. DISCUSSIONS

1) Petition Warrant Articles – Chairman Fougere said that they had to vote on appropriation petition warrant articles tonight. These articles were reviewed at the Budget and Bond Hearing, but no votes were taken. We are opening up a public hearing on this:

Warrant Article 28 – Fireworks \$8,500

Shall the Town vote to raise and appropriate the sum of \$8,500 for the purpose of providing the Independence Day celebration fireworks display at a time and location to be determined by the Board of Selectmen? This is a Special Warrant Article in accordance with RSA 32. The Budget Advisory Committee supports this Article (7-2). This Article has an estimated tax impact of \$0.006 or \$0.60 on a home value of \$100,000.

Chairman Fougere asked if there were any questions. There were no public comments. Selectman Federico said that it should have stayed with the other warrants for the tax payers to decide. Selectman Federico made a motion to support the Fireworks Warrant Article for \$8,500. Chairman Fougere seconded. Chairman Fougere asked if there were any other questions. Selectman Daniels said that he felt that the \$8,500 could be better used elsewhere. A motion was made and seconded. Chairman Fougere asked if there was any other discussion, hearing none. The motion did not pass 2/3. Chairman Fougere said that he would write the minority report. Selectman Daniels said that he would write the majority report.

Warrant Article 29 – Keyes Park Expansion Committee Project Capital Reserve \$25,000

Shall the town vote to raise and appropriate the sum of \$25,000 to be placed in the Keyes Park Expansion Committee Project Capital Reserve Fund? The purpose of this fund is for the design, development and construction of improvements to Keyes Memorial Park, as outlined in the Keyes Memorial Park Expansion Committee Report, (December 20, 2016 and as amended). The \$25,000 builds upon the Keyes Park Expansion Committee Project Capital Reserve approved by voters in 2017. The Budget Advisory Committee supports this Article (9-0). This Article has an estimated tax impact of \$0.018 or \$1.80 on a home value of \$100,000.

Chairman Fougere asked if there were any questions. There were no public comments. Selectman Daniels made a motion to not support the Keyes Park Expansion Committee Project CR. Selectmen Putnam seconded. Chairman Fougere asked if there were any other questions, hearing none. A motion was made and seconded. The motion did not pass 1/4. Chairman Fougere said that he would write the minority report. Selectman Daniels said that he would write the majority report.

Warrant Article 30 – Conservation Land Fund \$20,000

To see if the town will vote to raise and appropriate the sum of \$20,000 to add to the Conservation Land Fund created in accordance with RSA 36-A, said land fund being allowed to accumulate from year to year and to be available for the acquisition of property, conservation easements and other RSA 36-A purposes? Contribution furthers the protection of

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the town's natural resources. The Budget Advisory Committee supports this Article (9-0). This Article has an estimated tax impact of \$0.015 or \$1.50 on a home value of \$100,000.

Chairman Fougere asked if there were any questions. There were no public comments. Selectman Federico asked how much money was currently in the Conservation Land Fund. Administrator Bender said the fund had just under \$100,000 in it. Selectman Dudizak made a motion to support the Conservation Warrant Article for \$20,000. Selectman Federico seconded for discussion. He understands why they want to increase the money in the fund, but does Conservation feel that \$100,000 isn't enough, and what goal do they need to get to before determining they have enough. He feels that we need to get more information out as to what the fund will be used for. Selectman Daniels said that we have over \$300,000 going into capital reserve funds and we took this off the original warrants because of priorities. We have this account with more than \$99,000 in it which is way more than most of the capital reserve accounts. We need to be sensitive to what we are asking the taxpayers to give. Chairman Fougere asked if there were any other questions, hearing none. A motion was made and seconded. The motion did not pass 1/4. Selectman Daniels said that he would write the majority report. Selectman Dudizak said that she would write the minority report.

Warrant Article 31 – Compact Part of Town \$0

Shall the town designate the Town Community Lands (BROX) to be deemed a "Compact Part" of the town in accordance with RSA 644:13? The Board of Selectmen did not take a position on this article. The Budget Advisory Committee did not take a position on this article. This article has no tax impact.

Chairman Fougere asked if there were any questions. There were no public comments. Selectman Daniels said that something needs to put out as far as educating the public. Administrator Bender said that the Budget Committee did a good write up describing all the warrant articles and we will make sure the information is included in the voter's guide and on the web. The Board chose to not take a position on Warrant Article 31.

Warrant Article 17 – Pumpkin Festival, Holiday Decorations and Plantings\$23,000. Chairman Fougere said that they spoke with the Souhegan Valley Chamber of Commerce and they have decided not to organize the festival going forward. Usually MIT runs the festival, but their director resigned midyear and accepted a job with the chamber. They didn't want to leave the festival hanging, so they decided to help. MIT paid the chamber \$38,745 to run the festival last year. This subject always generates a lot of discussion.

The current MIT Board has been operating this for a long time and they are tired of fighting over this article. They do not want to oversee the festival going forward. We have some options:

1. Recruit new members for the MIT Board and re-energize the Committee. Hire a new director and continue the Mission of MIT. Review revenues to determine if monies can be returned to the Town to offset costs.
2. Form a Festival Committee to run it. These would be volunteers, so administrative expenses would be minimized.
3. Hire a staff person. We could hire a temporary seasonal worker in the town hall to oversee the festival. Monies raised could offset costs for the position and other department costs.

If no one can run it, it can't proceed. We will be putting this on the web site. We need input from people on where to go with this if we want it to continue. Selectman Putnam asked if we hire someone to run the festival, would the money have to come out of the operating budget. Chairman Fougere said yes. Selectmen Federico said it's a huge undertaking for one person to do and it needs a large support staff to help. The money has gone into many places. We need to have serious conversations about what are we going to do. It's not a do we let it happen, it's is it going to happen. Chairman Fougere said that it ran from 1990 to 2002 with no warrant article. In 2003 we had the first warrant article. All the previous years it was in the budget, where it should be. In 2004 to 2014 DO-IT funding warrant article added \$10,000 to \$20,000 in addition to the support article for \$20,000. Since 2015, the Pumpkin Festival warrant article has only been for \$20,000 for support services. The festival helps many non-profits around, and in most cases it's the biggest fund raiser they have. It's great PR for the town. If anyone has any thoughts please contact Administrator Bender.

2) Review of DRAFT MS-636 Proposed Budget – Jack Sheehy said it was the budget for the Town that needs to be submitted to the DRA. It's in front of you because you needed to vote on the petition appropriation warrant articles before he could finish it. This needs to be signed this week and posted with the warrants. Selectmen Putnam made a motion to accept the MS-636. Selectman Dudizak seconded. A motion has been made and seconded. The motion passed 4/0.

3) Transfer Station: Pay as you throw – Selectman Daniels said that the Recycling Committee was charged with reviewing and assessing a pay as you throw option for Milford. The committee submitted a report to the Board a couple of weeks ago with the information that was requested. We are presenting it, not as a recommendation, but as data that

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has been collected so that you can take that information as consideration if you wish to go forward. We didn't get information on "where did the other town's start" from nothing, or did they already have something in process. Milford already has a good recycling system compared to other towns. Some towns like it, some didn't. There are cost involved and considerations of disruptions, to include bag distributions. We will need to hold public hearings to get additional input. Chairman Fougere said that on the surface it could work, but it would need a large amount of public discussion. The transition could be very challenging. Selectman Federico said the only pay as you throw he knows of is from relatives in other communities. He said that they are frustrated because of the bag issues. Selectman Putnam said that it will be a very lengthy drawn out process. Celeste Barr, recycling committee member said that most of the towns recommend that if you are going to consider this, you need to spend a good year and a half educating the public. Most of the places that we interviewed sold their bags in the stores. The store owners received a few cents for selling them in their stores, and the rest of the money went back to the town. She is in favor of it because it treats trash like other utilities. The more you accumulate, the more it cost. Why should you recycle all your stuff and your neighbor just brings truckloads of stuff to the transfer station for nothing, and both parties pay the same. You pay for only what you use. The recycling program in Milford is good, but the pay as you throw program has been shown to recycle up to 2 times more. It reduces trash waste by about 40%. You start to think about buying something in a smaller container or different packaging so that you won't have as much trash. People will think more about what they are consuming or throwing away because they have to pay for it. Other municipalities were very helpful. Rob Canty, recycling committee member does not support this. He has concerns about the amount of money, increase of personnel and size of the location. We were talking about places that didn't have something in place already, not places that set it up after. We didn't vote on anything. Rodney Richey has previously helped with a study to do with solid waste management by large multifamily dwellings in Milford. We lose a lot of recycling because of companies that provide trash pickup and don't offer recycling. We have a lot of multifamily dwellings that are actually subsidized because these people don't use the transfer station. He thinks it may be a good idea for some towns, but not Milford. We have a good recycling program that's already in place, although it can always be improved upon. If we are going to consider this, it will need lots of discussion. It also appears to some to be a second tax. We need to make sure about why we would be making a change. There is always concern about someone not recycling as opposed to someone recycling. He would like to suggest a change at the Transfer Station to accommodate additional recycling, or moving the Transfer Station to a larger place. Advertising and putting out more information would be advisable as well. The still good shed is a recycling center, but we don't have power to it. In the winter after 4 makes it difficult to see in the shed. Maybe putting solar panels on the shed would show people that you are serious about recycling and making changes. Gil Archambault, recycling committee member said that we do have a good recycling program. We have one of the best records for recycling, about 80%. What was not mentioned in the report was that we would have to hire 2 or 3 more people. He does not recommend this program. Celeste Barr said that most of the municipalities interviewed put the revenues generated by the bag sales back into the budget so that people were not being taxed twice. The committee didn't do research on additional staffing. It would make sense that less trash would require less people. Tilton got out of pay as you throw because their town decided to go with total curb side pickup and they didn't want to do the bag sale anymore. Administrator Bender said that he attended some of the recycling meetings and has followed this through their minutes for almost 2 years. They did a thorough job and compiled a great deal of information. He would like to commend them for the thoroughness and dedication they gave this project whether they were for or against it. Kate Kokko said that she puts a high priority on recycling and takes hers to another community because this town doesn't recycle everything that can be recycled. Dover has a model that doesn't require recycling so she wanted to speak up because she's hearing the word cohesion in discussion about getting people to recycle. Dover's model relies on a voluntary process. If you chose to create more trash and you chose to put your recyclables in that bag, then you pay more. You cut down on your expenses if you chose to recycle. There needs to be some consideration of the different ways it can be implemented. She doesn't like the pay model but she would like to see more options in this town. The ability to recycle and the revenue generated from that is impacted in part by the size of the stream that the town is able to generate and she thinks that we lose a lot by having private haulers take the trash. The school system does something different. She is wondering what we are doing in our municipal buildings to encourage recycling as well, or are we only pulling in residential trash. Gil Archambault said that China stopped taking a lot of recyclables and the market is getting full because of it. We can't always find a buyer for the recyclables. Chairman Fougere asked if there were any other questions, hearing none he thanked the committee for their work and said that we would put this back on the agenda in the Spring.

7. SELECTMEN'S REPORTS/DISCUSSIONS.

a) FROM PROJECTS, SPECIAL BOARDS, COMMISSIONS & COMMITTEES.

Selectman Dudizak said that the passport operation is going well at the Library and they are bringing in a lot of money. You no longer have to go to Nashua to get one.

Selectman Federico asked if there were any complaints about the new web site. There were none.

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b) OTHER ITEMS (that are not on the agenda).

8. APPROVAL OF FINAL MINUTES. Selectman Putnam moved to approve the both the minutes of January 8, 2018 (regular meeting) and January 8, 2018 Budget and Bond Hearing as presented. Selectman Federico seconded. All were in favor. Motion passed 4/0.

9. INFORMATION ITEMS REQUIRING NO DECISIONS.

10. NOTICES. Notices were read by Chairman Fougere.

11. NON-PUBLIC SESSION. Selectman Putnam Federico to enter non-public session for approval of non-public minutes RSA 91-A-:3,II(e) Legal, January 8, 2018. Selectman Dudizak seconded. All were in favor. The motion passed 4/0.

12. ADJOURNMENT: Selectman Federico moved to adjourn at 7:00 p.m. Selectman Putnam seconded. All were in favor. Motion passed 4/0.

Mark Fougere, Chairman

Kevin Federico, Vice Chairman

Gary Daniels, Member

Laura Dudziak, Member

Mike Putnam, Member