

City of Keene
New Hampshire

FINANCE, ORGANIZATION AND PERSONNEL COMMITTEE
MEETING MINUTES

Thursday, February 26, 2015

5:30 PM

Council Chambers

Members Present:

Mitchell Greenwald, Chairman
Terry M. Clark
Thomas Powers
Randy Filiault
Kris Roberts

Staff Present:

City Manager, John MacLean
City Attorney, Thomas Mullins
IMS Director, Rebecca Landry
City Clerk, Patty Little
Finance Director, Steve Thornton
Public Works Director, Kurt Blomquist
Asst. Public Works Director Donna
Human Resources Director, Beth Fox
Planner, Karen Purinton
Planning Director, Rhett Lamb
Asst. Public Works Director, Solid Waste
Manager, Duncan Watson
Project Manager, Parking, Gary
Lamoureux
Asst. Finance Director, Mary Howe

Kendall Lane, Mayor

Councilors Present:

Carl B. Jacobs
Janis O. Manwaring
James P. Duffy
Bettina Chadbourne

Chair Greenwald called the meeting to order at 5:30 PM

**1. MEMORANDUM: Assistant City Manager/IMS Director -
Community Engagement Team Update**

Assistant City Manager/IMS Director Rebecca Landry stated that this item is to update the Committee on an initiative that has been underway since last spring. She stated that the goal of the Community Engagement Team is to look at how the City be more collaborative with the community instead of just releasing information. The team consists of representatives from various city departments. This is an opportunity for committee members to foster a culture of public participation in local government and to engage the community in an ongoing dialogue concerning issues affecting the future of Keene.

Ms. Landry noted that the City is very active on social media. She talked about MindMixer, which is an online tool that gives the public the opportunity to provide comments on various issues. She indicated that after Pumpkin Festival close to 90 people provided input through MindMixer. The City has also worked with the Keene Sentinel on a community voice initiative where staff provided articles, such as a recent article written by Eric Swope on water quality. Ms. Landry stated that the team plans on meeting with all the departments to obtain additional input on business operations. She referred to the Public Involvement Spectrum included in the Memorandum, which shows a potential spectrum that moves from informing the public to engaging and collaborating with the community.

Councilor Powers asked whether Ms. Landry has given any thought to involvement other than technology methods. He continued many people might be interested, but might not be technology driven. Ms. Landry stated that technology was one of first initiatives to come out but they are working with the Sentinel for communication tools as well as via radio. She agreed that they would do more than just with technology.

Councilor Clark made the following motion which was seconded by Councilor Powers.

On 4-0 vote, the Finance, Organization and Personnel Committee recommends accepting the memorandum on community engagement as informational.

2. MEMORANDUM: Assistant Public Works Director – Rebate from Eversource Energy

Asst. Public Works Director Donna Hanscom was the next speaker. Ms. Hanscom talked about the upgrades that were done at the Martell Court Pump Station where certain energy efficient pumps were installed. Eversource Energy has recognized what the City has done with these energy efficient pumps and has recognized that these pumps are saving 168,000 gallons of oil over a 15-year life cycle which falls within the goals of the City's Master Plan.

In recognition of this, Eversource is giving the City a check in the amount of \$50,000, Mr. Paul Hasmond of Eversource Energy stated when his company first heard about this project they realized that it was going to be an excellent project and they felt they could offer 35% of the project cost at a cap of \$50,000.

Ms. Hanscom went on to say that in FY16 replacement of the treatment equipment at Martell Court is scheduled and there are several different technologies to replace these grinders being considered. To be able to speed up this process, staff is requesting that 50% of this rebate check be used for technology selection process that would use outside professional engineering assistance. The design will happen in FY16 and construction will happen in FY18.

Councilor Greenwald inquired what firm would do the pre-design. Ms. Hanscom replied that a firm had not been selected, but they would look for engineering firms that are most active in dewatering systems and headworks treatment. A formal RFP process would not

be used as the contract price was low enough that the City Manager would be able to authorize the contract.

Councilor Powers clarified that this project was scheduled to be done, but the design was scheduled in FY 16 with the construction in FY18 and now we are enhancing the project and making it happen on a better timeline. Ms. Hanscom confirmed that understanding.

Councilor Powers made the following motion which was seconded by Councilor Filiault.

On 4-0 vote, the Finance, Organization and Personnel Committee recommend that the City Manager be authorized to do all things necessary to accept a rebate of \$50,000 from Eversource Energy for the energy saving equipment installed at the Martell Court Pump Station and to use up to \$25,000 of the rebate to perform a pre-design study for the Martell Court Pump Station Headworks Treatment project.

3. MEMORANDUM: Planner - Acceptance of Donation from West Street Hydro, Inc. for Hydrologic Study Associated with the West Street Darn

Planner Karen Purinton addressed the Committee and stated that the Conservation Commission has been looking at the Ashuelot River Dam per direction from City Council as to whether the Ashuelot River Dam should remain or not after a letter of deficiency received from the State Dam Bureau. The Commission recommended that the dam be removed pending further study. The study is presently occurring. Ms. Purinton stated that West Street Hydro Inc. has agreed to fund a 1/3 of the cost of this study and turned the presentation over to Kenneth Stewart of West Street Hydro.

Ms. Stewart stated that his company has been in discussion with the City about locating a hydro power station on the Ashuelot River Dam. He indicated that his company has agreed to share in the cost of this hydrologic study to help better understand the next step. Mr. Stewart stated the study will help understand the three options which include removing the dam, leaving the dam and repairing it or leaving the dam and installing a hydro power station.

Councilor Clark inquired what exactly the City was trying to learn. Mr. Stewart stated they are going to need to know - as part of the licensing process with the Federal Energy Regulatory Commission - the hydrologic impact of installing a hydro power station needs to be addressed.

Chair Greenwald requested clarification relative to the Conservation Commission position on the dam removal. Ms. Purinton stated that the letter of deficiency came before West Street Hydro got involved. The City Council in turn asked that the Conservation Commission get involved with this issue and the Commission recommended that the dam be taken out, but they did have concerns about the effects of that on the surrounding wetlands and the recreation area surrounding the dam. Soon after that West Street Hydro got involved and expressed a desire to preserve the dam in order to construct a hydro

power station. The study that is underway should provide everyone with the necessary answers.

The City Manager stated that his recollection is that the Council took action to keep the dam in place. Public Works Director Kurt Blomquist stated that when West Street Hydro came forward, City Council recommended that staff work with West Street Hydro to determine whether the dam could be kept or not. The Director continued if the west Street Hydro project is shown to be viable, then the dam would be kept with the necessary improvements and repairs.

Councilor Filiault made the following motion which was seconded by Councilor Clark.

On 4-0 vote, the Finance, Organization and Personnel Committee recommend that the City Manager be authorized to do all things necessary to accept a donation of \$8,675 from West Street Hydro, Inc. to complete a hydrologic study associated with the Ashuelot River Dam in partnership with the Conservation Commission.

4. REPORT: Planner - Disbursement of Land Use Change Tax Funds for a Hydrologic Study Associated with the West Street Darn

Ms. Purinton addressed the Committee again and stated that the donation from West Street Hydro, Inc. gives the City a third of the funding needed. The Conservation Commission had indicated earlier that they would need about \$15,000 for this work. This was authorized by the City Council and a \$4,500 was used to look at the Dwarf Wedge Mussel. With the donation from West Street Hydro the City is closer to what they need and as a result is requesting disbursement of up to \$7,000 from the Land Use Change Tax Fund, which the Conservation Commission can use with the concurrence of the City Council.

Mr. MacLean stated that his understanding is that the initial study did indicate that there is a flourishing population of Dwarf Wedge Mussell under the same conditions that exist today, but the concern may be what if the water level is manipulated in any fashion. He inquired whether this was part of this study. Ms. Purinton stated that the study the City is looking to move forward with does not address the Dwarf Wedge Mussell, but West Street Hydro hired the same firm, which is conducting its own study which might address the mussel and its habitat.

Councilor Clark made the following motion which was seconded by Councilor Filiault.

On 5-0 vote, the Finance, Organization and Personnel Committee recommend that the City Council authorize a disbursement of up to \$7,000 from the Land Use Change Tax Fund for a hydrologic study associated with the Ashuelot River Dam to be completed in partnership with West Street Hydro, Inc.

Councilor Roberts joined the session at 6pm.

5. MEMORANDUM City Clerk - City Council Policy - Relating

& RESOLUTION: to the Legislative Process

City Clerk Patty Little was the next speaker. Ms. Little stated that the City Council policies are before the Committee for certain reasons; the Clerk's office has an obligation to bring to the City Council 20% of all adopted policies on an annual basis to make sure the intent and language are current. This Resolution was initially adopted in 2009 and it was recently realized that there could be some language adjustments necessary to reflect activities of department heads regarding legislation.

She went on to say that staff comes before the Council on legislative issues on two occasions - in the fall the NHMA Policies and they are brought to the Council for their endorsement. The second time staff comes before Council is when legislative items are considered significant; this is done during the February/March time period.

Ms. Little referred to the proposed draft resolution, the fourth "Whereas" statement which refers to department heads' role in testifying on these legislation and they routinely travel to Concord to testify on these legislation. However, there is no recognition of this activity in the legislative policy. The proposed amendment to this "Whereas: addresses that.

Ms. Little sometimes the political opinion on a piece of legislation might be sometimes more important than the departmental professional opinion. She went on to say that staff tracks about 300 legislative policies on an annual basis and tries not to bring all of them before Council. The staff uses several criteria to determine which items to bring forward to the Council. They include considerations such as budgetary impact, operational impact, or contradicts/ validates statements in the Master Plan. She explained that the Council's Rules of Order allows them to take a position if they were supportive of a Resolution. The language that was removed was a statement "conflict with an Ordinance". She continued that State Law will always trump a local ordinance and it did not seem necessary to have this statement in the actual Resolution.

Councilors Powers inquired whether the previous policy would be rescinded. The City Clerk responded that a motion to adopt on the floor will include the phrase to rescind the prior Resolution.

The Clerk continued that although she had originally prepared her memorandum that the Committee instructs that the Resolution be introduced. She noted that the Committee did have the opportunity to recommend adoption of the Resolution as the Resolution was noticed on the agenda.

Councilor Roberts stated it is important for people to testify in Concord because items have been turned up or down because someone didn't know the language and how it is used. He indicated that Ms. Little has a lot of knowledge and reputation with this issue.

Councilor Clark made the following motion which was seconded by Councilor Filiault.

On 5-0 vote, the Finance, Organization and Personnel Committee recommend the adoption of the Resolution on the legislative policy.

6. DISCUSSION: CIP Review - Planning, Parking and Public Works

Chair Greenwald explained that the CIP document is essentially a planning document and what is important to look at is the first column, FY15/16 which is the column moved into the budget and the rest are essentially for planning purposes.

Finance Director Steve Thornton addressed the Committee first and indicated that on Monday he was before the Planning Board where a question was asked about the motor vehicle surcharge. The question that was posed to him was whether this capital reserve will be used to fund projects in the CIP and he had answered yes and the follow-up question was whether any funding of that sort is reflected in the CIP, to which Mr. Thornton stated that he had answered no. He indicated that he was incorrect in saying so because there is one grant match project which is the Cheshire Trail project in the FY16 CIP, which is yet to be approved by the Council. Mr. Thornton indicated his intent was to correct that misstatement.

The Manager reiterated what Mr. Thornton was referring to by noting that presently before the City Council there is a discussion on whether to have this type of income. The question was asked as to whether the staff had already programmed this revenue into the CIP and Mr. Thornton had indicated “no.” Upon reflecting further, Mr. Thornton realized he had programmed this revenue as a grant match in the Cheshire Trail project. He added this can be addressed through the operational budget by identifying another funding source.

Chair Greenwald asked specifically how this will be fixed. Mr. Thornton stated that another funding source will be looked at should this surcharge not be authorized by the Council. The Chair stated that he would like to see it fixed because spending the money before it was approved is not prudent.

Councilor Roberts felt this is an error that should be corrected, and it can bring up the same concerns that were raised about the surcharge which is this is an attempt to raise money for a trail project rather than other transportation projects. The Manager stated that the money was added inadvertently, but staff has caught it and it will be corrected. The Finance Director stated it will be addressed when the Finance Committee is making its final recommendation on the CIP.

PLANNING

Page 54 – Climate Adaptation Vulnerability Assessment

Mr. Lamb stated that although this study is reflected under the Planning Department it is part of the overall strategy with respect to the Public Works projects dealing with storm water and flooding, which will be discussed later during the CIP review. Mr. Lamb continued this climate adaptation vulnerability assessment project is about vulnerability

with respect to the effects of climate change. The City is located in a bottom of a glacial lake bed and there are five watersheds that drain into it. The experience over the past decade in terms of frequency and intensity of storms had raised the issue of the vulnerability of assets - both private and public to this type of storm intensity. The Director continued that as the City embarks on these projects, which will be expensive, that this vulnerability assessment will compare the potential costs with the potential avoided costs.

PUBLIC WORKS

The Director noted the CIP is a critical document for their department and provides an orderly direction of what projects are next. The community has long recognized the importance of maintaining the City's infrastructure.

Asst. Public Works Director Donna Hanscom was the next presenter. Ms. Hanscom stated she was present to that the City has nearly 200 million in water and sewer infrastructure as total assets. However, this infrastructure is aging and the capital projects in the CIP are aimed at keeping these assets operating, sometimes rehabilitating and sometimes replacing the infrastructure. With the aid of a PowerPoint presentation, Ms. Hanscom referred to several recent projects.

She then referred to the wastewater treatment plant and some of the work that is being done here; slide gate replacement, blowers and generators. Martell Court Pump Station is complete and the next large project would be the replacement of the grinders.

Ms. Hanscom last year they measured the water volume in the City sewers looking for the highest water infiltration. The area identified with the highest infiltration was located primarily in the Marlboro Street and Damon Court areas. These areas will be the target of further investigation, spot repairs or gentle rehabilitation.

She then referred to a rendering of sewer mains. Ms. Hanscom noted that the City is now moving on to using plastic pipe for replacement of sewers which is expected to have a longer life. ¼ of the system (more than 20 miles) is still older than 75 years. FY16 replaces the Edgewood Interceptor, FY17 corrects deficiencies in the Perham Street sewer, FY20 replaces Blossom Street and FY21 addresses Colony Court.

FY 17 - booster station upgrades, evaluation of the Court Street wetfield - continues on through FY 30.

The water main work over the next few years addresses issues with pressure or flow deficiencies. FY16 upsizes the mains on Hurricane Road and FY17 addresses the low pressure issues in the Glen Road area.

Ms. Hanscom further stated that the NHDOT Bridge program does not provide funding to replace water and sewer utilities that are damaged or need to be replaced during a bridge project. This work is included in the CIP as well.

Work on Babbage Dam starts in FY 17 followed with the Woodward Dam Improvement in FY20.

Mr. Blomquist was the next speaker:

Page 58 – 560 Main Street Assessment

Old liquid disposal area, the city has been working with DES to come up with a cleanup plan. Councilor Clark asked what on this page is referred to as “other sources”. Mr. Blomquist stated that this is the funding expected from the sale of the property.

Page 59 – Flood Management

Hydrological study of Beaver Brook. Beaver Brook runs through the heart of the City and has traditionally had flood issues. This study will focus on the hydraulics of the brook and the study will let the City know how to handle some of these flooding issues.

Page 60 – Bridge Rehabilitation Program

City owns 32 active bridges of which 14 are red listed. The City does participate in the municipal bridge program. One of the requirements of the program is that the City should have 20% funding available and the State would provide for the balance 80%. Chair Greenwald asked about the Island Street Bridge. Mr. Blomquist stated that this is going to be part of the Winchester Street reconstruction project. Councilor Powers asked what the other sources refer to under this program. Mr. Thornton stated that it was the bridge capital reserve.

Chair Greenwald stated that earlier this week there was a discussion that happened about the east side redevelopment and one of the things that came up is the streetscape and indicated that when he drove around the east side and some of the more depressed area are indicative of having no curb, no sidewalk, and patched roads. Mr. Blomquist stated that as the City moves towards these areas, progress will be seen.

Page 63 – Downtown Revitalization

Asst. Public Works Director, Duncan Watson stated that as we look at the downtown revitalization there are some infrastructure issues that need to be dealt with, such as some drainage issues. Councilor Clark stated that he hoped this project includes traffic flow on Court Street coming into Central Square. Mr. Watson stated that when the revitalization moves forward, items like that would be considered.

Page 64 & 65 – Flood Management Projects

Mr. Blomquist stated that this item refers to smaller projects that can be done to provide some relief to certain neighborhoods. He referred to page 64 where some of these streets are listed.

Councilor Manwaring asked Baker Street is moved from FY16 to FY18. She noted that Markem uses Baker Street and so do buses that travel to Wheelock Street. She also expressed concern about the house that is located at the corner of Baker Street.

Mr. Blomquist stated that currently Baker Street is slated for FY18 but the City Engineer does review streets each year and will do that again this spring taking into consideration traffic volume and will make the necessary adjustment and that might change timeframe.

Page 71 – New Sidewalk Project List

There is four million dollars' worth of sidewalks that have been identified. There is one new sidewalk in the sidewalk program and that is the one on Emerald Street. Today Emerald Street has a small sidewalk on the south side and no sidewalk on the north side. This project would locate a sidewalk on the south side. With the addition of Arcadia Hall, it made it necessary to move this sidewalk up to FY17.

Page 76 – State Bypass Project

Should funds become available, the State would address this project in FY21.

Page 78 – 79 – Drainage Cleaning

Mr. Watson stated that this is ongoing cleaning which is critical to maintain the infrastructure. Councilor Powers noted that leaf pickup program is a key element in the success of the drainage. Mr. Blomquist agreed and stated that staff encourages recycling leaves as well as making an effort to compost which can always be done at the Transfer Station.

Page 80 – Stormwater System Management

The City Engineer has been trying to bring in outside consultants to look at smaller areas at a cost of approximately \$50,000 per year. Mr. Blomquist stated that they are trying to get ahead of the curve with this work.

Page 84 – Parking Facility Capital Reserve

Parking Project Manager Gary Lamoureux stated that \$25,000 per year is being placed in a capital reserve to maintain the Wells Street deck and City Hall deck. \$100,000 is also being placed in the downtown infrastructure capital reserve fund and some of these funds are being used to do work at the Commercial Street lot.

Chair Greenwald noted that during the eastside forum he heard suggestions about constructing multi-level decks and noted that these are not only expensive to build but are also expensive to maintain. He noted to the \$863,000 allocated on page 85 in FY16 and asked whether this was just for resurfacing. Mr. Lamoureux stated that in addition to the resurfacing there is also corrosion to the T-Bar steel sections, spalling of the concrete on the lower level and the \$863,000 will accomplish a considerable amount of work. He indicated that staff is hoping not to get to this level of work again and has a scheduled maintenance program in place going forward.

The Manager noted that a few years ago a report was created regarding a more comprehensive maintenance schedule and asked Mr. Watson to comment on that. Mr.

Watson stated that the Committee is likely to see a more comprehensive maintenance program coming through the operating budget so that these important pieces of infrastructure can be maintained.

Councilor Roberts stated that his concern is that money has already been spent on these decks and these smaller decks are using up more capital than necessary and not much is coming back in return. Mr. Lamoureux agreed that a few years ago Public Works did have to take out the membrane since that point the maintenance that has been done on this deck which has been less costly. The painting that is going to be done is to preserve the steel. He added that as they move forward and get advice from outside consultants staff is going to be better at maintaining these decks.

Councilor Duffy stated that the costs related to the Wells Street garage are mainly for maintenance issues and that when the deck was built staff would have had some knowledge about the maintenance associated with this deck and asked whether the maintenance plan being referred to would be in place going forward and felt there might have been a disconnect previously. The Manager hoped the Councilor was not suggesting that staff was not taking care of the decks and added that the construction of the two decks are entirely different and staff is definitely learning a lot about them as they move forward. He added that the weather in this region has not been conducive to these decks either and this region does use a great amount of salt for treating roads.

Mr. Lamoureux stated that the report that they received from the consultant does indicate that the types of repairs they have to do to these decks is typical to this climate. He felt that staff has done the maintenance and repairs necessary to keep up with the climate and weather.

Page 86 – Parking Lot Maintenance

Staff will continue to monitor the Gilbo East lot to determine if this is going to be maintained as a surface lot. Mr. Lamoureux indicated that Public Works has been good about getting these lots mill, shimmed and overlaid and the money indicated is for this type of maintenance

SOLID WASTE

Page 90 – Solid Waste Capital Reserve

Funds used for infrastructure. He noted that the numbers shown on page 91 keeps shifting; if staff feels a piece of equipment doesn't need to be replaced then it won't be done.

Page 92 – Three Phase Power

Mr. Watson stated that this is a place marker to note that the city may need at some future point access to three phase power. There have been other options like solar field, wind study that have also been looked at.

Page 93 – Transfer Station Roof Repair

This roof issue was identified in an infrastructure report. This roof is well over 20 years old and has had some leaks and has been repaired and is targeted for FY19.

Page 94 - Transfer Station Floor Repair

This project is going to be sent out to bid soon with the contingency that it will be completed should funding be available. Chair Greenwald asked whether the new floor cannot be poured over the old floor. Mr. Watson stated that the wear and tear that the floor already has won't allow for a good bond between the old surface and new surface.

Page 106 - WWTP Capital Reserve

This is a different kind of capital reserve because it is also shared with the Town of Swanzey.

Page 108 – Laboratory Equipment

One half is funded in the sewer fund and one half is funded in the water fund for a metal analyzer. By doing this work in-house the results are more reliable and the City is saving money at the same time.

Page 110 – Head Works Treatment

This project is scheduled to be replaced and the manufacturer no longer supports this equipment.

Page 111 – Martell Court Upgrade Phase 2

FY18 – design

FY19 – replacement of the transformer

FY20 – replacement of the generator

Page 112 – Martell Court Roof Repair

Downsized from replacement to repair, spot repairs should make this roof last at least for another six years.

Page 114 – Utilities State Bypass

State funds don't cover any sewer or water infrastructure replacement. This money will replace the sewer mains on Winchester Street between Island Street and the Roundabout.

Page 124 – Sludge Pump Repair

Downsized from replacement to repair and staff feels a rehabilitation of pumps should prolong the life of the pump until FY24. Councilor Roberts noted that by putting this item off by about five years there might be new equipment staff hasn't given thought to.

WATER FUND:

Page 136 – Dam Improvements

Currently Babbage Dam improvements are underway in response to deficiencies identified by the State and also because this dam is 80 years old. Should it fail it is the larger piece of

the City's water storage and supply. It is important to keep this dam and the Woodward Dam in good working order.

Page 137 – Drummer Hill Tank Replacement

This is a partially underground tank. The study is regarding water pressure and is scheduled for FY19 with possible replacement slated for FY20.

Page 140 – Laboratory Equipment

This is the same equipment that was addressed with the sewer fund.

Page 143 – Water Distribution Improvements

This is intended to increase water pressure in the Arch Street areas.

Councilor Jacobs stated that at the meeting on Tuesday night that some of those buildings that are located on the east side of town have low water pressure and is insufficient for modern industry to and asked whether this type of issue would be addressed with this item. Chair Greenwald stated that this was for the Victoria Street and Victoria Court areas. Mr. Blomquist stated that some of the buildings in this area date back to 100 years and the existing infrastructure might not be able to handle new codes and as new infrastructure comes in, these types of issues will be addressed. Chair Greenwald asked whether Victoria Street extension is in this CIP. Mr. MacLean stated that this item has been out of the CIP for a few years.

Page 146 – Water Main Cleaning and Lining

FY16 – Ellis Court

FY17 – Woodbury Street

FY18 – Carpenter Street

FY19 – Kingsbury Street

Page 147 – Water Gate Valve Replacement

These gates are used to shut water off when there is a break in the main.

EQUIPMENT FUND

Mr. Watson stated that there is no particular project under this fund. He indicated that staff in this department works with the vehicle committee to determine the needs of the department. He indicated that much cost saving has been seen by following the purchasing guidelines.

Councilor Powers asked staff to comment on the new international dump trucks that were recently purchased. Mr. Blomquist stated that between the Highway Division, fleet staff and other staff, they were able to purchase two, $\frac{3}{4}$ ton body trucks. They are exceeding expectation, they are much lower to the ground which is better for staff use, and they are better fuel economy. He stated that he can't say enough about this staff and others who were involved with this purchase.

Mr. Blomquist thanked the Council and public for staying with him through this process.

FOP Meeting Minutes

Chair Greenwald explained that the FY15/16 funding will show up in the operating budget and the rest is a plan. He further stated that the next public hearing is scheduled for March 5th and the CIP will be back before the Committee on March 12th for recommendation to the Council. He added that public comments can always be sent in to the City Clerk's office.

The meeting adjourned at 8:10 PM.

Respectfully submitted by,
Krishni Pahl, Minute Taker