

HUDSON, NH BOARD OF SELECTMEN

Minutes of the April 23, 2019 Meeting

1. CALL TO ORDER - by Chairman Morin the meeting of April 23, 2019 at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE - led by Selectman Roy.
3. ATTENDANCE

Board of Selectmen: David Morin, Kara Roy, Roger Coutu, Marilyn McGrath, Normand Martin

Staff/Others: Steve Malizia, Town Administrator; Lisa Nute, IT Director; Jess Forrence, Public Works Director; Kathy Carpentier, Finance Director; Police Chief Bill Avery; Diane LaMothe, School Board member; Leo Bernard, Chairman of Sustainability Cte

4. PUBLIC INPUT

Chairman Morin asked if anyone had any public input tonight.

Leo Bernard - Good evening everyone. Leo Bernard, 3 Bungalow Ave, Sustainability Committee Chairman. I see on the agenda you have three of my members that are renewing and I'm glad they are. I was hoping to get at least one more for another alternate seat. I just wanted to say that we're doing a great job and we're trying to really educate the town of more recycling. We've done some videos and we're going to be doing a roadside cleanup this weekend and an Earth Day party at Benson's. I just wanted to make sure that I get it out there that it's coming up this Saturday. I hope you reappoint the three members that are coming up. Thank you.

Selectman Coutu asked are you looking for volunteers for the cleanup. Mr. Bernard said we did put the word out for anybody...Selectman Coutu asked where would people meet you if they want to volunteer. Leo indicated we put it out that we were going to be meeting at the Jette and Sousa parking lot on County Road. We're going to go from there because the two streets are right near there. We're going to be doing all of Belknap and all of Melendy Road. This Thursday I'll be going to the highway garage and getting those signs saying that this street was clean. I know it says "Recycling Committee" because we never had it changed to Sustainability but I believe everybody knows sustainability and recycling is all the same.

Selectman Coutu thanked the Chairman. I just wanted him to take advantage of the time to recruit some volunteers. Thank you.

5. RECOGNITIONS, NOMINATIONS & APPOINTMENTS

A. Resignation

- 1) James Weaver as a member to the Benson Park Committee

Motion by Selectman Coutu, seconded by Selectman Roy, to accept the resignation of James Weaver as a member from the Benson Park Committee with the Board's thanks and appreciation, carried 5-0.

B. Interviews

- 1) Benson Park Committee - (4 vacancies - 1 member term to expire 4/30/2021; 2 member terms to expire 4/30/2022; 1 alternate term to expire 4/30/2022)

Casey Davies (incumbent alternate wishing to become member)

Motion by Selectman Coutu, seconded by Selectman Roy, to suspend the rules and nominate and appoint Casey Davies as a member to the Benson Park Committee with a term to expire 4/30/2022, carried 5-0.

Richard Empey (incumbent member)

Motion by Selectman Coutu, seconded by Selectman Martin, to suspend the rules and nominate and appoint Richard Empey as a member to the Benson Park Committee with a term to expire 4/30/2022.

Selectman Coutu asked to make one point. Mr. Empey presently serves as you know Mr. Chairman, Chairman of the Benson Park Committee. His volunteering and his input - the amount of hours he puts in every week we can't thank him enough for everything that he does. I look forward to him continuing to serve on the committee.

Vote: Motion carried 5-0.

- 2) Building Board of Appeals - (3 vacancies - 1 member term to expire 4/30/2020; 1 member term to expire 4/30/2021; 1 member term to expire 4/30/2022)

Timothy Malley (incumbent member)

Motion by Selectman Martin, seconded by Selectman Roy, to suspend the rules and nominate and re-appoint Timothy Malley as a member to the Building Board of Appeals with a term to expire 4/30/2022, carried 5-0.

- 3) Municipal Utility Committee - (2 vacancies - 1 member term to expire 4/30/2021; 1 member term to expire 4/30/2022)

William Abbott

Motion by Selectman Coutu, seconded by Selectman Martin, to suspend the rules and nominate and re-appoint William Abbott as a member to the Municipal Utility Committee with a term to expire 4/30/2022, carried 5-0.

- 4) Recreation Committee - 3 vacancies - 2 member terms to expire 4/30/22; 1 alternate term to expire 4/30/2022

Robert Iannaco

Motion by Selectman Roy, seconded by Selectman Coutu, to suspend the rules and nominate and re-appoint Robert Iannaco as a member to the Recreation Committee with a term to expire 4/30/2022, carried 5-0.

- 5) Sustainability Committee - (5 vacancies - 2 member terms to expire 4/30/2022; 1 alternate term to expire 4/30/2020; 1 alternate term to expire 4/30/21; 1 alternate term to expire 4/30/2022)

Caitlin Chiquelin (incumbent member)

Motion by Selectman Coutu, seconded by Selectman Roy, to suspend the rules and nominate and re-appoint Caitlin Chiquelin as a member to the Sustainability Committee with a term to expire 4/30/2022, carried 5-0.

Lisza Elliot (incumbent alternate)

Motion by Selectman Coutu, seconded by Selectman Roy, to suspend the rules and nominate and re-appoint Lisza Elliot as an alternate to the Sustainability Committee with a term to expire 4/30/2022, carried 5-0.

Timothy Wyatt (incumbent member)

Motion by Selectman Coutu, seconded by Selectman Roy, to suspend the rules and nominate and re-appoint Timothy Wyatt as a member to the Sustainability Committee with a term to expire 4/30/2022, carried 5-0.

6. CONSENT ITEMS

Chairman Morin asked if any Board member wished to remove any item for separate consideration. Seeing none.

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

Selectman Coutu asked about 6. C. 7. Do you have the number they requested? Steve Malizia stated \$6,319,310. Selectman Coutu noted that is the amount of money that is in the general fund balance. Thank you.

Vote: Motion carried 5-0.

A. Assessing Items

- 1) Veteran Tax Credit - Map 174, Lot 053 - 11 Vernon Street; Map 165, Lot 076 - 5 Merrimack Street; Map 149, Lot 001, Sub 074 - 63 Glasgow Circle; Map 257, Lot 003 - 27 Winslow Farm Road; Map 184, Lot 027, Sub 026 - 10 Cobblestone Drive; Map 190, Lot 135 - 37 ½ Riverside Drive; Map 147, Lot 017, Sub 021 - 7 Lexington Court; Map 175, Lot 080 - 11 Burnham Road, w/recommendation to grant
- 2) Elderly Exemptions - Map 175, Lot 034, Sub 007 - 16 Village Lane; Map 174, Lot 147 - 8 Nottingham Street; Map 197 Lot 057 - 1 Cedar Street; Map 118, Lot 054 - 31 David Drive; Map 156, Lot 008, Sub 003 - 11 Amanda Drive; Map 175, Lot 080 - 11 Burnham Road; Map 182, Lot 158 - 6 Hurley Street, w/recommendation to grant
- 3) Disabled Exemptions - Map 156, Lot 063, Sub 002 - 102 Elmwood Drive; Map 183, Lot 110 - 17 Greentrees Drive; Map 160, Lot 094, Sub 002 - 148B Barretts Hill Road, w/recommendation to grant
- 4) All Veterans Credit - Map 204, Lot 028 - 67 Glen Drive, w/recommendation to grant
- 5) Solar Exemptions - Map 160, Lot 041 - 14 Roy Drive; Map 157, Lot 048 - 7 Raven Drive; Map 148, Lot 004 - 4 Derry Lane; Map 205, Lot 055 - 12 Parkhurst Drive; Map 182, Lot 164 - 26 Hurley Street, w/recommendation to grant
- 6) Residence in Industrial or Commercial Zones Tax Assessment Classification - Map 198, Lot 17 - 89 Lowell Road; Map 198, Lot 26 - 70 Lowell Road; Map 198, Lot 148 - 104 Lowell Road; Map 234, Lot 31 - 281 Lowell Road; Map 234, Lot 42 - 2 Davenport Road, w/recommendation to approve
- 7) 2018 Tax Abatement - Map 144, Lot 21-3 - 10 Rolling Woods Drive, w/recommendation to approve
- 8) 2018 Tax Abatement - Map 174, Lot 203 - 18 Third Street, w/recommendation to approve

B. Water/Sewer Items

- 1) Sewer Abatement - S-UTL-19-08 - 33 Sagamore Park Road, w/recommendation to approve
- 2) Water Abatement - W-UTL-19-02 - 31 Sagamore Park Road; W-UTL-19-04 - 3 Porter Avenue, w/recommendation to approve

C. Licenses & Permits & Policies

- 1) Request to Solicit Funds - Southern NH Spirit Boosters
- 2) Request to Solicit Funds - St. Jude Children's Research Hospital
- 3) Raffle Permit - Hudson Historical Society (June 9, 2019)
- 4) Raffle Permit - Hudson Historical Society (August 9-11, 2019)
- 5) Petition & License for one New Pole - Eversource Lic. #31/36-1 A) Derry Road
- 6) Recommendation to Readopt Investment Policy
- 7) Recommendation to Readopt Fund Balance Policy
- 8) Application for Licensing and Regulating Purchases for Scrap Metals - Granite State Salvage Co., Inc.

D. Donations - None

E. Acceptance of Minutes

- 1) Minutes of the April 9, 2019 Meeting

F. Calendar

04/24 7:00 Planning Brd - Buxton CD Meeting Room  
04/25 7:30 Zoning Brd of Adjustment - Buxton CD Meeting Room  
05/01 7:00 Budget Cte - Buxton CD Meeting Room  
05/02 6:30 Recreation Cte - BOS Meeting Room  
05/02 7:00 Benson Park Cte - HCTV  
05/08 7:00 Planning Brd - Buxton CD Meeting Room  
05/13 7:00 Conservation Cmsn - Buxton CD Meeting Room  
05/13 7:00 Cable Utility Cte - Cable Access Center  
05/14 7:00 Board of Selectmen - BOS Meeting Room  
05/16 7:00 Benson Park Cte - HCTV  
05/21 7:00 Municipal Utility Cte - BOS Meeting Room  
05/22 7:00 Planning Brd - Buxton CD Meeting Room  
05/23 7:00 Zoning Brd of Adjustment - Buxton CD Meeting Room  
05/27 MEMORIAL DAY - TOWN HALL CLOSED  
05/28 7:00 Board of Selectmen - BOS Meeting Room

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on April 9, 2019

- 1) Motion by Selectman Martin, seconded by Selectman McGrath, to authorize the Fire Chief to hire Ryan DiFranza, for the position of Firefighter/Paramedic in the Fire Department at the contracted salary of \$22.07 per hour (Step 1). This assignment will be a non-exempt position in accordance with the International Association of Firefighters Local #3154 Contract, carried 5-0.
- 2) Motion by Selectman McGrath, seconded by Selectman Martin, to promote Lieutenant Tad Dionne to the position of Interim Captain at \$95,216 (Step 5) in accordance with the Hudson Police, Fire, Town Supervisors Association Contract, carried 5-0.

- 3) Motion by Selectman Martin, seconded by Selectman Roy, to hire Joseph Infantino, Kelly Lavoie, Dominic Notini, Gabrielle Sousa, Isabell Turcotte, Nathan Beliveau-Robinson, and Caitlin Udice as Counselor I at an hourly rate of \$10.00 per hour, carried 5-0.
- 4) Motion by Selectman Coutu, seconded by Selectman Martin, to hire Cara Layman, Sarah Pool, and Stephen Sanger as Counsel II at a rate of \$10.50 per hour, carried 5-0.
- 5) Motion by Selectman McGrath, seconded by Selectman Coutu, to hire Ralph Carpentiere as Counselor III at a rate of \$11.25 per hour, carried 5-0.
- 6) Motion by Selectman McGrath, seconded by Selectman Coutu, to hire Mia Gora and Samantha Poole as Summer Counselors in Training at a rate of \$8.25 per hour, carried 5-0.
- 7) Motion by Selectman McGrath, seconded by Selectman Coutu, to hire Calvin Durham and Sam Mullett as Substitute Counselors in Training at a rate of \$8.25 per hour, carried 5-0.
- 8) Motion by Selectman Coutu, seconded by Selectman McGrath, to hire Peyton Layman, Sophia Lee, Michelle Rourke, Jay Thomas, and Vanessa Tran as Substitute Counselor I/Robinson Pond Attendants at \$10.00 per hour, carried 5-0.
- 9) Motion by Selectman McGrath, seconded by Selectman Martin, to hire Jenna Bradish as Substitute Counselor II/Robinson Pond Attendant at \$10.00 per hour, carried 5-0.
- 10) Motion by Selectman Coutu, seconded by Selectman McGrath, to increase the pay for the Summer Program Director (Michelle Martineau) from \$5,500 to \$6,000, carried 5-0.
- 11) Motion by Selectman Martin, seconded by Selectman Roy, to agree to the Modification Petition from the Hudson Administrative and Support Staff AFSCME Council 93 Union and add the position of Production Coordinator to the unit at the salary scale approved by the Board of Selectmen on November 27, 2018 and to authorize the Town Administrator to sign the Modification Petition.
- 12) Motion by Selectman Coutu, seconded by Selectman McGrath, to promote Interim Police Chief William Avery to the permanent position of Police Chief, carried 3-2. Selectmen Morin and Roy in opposition.
- 13) Motion to adjourn at 10:18 p.m. by Selectman Martin, seconded by Selectman McGrath, carried 5-0.

B. IT Department Follow Up (new website and RecDesk)

Chairman Morin recognized IT Director Lisa Nute.

Thank you Mr. Chairman and members of the Board. Lisa Nute stated the main reason I needed to come back before you tonight is to give you an update on our online registration. You asked me to come back and do that when we had that running and when they were using that successfully in the Rec. Department which they now are. I had mentioned at the time some months ago when we discussed that and you agreed to go ahead and find the money to do that. We were doing it in conjunction with the new website going up on line.

If you would give me just a few minutes, Ms. Nute said I do want to show a couple of things on how to find it, where to go for it, and just a couple of things that our citizens might not know about our new website and why we did these changes. One thing we learned is that a lot of residents don't understand exactly what every department does, which committee handles what. What we did if you look at the screen up above is to combine everything into these mega menus. The first menu at the top of our website is called "Inside Town Hall" which is where all the departments, the board, and committees, all the elected officials, a quick link to our agendas and minutes are, and a quick link to HCTV recorded meetings are. It's basically the entire governmental portion of our town site.

The next mega menu is "Our Community". Lisa explained is for and about the community. We heard from some of our employees that new residents seemed to be making the same phone calls over and over. Who handles our cable? Who does this? Who does that? We've created a residents section with information regarding that and annual events, welcome to our neighborhood kind of things, how to get trash and recycling pickups, etc. Our schools are there. The Library. A quick link to our Senior Center, Recreation, Benson Park, Parks and Trails directory. We've added a places to eat. Again this is about and for the community. We're open to suggestions. If members of our community have additional suggestions, please let us know. There's a doing business section where we can find quick links to our applications forms and permits, Bid and RFPs, Chamber of Commerce and things like that.

In the "How Do I" section at the far right, Ms. Nute said it shows you employment opportunities, how to find staff directory, how to get involved, pay your bills, and things like that. One thing I do want to show the public very quickly is that this website is designed so that if you are working like say on a tablet or a phone and I'm simulating this website getting smaller as if you were on a tablet, it's designed to readjust itself as you can see here. The menu at the top disappeared but I wanted to show people that this is what we call a "hamburger menu". If you were to click on that, there's now where your menus have gone to - Inside Town Hall, Our Community, Doing Business, and How Do I and things like that.

Lisa Nute stated to main reasons that we redid our website is to empower our employees to be able to manage their data better, quicker, and easier in a more user friendly way and also for residents to be able to find things easier. This website is now easier to navigate and to find things to search on and find things. Going back to our home page - and I don't know if people know this but if you click anywhere in this Hudson, NH on the far upper left menu, double click that and you go back to the home page. These beautiful pictures on the main site are by our Selectman Chairman Morin. The goal is to swap those out every season so that they stay fresh. We're always looking for new photos. I do want to besides a shout out to Selectman Morin which we really appreciate him helping us with, I'd like to point out some of our Benson Park pictures were donated by resident Nancy Daniels. She has been visiting Benson Park since before there were even trails. When she noticed there was a whole lot more wildlife than there is today when people have come. A lot of these gorgeous pictures are by Nancy and we appreciate that as well. Mary Joy Gasdia has assisted us in the development of this site. Some of these photos are hers as well.

Getting back to then how to find registration on line. Ms. Nute indicated there are a number of ways you can go there. We have a nice search menu here right at the top. You can click registration on line or recreation. At the bottom of the main page, again click on Town of Hudson and get back to the main page to show you this. At the bottom of the home page or these shortcuts as well. There is a short cut besides how to pay your bills, forms and permits, agendas and minutes, there's a Parks and Recreation. If you click there or go to "Inside Town Hall" "Recreation", it's right here at the top - online registration. Click on that. We do have this up in time for soccer as I had said we would. We've actually been using it though for adult softball. We've got 20 some people registered through this software. The consensus Chrissy tells me is that people are loving it. It is and will be used. People are already trying to sign up for summer rec. As she has new things coming up, she'll post them here. On the right it shows you when registration begins, when it's closed or has ended, or is full, and then there's a green button register now when it is still available. That is it in a nutshell.

While I have the attention of the residents though, Ms. Nute said I will also give you a quick update that we will be taking credit card payments in Land Use and Inspectional Services as well as Fire Admin. Building. I expect it to go live on that May 8<sup>th</sup>. This was in cooperation with the Finance Department

and Patti Barry setting this up. Now we're just going to have with the software pieces and we'll be ready to roll there as well.

Selectman Martin noticed the other day when I was late for the Library Trustees meeting I didn't know to read the text under there. It says meeting schedule. I didn't read the text that said 6 p.m. Is there something that you could put out there that's bolded so that you don't have to read the text? Just a question. Lisa Nute asked did you go through the calendar. Selectman Martin said I did not. I went to the Library Trustees and I see their responsibilities. I didn't even read the meeting schedule there that said 6 p.m. start time. Shame on me for not reading. Just for people who are doing it quickly, go on that page and you can say it starts at 6. Ms. Nute said we'll definitely look at that. You can also always go through the calendar too and look at that date and it should give you some details too.

Selectman McGrath said good job. Lisa Nute noted it was in conjunction with others. We had Lorrie and Donna were in who did a lot for me and Erika LaRiviere, Brian Groth were part of the committee that came up with the design, the color scheme, how they wanted it to look, and I appreciated all their assistance too. Selectman McGrath said it looks like it's going to be easy for people to use.

Chairman Morin thanked Lisa Nute and your committee. It looks excellent and I appreciate all your work.

Selectman Coutu asked people who are registering on line for the Recreation Department do they have the opportunity to also pay on line the fees for any of the programs. Lisa Nute said yes they do.

C. Citizen's Traffic Advisory Committee

Chairman Morin recognized the Town Administrator.

Steve Malizia indicated I made an attempt to at least put something together so that you could critique, edit, change, whatever you'd like to do regarding your proposed Citizens Traffic Advisory Committee. I basically started from scratch and tried to articulate the purpose, the membership, and responsibilities, and some guidelines which is what you have in front of you. This is your committee. It's not in the Statute so you can pretty much do what you'd like. Basically you're not bound by having a certain number of members or any particular qualifications. I think we recommended six members. I look at the other advisory committees. You have Recreation, Sustainability, Cable that seem to be kind of right in the midpoint of where you are. I thought a Selectman Liaison is important. If you put too many on it, then it doesn't become a citizens committee anymore and becomes something different. The Town Engineer and the Town Planner are the most logical people to be staff resources. When someone needs either guidance, information they're the most logical people to do so. That's sort of the membership. I think the focus starts kind of big maybe. You're looking at the main corridors and then you maybe go into the connector roads such as Robinson, Wason. Then maybe at some point if there's a need, you go to the side roads and smaller roads. Obviously if you're going to have a committee and you're going to probably have a limited amount of time, you want to focus on bigger things first. That's up to the committee.

Mr. Malizia said I just basically tried to articulate what they'd be doing which as I kind of understood is to really try to look to identify possible solutions and to identify concerns and perhaps work towards suggestions for improvements to alleviate some of those incidents. Again I'm not aware that it's a committee of experts. It would be great if we had people of expertise but I think its citizens. People that travel our roads every day.

Chairman Morin asked does anybody have any comments or questions.

Selectman McGrath asked about the meeting schedule. Is that going to be left up to the...Mr. Malizia presume the members of the committee would probably best determine their schedules. Again there's no Statutory requirement to meet once, twice, three times a month. It's probably depending on their membership and their schedule. I would assume at least once a month but I don't know that. I'd leave that up to them.

Chairman Morin indicated unless you wanted to add that into what Mr. Malizia has put together. Selectman McGrath thought if we let the board members once they're appointed come up with a schedule of what they think is reasonable for what they can contribute a time on the constraints might have.

Selectman Roy said maybe that's something that's in there. That's one of the things they do initially is set up a meeting schedule.

Selectman Martin thought the layout is great. I think it works perfect. Steve Malizia said I try to think of what would be logical just to at least get somebody started. To me that just seemed logical and again it could be expounded upon, it could be expanded upon, whatever. It's just to get something because right now you have nothing and you have people signing up and they didn't know what they were doing.

As a side note, Selectman McGrath said I saw Mr. Battis at the NRPC meeting last week and he questioned whether or not this was going to be a go and I told him that it would be at some point. He's very interested in participating as is evident by his application.

Selectman Coutu asked are we still advertising for members at least on line. Mr. Malizia believed so.

Selectman Roy thought there were only five applicants here. Mr. Malizia said the last count there were five applicants.

*Motion by Selectman McGrath, seconded by Selectman Roy, to approve the Citizens' Traffic Advisory Committee Purpose, Membership, Responsibilities and Guidelines, carried 5-0.*

Chairman Morin asked do we want to set a meeting for interviews next meeting. Is that good for everybody? Selectman McGrath and Selectman Coutu stated that's fine.

Chairman Morin thanked Town Administrator Malizia for putting this together. He had to start from scratch and do some research to bring this forward and I appreciate all his work. Thank you.

## 8. NEW BUSINESS

### A. Personnel Policy Recommendation - Employee Identification Cards

Chairman Morin recognized Finance Director Kathy Carpentier.

Good evening. Kathy Carpentier stated in front of you is employee Personnel Policy II, Section D, Employee ID Cards. This was taken on by my department probably about ten years ago. I'm not exactly sure. Kathy Wilson has done the cards for town wide. It used to be done by the Police Department I think by the IT Director before she became the IT Director. I thought it was time to actually make it a policy of actually what is happening. I asked the departments to comment on it. It's a short, sweet policy. In front of you is a compilation of what department heads thought it should say. If you have any comments, I'd be more than happy to entertain them.

Selectman Coutu asked according to this when I read it, a person who is in the field is going to wear their card. Everybody else is just going to carry it on them, correct? Ms. Carpentier said we talked about that. I have a card. It's in my pocket book. I don't have it on me right now so no would be your answer. I don't carry it with me. It's back at my desk in my pocketbook but I don't have a need to have it. I don't interact with people. So no is your answer.

Steve Malizia explain for example our field people like Assessing, Code Enforcement, Planning, Engineering when they're in the field, they are wearing their ID. Selectman Coutu asked why can't our employees in Town Hall wear their ID while they're working so a patron/citizen coming in would know who the person is they're talking to and not have to say it's the girl - they see it just like you would in a



bank even if it's just the first name. Kathy Carpentier said no every employee has an ID. Department heads have them. People who go outside, people who interact but not every employee has one.

Selectman Coutu stated it says here, "It is the policy of the Town of Hudson to issue employee identification cards to all full-time and part-time employees who positions put them in a regular contact with the public." Ms. Carpentier said not every employee deals with the public. The payroll person doesn't deal with the public. She deals with employees but she doesn't deal with the public.

Selectman Roy asked why wouldn't they get an ID card anyways. Kathy Carpentier stated it's not the practice. I would say if we had a security system to get in the building everybody would have it. It has just not been the practice. If that's what you want to make the practice but.

Selectman Coutu said all I'm asking is and I'll agree just those like the people in the Assessor's office, the people in the Tax Collector's office, Water, Sewer, people at Community Development that whole department why can't they wear their badge so people can identify who they are. If they have a complaint or a comment in talking to any one of us, they can identify who the person is.

Chairman Morin noted if you've seen the identification cards, they're very small and they have a picture on them. What you're talking about is something like Selectman Martin has on if we were going to do that for people to know the employee's names. Ms. Carpentier said correct. These are more IDs that say who I am and my title. It's not a badge. Chairman Morin thought Selectman Martin has his commissioner's card. That wouldn't be good enough for people to read. Selectman Martin said it was given to me when I came in and got sworn in.

Kathy Carpentier indicated those are IDs. We also give them to committee members if they want them and need them. I feel that your answers aren't satisfied.

Chairman Morin asked Selectman Coutu if you'd like to change it. Selectman Coutu thought that employees should have something on with their name on it. It doesn't have to be that card. It could be what he has but even simpler than that. It doesn't have to be that expensive. Those are expensive to make. You can get name tags a lot cheaper. Campaign button types the round ones or they make them square. You just pin it on you every day when you come to work.

Chairman Morin asked do people upstairs here in Sewer and Water they mostly do their work at a desk or some type of counter. Instead of a name badge do they have name plates like we have at their counters? Ms. Carpentier said no they don't but most of their customers end up knowing them on a first name basis. I'm thinking of the Town Clerk/Tax Collector and those four individuals there. I don't believe even if they did they're behind a higher counter. I don't know that their names are there. I think that this is different. This is an ID policy. What you're trying to say is you'd like to see us entertain something on badges that the people wear that deal with the public which I think is a different policy.

Selectman Coutu said you're probably right. I agree.

Kathy Carpentier said if you'd us to talk about that in a department head meeting, I'd be happy to take that as an action item only if you approve this one.

Chairman Morin asked when will you back to us with that. Ms. Carpentier said the 14<sup>th</sup>.

*Motion by Selectman McGrath, seconded by Selectman Roy, to revise and approve Personnel Policy Roman Numeral II, Section D, titled "Employee Identification Cards" as recommended by the Finance Director, carried 5-0.*

## **DEPARTMENT HEAD REPORTS**

Chairman Morin stated at the last meeting under Old Business but I'm going to do it now to get it over with, we were supposed to discuss department head reports. Selectman Roy is working on that right now so that will be coming to us at the next meeting. Is everybody okay with that?

B. Public Works - Replacement of 50,000 lb. Heavy Duty Truck Lift

Chairman Morin recognized the Public Works Director Jess Forrence.

Jess Forrence indicated first of all I'd like to say this was not budgeted this year. This was not budgeted for next year. It kind of puts us in a tough position. We do have a lift in place right now. It's a 26,000 pound lift. Most of the trucks that the guys end up working - the large trucks anyways - are up around 32,000 pounds. What we're looking to do is upgrading the 12,000 pound lift we do have with a 50,000 pound lift so we are safe working under these large trucks. The lifts were just inspected a little bit ago. They all passed with flying colors that's the hard part. They're not big enough to do what we need to do. I'm asking if the Board can come up with some money so we can venture on with this.

Steve Malizia indicated there are three motions when you get to that. Basically you want to approve the replacement of the smaller 12,000 pound lift. You also want to waive the bidding process because Jess has gone out to the GSA which is the National. We've also used Houston Galveston. He looked at that and GSA was the lesser of the two options. The third, the 12,000 pound lift, will become surplus so we'd like to go out to the company we hired for auctioneering our stuff on line and possible dispose of that that way. Just when you get to that point there's three motions.

Selectman Roy said I was out there today at the Highway Department and I saw what he was talking about. At some point obviously it becomes a safety issue that you can't have. Trucks that outweigh the lift capability. They're doing their own maintenance so they kind of need it to get under the trucks and stuff. I would support buying this lift and replacing the other.

Selectman McGrath asked do we have any idea how much we'd get for the lift that we'd be selling. Steve Malizia said we can set a minimum so I don't know if Mr. Forrence has a...Mr. Forrence said I talked to Mr. Collins and he's in charge of that. He asked me what was the minimum bid that I would want to put on it for a reserve. I said we're just getting into this. Have you sold any in the past? He said yes they went around to \$1,500 to \$2,000. He said the good part about this one is it just past the certification so it has the certification sticker on it. He said it should be worth more than that. I told him let's stick with the minimum bid of \$2,500 and we'll go from there. If it goes up higher than that, good. If it doesn't, we'll look at it again if it doesn't go any higher than the 25. Selectman McGrath was hoping you were going to say it was more. Jess Forrence noted he did say with the certification on it it most likely would bring a little bit more.

Selectman Martin supported it. I just want to know where we're going to find it.

Steve Malizia said the next item on the agenda is to transfer some money into the Highway Department's budget. They had a couple of retirements this year so it's kind of taxed their budget. If we take money from the earned time contingency money we put in the budget of \$60,000, this will be the lion's share and we'll get the rest out of insurance or legal. That's our plan that's why the next item was to actually transfer money so we cover this. The other thing Mr. Forrence did mention, this is soup to nuts. This is shipping it here, installing it here, removing the old one. This price is for all of that.

Selectman McGrath said removing the old one and installing the new one. Mr. Forrence said correct.

Motion by Selectman Roy, seconded by Selectman McGrath, to approve the replacement of the Public Works Department 12,000 lbs. heavy duty truck lift, carried 5-0.

Motion by Selectman McGrath, seconded by Selectman Roy, to waive the bidding process and purchase a Rotary HC5 50K 4 post lift with 2-25K beam Jack & Lighting from the General Services Administration (GSA) in the not to exceed amount of \$75,800, carried 5-0.

Motion by Selectman Martin, seconded by Selectman McGrath, to dispose of the 12,000 pound heavy duty truck lift through the Town's online auction service, carried 5-0.

C. Line Item Transfer - Accrued Time Payout

Chairman Morin recognized the Finance Director Kathy Carpentier.

Kathy Carpentier indicated the Public Works Department was 86 percent expended through March 2019. Even though they had a light winter or so I believe it was a light winter, they did have 16 accrued time payouts. One of them being very large due to the retirement of the Road Agent. He's covering \$140,000 of payouts due to retirements, terminations, buyouts, and max buyouts. It is our recommendation - the Town Administrator and I - to do a line item transfer of the \$60,000 that's budgeted to offset some of these payouts to pay for the lift the Public Works Director just asked for. We're here to ask for a \$60,000 transfer.

*Motion by Selectman McGrath, seconded by Selectman Roy, to approve a budget line item transfer of \$60,000 from Other Expenses Accrued Payouts (5940-299) to Public Works Admin. Salaries (5551-101) to cover Accrued Time payout, carried 5-0.*

D. Discussion Relative to Liaison to the School Board

Chairman Morin stated if the Board doesn't mind, I'd like to call the School Board Representative up also for this discussion. We've had a lot of discussion of getting together and working with the School Board and coming up with some common grounds and some issues or other things that we can work on together. I'd like to have a discussion with the Board tonight and with Ms. LaMothe also to see where we can come together and what we can work together as the two groups to move the town forward. Anybody have any suggestions or comments to start it off?

Selectman Coutu thought there's a lot of room for improvement in terms of having a mutual discussion and I think we can accomplish that. I appreciate the fact that the School Committee has appointed I believe three members on an alternate basis to come to our meetings. I don't think that's necessary to have someone sit here. It gets boring after a while. Even some of your own meetings I'm sure get boring after a while. But there are matter that we both do that is of interest to the other board and the other committee because one of the things it severely impacts our budgeting process. When we're ready to discuss a major purchase item for a warrant article be it reconstruction or something of that nature, every time that discussion comes up I think it would be good to have a member of the School Committee here to listen and even comment. I would suggest that the Chair on both the School Committee and the Board of Selectmen would allow the School Board Representative to comment and be up front realizing that they are speaking on behalf of the School Committee. I would suggest that as part of the process alternately between us and you and you and us that if there is a matter that we feel the School Board Representative should be here that the packet information that's provided to both be provided to the person who's going to represent either the Selectmen or the School Committee at either of the meetings. We will know firsthand how our fellow members feel when we go to talk to you and vice versa when you come to speak to us.

Selectman Coutu noted one of the things we've always said that we were going to do and we never really got around to doing it was that we would not have competing interests on warrant questions. It doesn't make it palatable for the voters. It's an incentive to vote no all the way down. I think that there was room for compromise for example on the addition that was proposed but we weren't involved in the discussion. I think we could have had some input had we been brought in from the beginning. I know people can readily say no we had to kick the genren committee. You could have attended those meetings. That doesn't impact the working relationship between the School Board and the Selectmen because we might show up at a citizens committee meeting to get input. We should hear it first hand and we should hear it directly from the School Committee and vice versa if we plan on proposing perhaps an addition. We'll see what the recommendations are going to be but right now it's a hypothetical but we're working on it. Maybe in addition to the Police Department. That's going to go before the evaluation for what priority it's going to get on the Capital Improvement Plan and hope that the School Committee and the Board of Selectmen would have open and honest discussions with each other for the CIP plan so that the committee can arrive at a fair assessment of what is a priority and what isn't as much a priority. Some of them are needs and some of them are wants. You need to

distinguish one from the other. After having done that, we need to take a needs assessment and see which one has the greatest priority and see who articulates to get that position. It doesn't mean we're only going to do one. We might be able to do two in any given year. We can't overburden the taxpayers and the taxpayers in turn will not allow us to overburden them by virtue of their ballot vote. It puts you and us both in an awkward position.

Selectman Coutu said I welcome having a policy between the two boards where we can interact but I think that's a foundation right there.

Diane LaMothe thought that's a fantastic idea. I knew taxpayers felt overwhelmed with this last vote. I'm glad to see the formation of the Capital Improvements Committee and the School Board implemented the Strategic Planning Committee for the schools and we have a member of the town. I believe a member of the Board of Selectmen was invited but we have a town employee sitting on that committee. The information that comes forth from that will be publicized and most certainly that could be incorporated into a mutual working relationship between the two boards.

Selectman Coutu said first of all I just nodded to the Chairman. I don't think we were invited to participate and I think we should have. I was shocked that the School Committee was not actively participating with all of their proposals in the CIP plan. They established their own CIP type of program.

Diane LaMothe stated the Strategic Planning Committee is more than just capital. In fact, it's not even identified as a capital improvement focus. We're trying to find out the public input what are the major areas we need to focus on overall - so curriculum, extra-curriculum programs, supporting the teachers. It's very broad. Selectman Coutu said that particular committee is approaching it - the overall workings of the educational system which need improvement and...Ms. LaMothe said facilities would fall into that. We need to have adequate facilities. I don't have specifics on it because we haven't fully formulated our plan but certainly will publish...Selectman Coutu said but you will be participating in the CIP process I hope. Ms. LaMothe said my personally no but we do have a member of the School Board.

Selectman Coutu asked Steve the CIP did we list a School Committee member as one of the members we wanted on that. Mr. Malizia said yes I thought so.

Selectman Roy said kind of on those lines when we start developing long-range plans that we do work together so that they're complimentary. There is in town a mechanism through a joint planning committee to do that so that we're not contradicting or even trying to do the same things. We're not double dipping I guess over it. I think those kinds of things are important.

Selectman McGrath said the CIP process is important. It's important for the town as a whole and not just individual departments, individual groups whether it's the school, the library, town offices. I think that that's been missing. I think that people look at their own individual departments or groups and think that they're the only ones, and they're more important, and there's no collaboration between all of the - we're a town. The towns' people have to vote on the budget and there has to be a reasonableness about what's being requested. I think that's been missing. I think having discussions and open discussions is a good thing. I look forward to that.

Diane LaMothe indicated I look forward to it as well.

Chairman Morin stated that this doesn't only go to buildings and large projects. The supplies we use here, the school and the town work together on certain things. There's a huge expense between both entities for supplies - cleaning supplies and things like that. Maybe we can get together and buy them in bulk which is going to be cheaper for you and for us. Its things like that that we're looking to get together. Even the smallest things that can help. I would ask you - and I know you can't give us any definite tonight - but brings this back to your Board and come up with some ideas too to see where we fall in some common ground so we can start working towards that. Does anybody have anything else?

Diane LaMothe commented on something that I thought maybe the town could help with as well. Concerning the CTE Center, and tell me if this doesn't fit in here but since it kind of came up - we are looking at the State funding portion of the project. It's with the Senate right now. They were going to fund \$17 million. They're only going to fund \$14.55 million in the first biennium. The 24 month construction project is going to receive part of the funding in that 24 months. The remainder would be funded in the next biennium. We're at a point where we're trying to reach out to the Senate, the Governor perhaps to try to explain the importance of receiving the full \$17 million in this coming biennium. I don't know if there's anything that any assistance in reaching out that can be done on the part of the select board. I just wanted to bring that to your attention. That could be an example of something that serves the town. The CTE Center is a gem of Hudson I think. I just offer that up as something to consider.

Chairman Morin asked is that something the Board...I'm in support. Selectman Martin thought we should. Selectman Coutu thought we should send a letter representing all of the Board. We all sign the letter to the Governor and the Senate President expressing our support for the Senate. I've been a strong advocate of the CTE Center. I'm very disappointed that the funding didn't come through. I think that we could do that. In the interim, I'll make a few phone calls to some of the people I know both in the Governor's office and the Senate and see if we can push some buttons and move them along or if necessary we'll take a ride to Concord and meet with them.

Diane LaMothe indicated if you're interested, there was a presentation by the architects on the current plan for the CTE Center. It's amazing the plans that they have in place. If they're going to have to scale back because not all the funding is going to be received out front, I think it would be a disservice to the students.

Selectman Coutu noted it's not just a disservice to the students, it's a disservice to the citizens who voted for the project. All these modifications are going to cost money and that's going to take that much more out of the budget. You're looking at potentially \$100,000 in modifications for them to go there and try to slice that pie a little bit. Move a wall in isn't just moving a line on a piece of paper. It has to be adjusted according to certain standards. All the piping changes and everything else changes with it. I think it's imperative that you should get the full funding. They made a semi-commitment to it. We were next on the list but then immediately following the vote on denying part of our money, they turned around and made \$300 million worth of cuts in other programs. They were in a cutting mode. It's just to bring them to the realization that our educational system here in Hudson is just as important as one in Claremont, or Dover, or if you want to go to the north country where most of the money goes to - Waterville, Lincoln, and that area. It's imperative we bring that message to the Governor and to the Senate President.

Before a letter is sent, Selectman McGrath said I'd like to see what it says because I may not agree with it. Chairman Morin said we're all going to sign it. You will see it before it gets sent. Selectman McGrath indicated some of us may sign it. Chairman Morin said you'll have the option to sign it.

Just to comment, Selectman McGrath noted this failed not once but twice. The voters of Hudson...Steve Malizia said no this piece passed. It passed two years ago. Chairman Morin indicated this is something different than the addition. Diane LaMothe said the taxpayer portion isn't changing at all. It's the State funding portion. They're just splitting it up between two biennia. Selectman McGrath said the people when they vote on something they look at what kind of funding we're going to get to help alleviate any cost to the taxpayers in this town. If the State of New Hampshire is not going to live up to what is needed, the voters need to know that. It concerns me when we talk about just one segment of the voting population. We have a number of people that voted against it and they have concerns. They're monetary concerns. They're not probably related actually to what you're proposing to do but it's affecting their lives and their finances. We need to hold that into our consideration as well. Before I sign onto anything, I need to know more details.

Ms. LaMothe stated I don't know if I explained it well enough, the taxpayer portion is not changing. So the \$8.16 million that the taxpayers approved is not going to change. The \$17 million we were pretty much told or expecting to come from the State is still coming it's just going to be split up over basically

three years instead of the two year construction project. That's the concern that if the funding gets moved out, there are going to have to changes made to the construction plan, scaled back because costs are going to increase. It's going to change the project as it is currently designed. There will be no impact to the taxpayers with this. That's how the warrant article was worded.

Selectman McGrath indicated it will impact them if the schedule is lengthened and costs rise. It doesn't matter. We ran into the same thing with the Fire Department when that was being built was a concern about the cost if it was going to be delayed in doing the fire station next door and the changes that had to be made. They ran into problems over there. When you have to lengthen a schedule and costs keep rising - I know every time I go to the grocery store the costs rise. We just need to keep that in our thoughts.

Just so we're clear so you understand, Chairman Morin said we're talking two separate projects at Alvirne. The Voctech, which is what we're discussion now and the addition that didn't pass. The town voters approved the \$8.1 million no more. That was what the warrant article said and it actually said if the State funding didn't get through, the \$8 million wouldn't go to them. So the Town voted for the 8.1 and that's all they can get from that. What they're asking is we support them with the State funding part of it. The taxpayers aren't going to be burned any more other than the \$8.1 million. Its two separate projects. They have the additional and then they have the Voctech. wing. I just wanted to make sure you understood that.

Selectman McGrath said I have a full understanding. I still have a concern.

Selectman Roy said to Marilyn's point to make sure that the taxpayer gets what they think they're going to get the \$8.1 million and what I would suggest is that not only us by that the taxpayers reach out to their State Representatives and the Governor and express their concern about not getting that as we thought we were going to get it.

Chairman Morin said I can tell you that the school and the things have been very vocal about making contacts to the State and getting the information out that they're going to have to scale down the project. There has been a lot of discussion in town about it so it's out there. That information is out there to the voters that if they don't get it, we're going to have to scale it back so they understand that. That's why they've been getting the information out there for people to contact the State.

Just for everybody's clarity, Selectman Martin indicated its \$8,262,500 and no more.

Chairman Morin thanked Diane LaMothe for coming.

#### E. Board of Selectmen By-Laws

Chairman Morin recognized Selectman Martin.

Selectman Martin said as you know at the last meeting I handed out a copy to the members and I came into Town Hall a few days later and did some tweaking and I forwarded it off to Donna our Executive Assistant. Donna and Steve graciously worked them over and these are the results of what the workovers are. I appreciate the help and what they did. This is what I'm proposing we do to adopt these. If going forward we need to make changes, we make changes. I think this Board really needs to step up and govern itself. If we're going to govern the town, we need to police ourselves.

Selectman Roy had a couple of questions. So we would fill our own vacancy if somebody left? Steve Malizia said that's by Statute. Selectman Roy thought you and I talked about it and there might be a Statute about this - appointments stay in effect until new appointments to the committees until the Chairman makes the new appointments. Like this time we had that problem with the Planning Board. If it just stayed in effect until the chairperson made the new appointment...Selectman Coutu noted Planning Board is an exception.

Steve Malizia said I was just going to explain the exception. On the Planning Board, it's an ex-officio member. It goes with the term of that member. If for example Selectman Coutu his term is three years. He's on the Planning Board for three years. It goes with the term of his selectman. All your other boards and committees or liaison assignments, that's a one year. That's appointed by the Chairman on that annual basis. Selectman Roy asked is that the only one. To knowledge, Mr. Malizia said yes. It's actually articulated in Statute.

Selectman Martin said one other thing Mr. Chairman, I didn't put in here anything regarding elections and attendance at because it's all governed by RSA. I felt why should we govern ourselves on that when State law dictates those rules. That's my proposal.

Selectman Coutu stated I read this over three times. Good job Normand. There was a recommendation I was going to make and I think the second time I read it it took care of that recommendation. The other thing that's left is there were two I believe. On the very last page it says a, b, c, d, e, and f. "(a) The kind of meeting - regular, special, work session, recessed, or non-public. On the very last page the term of all appointments. Where you say, "The term of all appointments of Selectmen Representatives, including the terms of any ex-officio members (voting members) of the Board of Selectmen serving on local land use board (i.e., Planning Board...) you put for one year. The Planning Board - the term for expiration to the...

Steve Malizia indicated you should just take that out because it's articulated in law. Conservation is basically whatever you...

Selectman Coutu said those were the only two corrections. Other than that, I think you did an outstanding job. I appreciate your doing this.

Selectman McGrath indicated I have a number of comments, questions and I would just assume submit this and let Mr. Martin take a look at it because some of it doesn't make any sense to me. Some of it is redundant and I can't vote for it the way that it is. Chairman Morin asked would you like to defer it then until he gets a chance to redo it. Selectman McGrath said I would. Chairman Morin said we'll defer it until the next meeting.

#### 9. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman McGrath - Just a couple of things. I attended the NRPC meeting last week. It was the Executive Board and I'm not even sure that I needed to be there. I sat through and listened to them as they went over their agenda.

I met with Mr. Battis. I mentioned that earlier this evening and he's very interested in the committee on traffic.

I have one other thing. This is to recognize one of our employees upstairs in the Assessing Department. They received a letter and I'd like to read it into the record. I'm not going to read all of it. I'm going to read the pertinent parts.

"I just wanted to thank you very much for all your help. This was very humbling for me because I have a hard time asking for help. I've never been in a situation where I couldn't pay my bills. When I came to you for the information, I felt like a failure but you treated me with such respect and kindness and I want you to know that it made a big difference to me. You never know how much one smile or one kind word can affect someone in such a comforting way. I like to let people know when they make a difference in my life that brings a positive outcome. You did that for me. You're kindness was just what I needed. You're a credit to your department and the Town Hall. You deserve a huge raise comparable to the one you gave me. I wish more people were like you. Thank you."

Selectman McGrath said I don't have the name of the person that submitted this but this was for Amy McMullen who works in the Assessing office. If none of you have dealt with Amy, she's very kind and gentle and has a demeanor that I think puts most people at ease. When people are coming in to seek

exemptions for elderly exemptions or disability exemptions and they deal with her, I can see where we'd get letters like this. Good job for Amy.

Selectman Coutu - A couple of things. The VFW is going to be holding their awards ceremony on Friday, May 3<sup>rd</sup>, loyalty day awards from our town. We have Cheryl Chartier, Detective Adam Lichinsky from the Police Department, Sarah Delos Reyes of the Hudson Fire Department, MPO Scott McDonald of the Hudson Police Department, Firefighter Tom Sullivan - Hudson Fire Department, Firefighter Craig Benner, and Firefighter Andrew Perkins who will all be receiving awards at the banquet. I won't be able to make it. Mr. Chairman I don't know if anybody from the Board - I think we should have at least somebody there.

The other thing that I want to bring to everyone's attention - I hadn't planned on discussing this because it's very close to the heart when you lose a member of the family to drug overdose within the past 24 hours to even discuss it but it needs to be said. The Chief and I had a brief discussion. Drugs are not going away. It's getting worse and its getting very bad in Hudson. He's sitting here and I would appreciate it if he would just say a few words about it. Parents at home be aware of what's going around in your family. Look for the signs. Look for a change in attitude, change in character, his availability to family and family nights or his or her availability for family activity that you had done on the past - all of those things. Be aware. If you don't know what to do, call the Police Department and ask for help. Give them some insight as to what you're observations are and they can make some recommendations for you. Don't let what happened to my nephew last night at 12:05 a.m. He died of a drug overdose and I don't want to see any more people dying of drug overdose. Thank you Chief.

Chief Avery said I'm very sorry for your loss. Obviously it is still and will continue to be an epidemic for the foreseeable future. I can assure the people of Hudson if you have a loved one that is addicted to a narcotic or any other types of drugs to reach out to us. Reach out to me personally. I will do whatever it takes to get your loved ones the help that they need and to get them sober. We continue to see overdoses in Hudson. The Hudson Fire Department and Police Department respond to several overdoses. 2019 has kicked off to be a good year in Hudson so far for the drug overdoses. I explained to Selectman Coutu before the meeting I was a Chief of Police meeting last Thursday morning and we're getting information now that people are even smoking marijuana out in the public. The marijuana is being laced with fentanyl. I know some people think it's okay to be out there smoking it. It is still against the federal laws to be smoking marijuana and that is very scary. If kids are going to be, or young adults, or even adults are going to be smoking marijuana and they're buying it off the street, it is going to be laced with fentanyl. They may not have the intentions of being addicted to that opioid but just by the mere fact of smoking marijuana with fentanyl in it, number one you could risk overdosing. Who would think if you're going to smoke marijuana that you're going to become addicted to an opioid. It is a real dangerous situation and I can assure you my detectives work day in and day out, morning, noon, and night on this epidemic if you will. Again if anybody out there needs help, call me personally. I don't care what time of day or what time of night. If you need to talk to me, call the station and they will get a hold of me. I promise you. Thank you.

Chairman Morin told Selectman Coutu deepest sympathies to you and your family. I'd also like to say that the safe stations in Nashua if you want to get a family member into a program, you bring them to one of the fire houses in Nashua and they'll start the process going to get that person into the rehabilitation program that takes place in Nashua.

Selectman Roy - Just a couple of things. I went to the School Board meeting - a very productive meeting. They talked a lot about the CTE project. They also spoke about moving the polling place to Memorial School. I think Chairman Price is going to get you some information on that.

Finally just a reminder that there is a town cleanup on the 27<sup>th</sup> as the Chairman of the Sustainability Committee mentioned. The meeting is at the Jette/Sousa Field on County Road. Then there's an Earth Day party at Benson Park after that. Please volunteer and help your town out. Clean them up. That's all I have.



Selectman Martin - Just a reminder to everybody that next Wednesday, May 1<sup>st</sup>, is a Budget Committee meeting. All those who are interested in watching, please watch and all those interested in attending, please attend.

This Saturday, April 27<sup>th</sup>, is also Veteran's appreciation dinner held at the Hudson Fish and Game rain or shine. If it rains, it will go indoors from 1 to 4 in the afternoon which I will be attending. I'm also a Vet. and Selectman Roy is also a Veteran. I'm there just to meet other Veterans, communicate, and talk. If I can help, I'll help them out in some way. That's all I have.

Selectman Morin - Speaking of Veterans, the Flags of Honor ceremony will take place on May 19<sup>th</sup> at 9 a.m. That will be the dedication. We're still in the planning stages. I have to talk to the Police and Fire Chiefs for their Honor Guards for that day but I don't have all the detailed information at this point yet. What we're going to do is usually the Chairman of the Board does a few things but what I would like to see and what the committee for the Flags of Honor have asked is that our two Veteran select persons talk at that because you are Veterans. That's what this is for. I've spoken to Selectman Roy quickly and I need to get together with Selectman Martin.

Second thing is last week we had talked about putting together a brief information sheet to give to committee members so they understand what their committees do and what their time in all that. I had also made the statement that we were going to start putting when this project should be done and I failed to do that. I would like to have that from the committee chairmen by the end of May if I could. Steve Malizia indicated I sent it out to everyone. I didn't give them a deadline because you didn't give me one. Do you want it at the end of May? I'll resend it and tell them the end of May.

Chairman Morin thanked Selectman Martin for putting the By-Laws together. I appreciate it.

Selectman Martin had one other thing. The other day I was up in the office and there were in those folders that we sign there were the bills. Steve I have a question - payroll change notice. Is that a form that's in three copies so you fill it out and it goes to this department, that department? Mr. Malizia said it's two. One goes in the file and one goes back to the department.

Chairman Morin stated the last thing I have is we as board members need to use caution. We are here representing the town, and we are the lead board, and we are the leaders of the town. We need to be very careful what we say. These microphones even if the cameras are not on you pick up a lot of what's getting said when there's conversations going on between us. The last meeting there were several cases that if you watch the meeting there were conversations that came over very clearly and we need to be very careful about that in the future. It doesn't make us look good. Other than that, thank you very much.

10. NONPUBLIC SESSION

Motion by Selectman Martin, seconded by Selectman McGrath, to enter nonpublic session pursuant to RSA 91-A:3 II (a) The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted; (b) The hiring of any person as a public employee; and (c) Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed against the public body or any subdivision thereof, or against any member thereof because of his or her membership in such public body, until the claim or litigation has been fully adjudicated or otherwise settled. Any application filed for tax abatement, pursuant to law, with any body or board shall not constitute a threatened or filed litigation against any public body for the purposes of this subparagraph, carried 5-0 by roll call.

Chairman Morin entered Nonpublic Session at 8:21 p.m., thus ending the televised portion of the meeting. Any votes taken upon entering open session will be listed on the Board's next agenda. The public is asked to leave the room.

Chairman Morin entered open session at 8:51 p.m.

*Motion by Selectman Martin, seconded by Selectman McGrath, to authorize the Public Works Director to hire Scott Stevens and Jimmy Jacques as Truck Driver/Laborers at a rate of \$18.38 per hour (Grade VIII, Sep Minimum) in accordance with the Hudson Public Works Department Union, AFCME Local 1801, carried 5-0.*

*Motion by Selectman Coutu, seconded by Selectman McGrath, to permanently promote Interim Captain Tad Dionne and Interim Captain David Cayot to the positions of Captains effective immediately, carried 5-0.*

*Motion by Selectman McGrath, seconded by Selectman Roy, to amend the motion made at the Board of Selectmen's meeting of April 9, 2019 - "Motion by Selectman Martin, seconded by Selectman McGrath, to authorize the Fire Chief to hire Ryan DiFranza, for the position of Firefighter/Paramedic in the Fire Department at the contracted salary of \$22.07 per hour (Step 1). This assignment will be a non-exempt position in accordance with the International Association of Firefighters Local #3154 Contract, carried 5-0." Further that prior to the conditional offer being made, Mr. DiFranza cancelled the scheduled meeting as he had accepted a position with another department therefore creating an open position, carried 5-0.*

*Motion by Selectman McGrath, seconded by Selectman Martin, to authorize the Fire Chief to hire Demitri Venetos for the position of Firefighter/EMT in the Fire Department at the contracted salary of \$16.11 per hour (Step 1). This assignment will be a non-exempt position in accordance with the International Association of Firefighters Local #3154 Contract, carried 5-0.*

11. ADJOURNMENT

*Motion to adjourn at 9:54 p.m. by Selectman Coutu, seconded by Selectman Martin, carried 5-0.*

Recorded by HCTV and transcribed by Donna Graham, Executive Assistant.

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David S. Morin, Chairman

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Kara Roy, Vice-Chairman

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Roger E. Coutu, Selectman

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Marilyn E. McGrath, Selectman

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Normand G. Martin, Selectman