

HUDSON, NH BOARD OF SELECTMEN

Minutes of the September 10, 2019 Meeting

1. CALL TO ORDER - by Chairman Morin the meeting of September 10, 2019 at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE - led by Richard Kahn (Sustainability Cte member).
3. ATTENDANCE

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

Staff/Others: Steve Malizia, Town Administrator; Donna Graham, Executive Assistant; Jess Forrence, Public Works Director; Kathy Carpentier, Finance Director; Fire Chief Rob Buxton; Richard Kahn, Member of Sustainability Committee

4. PUBLIC INPUT

Chairman Morin asked does anyone in the audience wish to address the Board on any issue which the Board has control of at this time. Seeing none.

5. RECOGNITIONS, NOMINATIONS & APPOINTMENTS

- a) Resignation of Fire Dispatcher Warren Glenn effective September 14, 2019

Motion by Selectman Martin, seconded by Selectman Roy, to accept the notice to retire from Dispatcher Warren Glenn effective September 14, 2019 with the Board's thanks and appreciation.

Selectman Coutu said Mr. Chairman you've had the distinct opportunity to work with Warren Glenn as a member of the Fire Department. Warren was from the best of my recollection always willing to go above and beyond in volunteering. I can remember him being at the 9/11 when we were building it, doing cookouts, and things of that nature. Warren is somebody that grows on you and I've always felt that he did his job admirably well and I think he's going to be sadly missed in the dispatch center.

Chairman Morin said yes he is absolutely. He did a lot of volunteering within the community also especially with the American Legion. Any other comments? Seeing none.

Vote: Motion carried 5-0.

6. CONSENT ITEMS

Chairman Morin asked does any Board member wish to remove any item for separate consideration. Seeing none.

Motion by Selectman Roy, seconded by Selectman McGrath, to approve consent items A, B, C, D, E and F as noted or appropriate, carried 5-0.

- A. Assessing Items

- 1) Current Use Lien Releases - Map 128, Lot 8 & Sublots 1, 2, 3, 4, 5, 6, 7, 8, 9, 10 Autumn Circle Subdivision

- B. Water/Sewer Items - None

- C. Licenses & Permits & Policies

- 1) Raffle Permit - Trinity, LLC d/b/a The Bar

D. Donations - None

E. Acceptance of Minutes - None

F. Calendar

09/11 6:30 9-11 Observance
09/17 6:00 Volunteer BBQ - Town Hall
09/17 7:00 Municipal Utility Cte - BOS Meeting Room
09/18 6:00 Library Trustees - Hills Memorial Library
09/18 7:00 Planning Brd - Buxton CD Meeting Room
09/19 7:00 Benson Park Cte - HCTV
09/23 7:00 Sustainability Cte - Buxton CD Meeting Room
09/24 7:00 Board of Selectmen - BOS Meeting Room
09/25 7:00 Planning Brd - Buxton CD Meeting Room
09/26 7:00 Zoning Brd of Adjustment - Buxton CD Meeting Room

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on August 27, 2019

- 1) *Motion by Selectman Coutu, seconded by Selectman McGrath, to hire Gary Rodgers as a part-time School Crossing Guard with a starting salary of \$14.00 per hour, carried 5-0.*
- 2) *Motion by Selectman Coutu, seconded by Selectman Roy, to deny the owner's request on property located at 181-189 Webster Street to reduce his monthly payment from \$5,000 to \$3,000 starting August 15, 2019 through January 15, 2020 and then resume his regularly agreed upon monthly payments of \$5,000 due February 15, 2020 and thereafter until paid in full, carried 5-0.*
- 3) *Motion by Selectman Coutu, seconded by Selectman Martin, to increase Police Chief William Avery's salary to \$116,998 per year effective September 1, 2019, carried 4-1. Selectman Roy in opposition.*
- 4) *Motion to adjourn at 10:36 p.m. by Selectman Martin, seconded by Selectman Coutu, carried 5-0.*

B. Votes taken after Nonpublic Session on September 3, 2019

- 1) *Motion by Selectman Coutu, seconded by Selectman McGrath, to authorize the Town Administrator to advertise and post for the Executive Assistant's position, carried 4-0.*
- 2) *Motion by Selectman Coutu, seconded by Selectman McGrath, to accept the resignation of the Executive Assistant Donna Graham with regret, carried 4-0.*
- 3) *Motion to adjourn at 9:04 p.m. by Selectman Martin, seconded by Selectman Coutu, carried 4-0.*

8. NEW BUSINESS

A. Sustainability Committee - Roadside Cleanup - October 5, 2019

Chairman Morin recognized Sustainability Committee Member Richard Kahn.

Thank you Selectman Morin and members of the committee. My name is Richard Kahn member of the Hudson Sustainability Committee. Two issues to ask the Board's blessing on. Number one to accept the

Public Works Director's recommendations of the roads to be cleaned up: 1) Barretts Hill from Lois to Old Windham Road including along Old Windham from Greeley to Route 111, and 2) if there's enough time, Barretts Hill at Greeley heading east to Hudson Paving. The group will do this again if there's enough time and enough volunteers. Should I give the whole stick or one at a time?

Motion by Selectman Martin, seconded by Selectman Roy, to approve the roadside cleanup on October 5, 2019 - Barretts Hill from Lois to Old Windham Road, including along Old Windham from Greeley to Route 111 and if there's enough time, Barretts Hill at Greeley heading east to Hudson Paving, carried 5-0.

B. Sustainability Committee - Benevity Charitable Causes - Lowes Home Improvement Stores

Chairman Morin recognized Sustainability Committee Member Richard Kahn.

Richard Kahn said first of all Lowes Home Improvement works through an administrator called "Benevity" and I'll read what it says here. "Once organizations become eligible within Lowe's employee giving program, employees are able to donate personal funds and track their volunteer efforts to organizations within the program. Further, all donations made to an organization in a given month are sent in one aggregated amount the following month barring any issues. For example, a donation made in September will be processed and sent the following month after the 21st. Our process saves charities a lot of time and money that is normally spent on the administrative work involved in processing many smaller donations. This frees up employees of the charities to do more meaningful work while also ensuring that as much of the donations as possible go to a worthy cause. If you have any further questions, call this number." The Sustainability Committee Chair Deb Putnam and I were there when she was talking with this person Roxanne and Roxanne sent me an e-mail just before this meeting. "Thank you for reaching out to Benevity. If you searched your cause name and employer identification number and cannot find your organization, we may be able to add your profile to our database. We'll need some additional information to create a profile. This is the first step to be considered eligible." It says under government organization, W9 form for where the funds should be sent. "Depending on how your organization operates, this may be directly to the city or town or your specific organization itself." All I would need to take the next step is to get the town's EIN and a W9 form.

Selectman McGrath asked can you explain to me is this for the Sustainability Committee to collect funds from Lowe's. Mr. Kahn said not to collect funds. The way it would work assuming everything lines up like it's supposed to, Lowe's employees associates could go find out where there might be a charity that they can contribute to or a cause they can donate shoe leather to. If we get this information, we would be entered in that is the Hudson Sustainability as an organization and would be entered into the database. People say oh I live near Hudson and I'd like to help with their roadside cleanup. Then those associates would come to one of our roadside cleanups and whatever their salary is normally paid to them in their paycheck would go I would imagine through the W9 or however that would work in accounting perspective to the Town of Hudson. It would be a donation basically the Lowe's employee would donate his or her time to the effort and it's just a means to get more volunteers for this. It would not be involving any administrative costs to the town. As far as the town is concerned, it would just sit back and collect the money.

Selectman McGrath said you're confusing me. Are you looking for volunteers to donate their time and they'd be collecting a paycheck from Lowe's but actually doing work for the town for a roadside cleanup? Richard Kahn indicated the associate volunteering would not collect anything. The money normally paid to the associate...Selectman McGrath said let me clarify because BAE had a similar - a day of caring every year. The employees could sign up to either help paint a building or do cleanup. They would still collect their salary. They wouldn't take money out of their own pockets. They would continue to collect their salary for that day of work that they would actually donate. BAE would be donating their time to that fundraiser or charity. Mr. Kahn said I'm not sure but I don't think that that's how this would work. My understanding is instead of the associate getting paid, so let's say an associate comes to one of our cleanups. He or she let's say their regular rate of pay is \$15 an hour and they put in 3 hours. They can donate up to 8 man hours a year to whatever cause. If they choose the roadside cleanup as their cause and if the theoretical associate is paid \$15 an hour and they spend 3 hours, they would get I guess after taxes would be deposited to the general fund. If that's not correct I apologize but I was trying to ask at the discussion that we had today with

this representative of Benevity. I got that information and she was not able to provide it until we establish ourselves as a charity with this organization.

Selectman McGrath said I would feel comfortable getting more information about exactly what this is before I vote for it.

Selectman Coutu said I am not going to discuss it.

Selectman Roy suggested what Marilyn was saying maybe if he could send the link to Steve or somebody they could do a little research on how it actually works because I'm confused about what happens here and if any work would be taken on by town employees.

Chairman Morin said let me try to answer it because I was at the Sustainability Committee. If we sign up with Lowe's, they will supply manpower for a road cleanup. That employee's time will not be paid to them but will be paid to the Sustainability Committee as a donation. Like you said if they're making \$15 an hour, and they're there for two hours, \$30 will be donated from Lowe's to the Sustainability Committee depending on if we have an account or whatever but that's something we can talk about later. It's that simple with the information we got. They provide the manpower. The employees have to do this through Lowe's. They provide the manpower, how many hours they work, and they take their pay and the company itself makes the donation to the town.

Selectman McGrath said I'm still not clear and I know what BAE did and they would provide the employees. It was a day that the employee would normally work. They'd receive in their paycheck they wouldn't lose anything for taking the day to donate their time. I think Harbor Homes was one of the locations where they'd go and either do a cleanup or some sort of painting. They'd do charity work. The employee didn't lose anything by that. The charity didn't receive anything other than labor. They didn't receive any money and BAE was actually making the donation because they were paying an employee that wasn't showing up for work. They were actually going to a different location.

In this case, Chairman Morin said it's almost the same as what you're saying except they're not working when they're doing it. This is on their own time and they volunteer that time and Lowe's takes the amount of time that they worked and takes their hourly pay. Instead of having the employee donate it, Lowe's just donates it directly so it keeps the employee out of it other than working the man hours. Any further questions?

Selectman McGrath asked can we get something in writing from Lowe's before we vote on this because I'm still not clear. I don't want to begrudge them the opportunity to get additional labor donated to the Sustainability Committee. This sounds to me like there's something more to it and I'm not comfortable voting for it. I'd like to defer it so we can get some more information.

Selectman Martin asked is there anybody else on the Board that feels the same way. I do.

Selectman Roy said to defer it, yes.

Chairman Morin said we'll defer it. If you can get some more information Mr. Kahn and forward it to the Town Administrator and then he can disburse it out to us and we can take it up next meeting.

Richard Kahn said I will do that. The only thing I wanted to say theoretically we could get 100 people or we could get zero. The individual Lowe's employee would make the decision whether he or she wants to help out in that manner. Is it my understanding Mr. Morin that there's no go in the EIN or the W9? Chairman Morin said not at this point until we get further information. If you get it to us as soon as possible, we can put it on the agenda for next meeting.

Mr. Kahn said if I may Selectman McGrath, your concern or confusion is because it's different from the BAE way of doing things and I'm not sure. I need to know what kind of information I'm asking for because it sounds like we're almost at an impasse based on what they told me that they said they would need that information before they could walk me through the next step.

Selectman McGrath said it shouldn't be an impasse. The way you've described it, the way that Selectman Morin has described it, it sounds to me that the employee is donating time and somehow in addition to getting the time that's being donated to the Sustainability Committee, Lowe's is going to be sending money to the Sustainability as well. That's like double dipping and I don't know. I may be wrong but until I see an explanation precisely outlining what this is, I'm not voting for it.

Chairman Morin told Mr. Kahn just send the information you received because that explains the whole process. What you're talking about once you get the forms is totally different. Just send what they send out to all the businesses and towns with the information and that will explain how it works. Thank you Sir.

C. Public Works - Request to Re-advertise Truck Driver/Laborer Position

Chairman Morin recognized Public Works Director Jess Forrence.

Good evening. Jess Forrence stated it seems like I was here just a short time ago. One of the truck driver applications I fought so hard for never showed up. I would like to take the opportunity to try it again and advertise. We've got a number of sites. We're going to put these things in Indeed, the Public Works, surrounding papers. Hopefully we can get somebody good in. We're running out of summer.

Motion by Selectman McGrath, seconded by Selectman Roy, to allow the Public Works Director to re-advertise for the Truck Driver/Laborer position, carried 5-0.

D. Involuntary Merged Lots, Map 168, Lot 125 - 8 Windham Road

Chairman Morin recognized Town Administrator Steve Malizia.

Steve Malizia said in front of you have a packet of information including an application to unmerge an involuntarily merged lot. As is typical, I route this the Land Use Department as well as the Chief Assessor and Town Attorney to review the facts of the case. It appears from the facts of the case that this eligible to be unmerged. Attorney LeFevre and Brian Groth have reviewed it and they believe that it was not merged by any action of the application. Mr. Michaud thinks that there was some consideration because they did some sort of mortgage and put up some sort of chain link fence. Our attorney reviewed that with him and our attorney doesn't believe that's enough evidence to deny the application. The Board always has the choice of denying or approving. At this point in time based on the recommendations that I saw from the Town Planner and from our Attorney, I'd recommend that you approve. Again if you don't, it's up to you.

Selectman McGrath said I have a couple of questions and I don't know that you have the information. The original plot plans that were signed off by the Planning Board back in the '60s which by the way was before I was ever on the Board. It was for a different applicant. A different property owner. They're the ones that received the mortgage assuming that it was one lot as opposed to two separate lots. I can't tell by the paperwork that we received when this applicant, the Bouchers, purchased the property and if they purchased it as a single lot or as multiple lots and that makes a difference. Unless someone has that answer for me I would suggest that we defer this as well to get additional information before I vote on it.

Chairman Morin asked can you comment on that at all. Steve Malizia said I'm not probably capable of doing it right without all the information in front of me. My understanding was it was one lot but I'm not going to be able to prove that without additional research by staff.

Selectman Martin agreed with Selectman McGrath because of the comments of the Chief Assessor in here and his understanding. Maybe we can get more understanding of how a conventional mortgage works. I agree that we need to have further information. Before I can unseparated a lot, I don't even know if it was merged. There's no documentation saying it was merged. There's no letter in the file upstairs possibly because we would have had it in their building file that says "the Town of Hudson has voluntarily merged your lots". I remember my father-in-law getting one and so on and so forth. Without that for knowing, I can't make a determination or a vote.

Chairman Morin said I have a question for you if you don't mind. How far back are we going to see stuff? Are we going to even have this letter back in the '60s? Selectman McGrath said it's not a matter of a letter. Jim should be able to obtain when this property was transferred from the original owners back in the '60s.

Selectman Roy indicated there should be a deed at the Registry of Deeds. Chairman Morin said I would hope so but I would have thought we would have seen it here that's why I was asking. Selectman McGrath said William and Nancy Roberts of Windham Road were the original owners and it appears that they were the ones that merged the two lots by virtue of taking out a mortgage recognizing that it was one lot as opposed to two. The owners now I can tell by this paperwork when they obtained this property. Maybe they obtained it in the '60s shortly after they did that. I don't know that and until I do I can't vote for this. Chairman Morin said some of our records in the past are...Selectman McGrath said this is a deed issue. That should be readily available.

On this Patriot Properties card, Selectman Morin said there's a lot of legal references to books and pages at the Hillsborough County Registry of Deeds and some of the notes saying that there's a judicial branch case, probate documents. So if he could look at all that up and present that to us, that might help us.

Selectman McGrath indicated normally I could look it up on line but you have to have a special access in order to get the documents and print them and I don't have that and I don't want to go over to the court house nosing around either.

Chairman Morin asked is everybody agreeing to defer. The Board said yes.

E. Recommendation to Revise Estimated Revenues for FY20

Chairman Morin recognized Finance Director Kathy Carpentier.

Good evening. Kathy Carpentier said this is good news. One of the duties of the Finance Director is to revise the revenues by September 1st or shortly after the audit. So here I am before you. I reviewed with the Town Administrator the current revenues and the revenues from last year and we see some opportunities to increase some of the revenues. I've outlined four of them for you. Increasing the revenues by \$450,000. This will help the budget we are currently in right now. It will help the tax rate we're going to set in October after all the pieces are set meaning the assessed valuation comes in from the Chief Assessor. The State budget is done. I present to you the estimated tax rate but this \$450,000 would save \$.15 on the municipal side of the tax rate which is what I'm presenting to you. For the listening public, I would like to add \$20,000 to the interest on property taxes. I'd like to add \$320,000 to motor vehicle permits. The Department of Transportation added a little over \$10,000 to the Highway Block Grant and about \$100,000 to interest on investments because we've been doing very well there. If you have any questions, I'd be more than happy to answer them.

Motion by Selectman McGrath, seconded by Selectman Roy, to approve the Revised Estimated Revenues for Fiscal Year 2020 in the amount of \$16,592,693 as recommended by the Finance Director, carried 5-0.

F. Revenues and Expenditures

Chairman Morin recognized Town Administrator Steve Malizia.

Steve Malizia said we are two months into the fiscal year which if you divided that out, it's 17 percent. Not really a lot to report on in particular. Again we doing encumbrances for the year. It's certainly well before any winter season. From an expenditure perspective, things get skewed because we do purchase orders for trash, purchase orders for legal so it's not always a straight line. Revenues continue to be strong in motor vehicles. You just heard that from the Finance Director and interest continues to do well. Unless you have any questions or you have something in particular you want to look at, it's early in the process and we seem to be doing pretty well.

Chairman Morin asked does anybody have any questions. Seeing none.

G. Fiscal Year 2021 BOS Budget Schedule

Chairman Morin recognized Finance Director Kathy Carpentier.

Kathy Carpentier explained before you I have a preliminary Board of Selectmen budget schedule for the Fiscal 2021 budget that we're just about to undergo. Starting you set the budget parameters but the budget screens and workbooks will be open to the department heads and committees this week and then you can see the dates. I pretty much tried to follow a scheme similar to last year also taking into consideration some RSA deadlines that we need to adhere to. Are there any changes or problems? I have not distributed this to the department heads so they might need to move their own if they had conflicts but I just wanted to first make sure that the dates were good with this group before we moved on.

Chairman Morin asked does anybody have any conflicts or any questions. No.

Motion by Selectman Roy, seconded by Selectman McGrath, to approve Fiscal Year 2021 Board of Selectmen's Budget Schedule, carried 5-0.

H. Discussion Relative to ID Badges

Chairman Morin said what you have in front of you is what we approved and due to some things that have taken place since we put this into effect, I've updated it a little bit and it's just here for the Board's conversation to see if you would like to make the changes. Also what I saw when I was researching this with the badges, I know there's been discussion by some board members in reference to for lack of better word time clocks or whatever. Upon researching this, I found that specifically one that I modeled pretty much this policy out from Franklin, NH, that they actually use their badges not only to identify employees but also to get in and out of buildings and also as a time card. If everybody had a chance, anybody have any comments? Seeing none, what would you like to do? It goes into a little more detail than the other one.

Selectman Martin said it does. I think it's a little harsh. Chairman Morin asked what part. Selectman Martin said as I read it, I went through some grammar things because it wasn't correct when you copied and pasted it. "Employees or committee members abuse this policy may be subject to discipline up to and including termination."

Chairman Morin said I understand what you're saying because I thought about this myself but my problem here is we issued badges. We don't have people that follow the policy and what are we going to do just let it go? Then why did we spent the time and the money to get the badges and why do we enforce our employees to do it but we're not going to put it on everybody else.

Selectman Martin noted it's a little harsh to just because you forgot...Chairman Morin said you're not going to be terminated because you forgot your badge. We have a process for that but they need to know that if they're not going to wear their badges at some point it could end up that way. Selectman Martin said for the committee members going to the committee meetings, I think it would be important for them to wear them when they're outside of Town Hall doing business. The same as us but I happen to wear it because that's who it is. Somebody may forget who you are and it could be an employee. I think that the policy should just be that you must wear your badge when performing town business outside of Town Hall or if you're doing business during the day and you have to come into Town Hall.

Chairman Morin said here lies the confusion why that was put in that part that you wear it for meetings. We have some committees that are wearing, some are not, and when I'm asked questions or make a statement, well you guys are wearing them in your meetings so are we supposed to or not supposed to. I've been saying we're going to look at this tonight to make a decision. If we're wearing them, we're setting the example so we need to make a determination of are we wearing them or are we not wearing them for meetings. That's one of the problems. You have right now three wearing them and two not. So what kind of example are we setting? Selectman Martin indicated we should be firing you. Chairman Morin said then that's what you need to do. Selectman Martin said I'm just kidding. Chairman Morin stated do you see what I'm saying. There's the confusion for the committees.

Selectman Martin indicated you just jogged me to think that sometimes committee members before they start the meeting the public will be there and they may be at Steve's seat but Steve's not there so they won't know who you are if they come over to talk to you. If you had this on, it would be helpful. I agree. They should wear it at a meeting. Even though you're sitting at the table with your name on it but you may be standing over there talking and if somebody from the audience has a question and they come over before a meeting starts or during a break because you're not always at your seat. You can go out to the restroom and so on and so forth. I think it should be worn during the meeting and any trip inside on official business - if you're coming in to pay your taxes, you don't have to wear it. It's not official business. If you're coming in to do official business on behalf of the committee, then you should wear it inside Town Hall and outside on site walks.

Looking through the policy we have in place at this point which I don't even see any signatures or anything that it was approved, the date it was approved or anything to that affect, Chairman Morin said it doesn't say anything about wearing them. It talks about employees wearing them but nothing about committees.

Selectman Roy noted it does. The third paragraph "The identification badge must be worn and clearly visible at all times by non-uniformed employees, volunteers, or elected officials." I think it's a common sense matter. If you have to wear into the building, you just keep it on. I don't understand.

Selectman Martin indicated this policy should have been approved by this Board on line, right? Steve Malizia stated it was approved by this Board on 5/14/19. Selectman Martin said by a vote of this Board but - we get notifications to sign and review policies on PowerDMS. I went in and signed my portion. I don't know if anybody else did but. Mr. Malizia stated this one was approved by the Board.

Chairman Morin understood that but the problem here is if I was still an employee again and after I did my PowerDMS even though I signed it off, there's nothing on the written policy that would be in our personnel manual when this was approved, who approved it, or anything like that. Everything that's important is blank on the top. If we have to revise it or anything to that affect, there's no dates that log anything other than the origination on 5/14/19. Selectman Martin noted and approved by the Board of Selectmen. Chairman Morin asked when. Ms. Carpentier said 5/14/19. Chairman Morin said that's the origination. Up here it says...Mr. Malizia explained it hasn't been revised yet. If we revised it, it would have a revision date. Right now that's the only version you have.

Chairman Morin asked what do we want to do. Do you want to leave it as is? The commons sense thing...

Selectman McGrath questioned this Board back I don't know two or three months ago because I went to a Zoning Board and Planning Board. They didn't know if they needed to wear the badges as they were sitting at a board meeting or not. I asked this Board and they didn't need to wear them when they're sitting at a meeting because they have name plates in front of them that we bought and paid for to identify all of the volunteers. I instructed them that I didn't think that based on our conversation that they needed to wear their badges when they're sitting at a meeting and they've got a name plate in front of them. If they go out on a site visit or they're doing business outside of the Board room area, then they would need to wear their badges. I think that it's redundant and I don't know that it's really necessary. If they have name plates in front of them, why on earth are we going to require them to wear a badge too? It doesn't make sense to me. Are we going to request that the volunteers that come to the cookout that we're going to be hosted in another week do they have to wear the name badges when they come? They're going to be outside of the Town Hall. There will be other people in that area that may not know who they are. Are we going to require that they wear a name badge?

Selectman Martin explained the cookout is not official business of the town. Let me give you an example. I worked for a company and you had a name tag. It was your entry into the building and you wore it all day. Some people had offices that said CEO but he still had to wear a name badge. It's not redundant. I think and as I stated earlier, I may be not here at this table where my name is and I might be over there talking to you Sir and somebody comes up and asks the question off camera. We're not live on camera and they want to ask me a question so they want to know my name. Most people know our names but some people don't. I think its incumbent upon us to set the example and wear them.

Chairman Morin asked Kathy Carpentier we spoke on this last week and at that time there were about 25 people that haven't got them. Could you give me a number at this point? Kathy indicated same 25. Chairman Morin said the same 25 that haven't even gotten their badges yet. Thank you. Ms. Carpentier indicated most of them aren't employees.

Selectman Roy asked are there any employees that have not received their badges yet. Ms. Carpentier indicated a couple part-time people that just haven't scheduled time to come in. I don't want to call it the department but no regularly scheduled people. How's that. The majority of them are committee members. They were given nights, days. We haven't heard from them so it's not like I can't come in. We just haven't heard from them. I don't know why they're not coming in to get their badges.

Selectman Roy asked the Chairman do you want to recognize the gentleman in the back.

Leo Bernard said I'm just a little confused and I brought mine with me. I'm not here as a committee or an employee. Does that mean because I'm here at this meeting I should be wearing it? Chairman Morin said no. Mr. Bernard said I heard the conversation and I was a little confused because I am an employee. I have my employee badge but I also volunteer and I have my volunteer badge. Chairman Morin said no you don't need it. Thank you.

Chairman Morin noted there's part of the confusion there too. What do you want to do? We have 25 people at this point who have not followed the policy we have in place and we've given them ample opportunity and as Ms. Carpentier said, she hasn't even heard from them.

Selectman Coutu indicated we may have given them ample opportunity but we also gave them conflicting information. Not we but if somebody on the Board is representing well you don't really need the badge. Chairman Morin said no I don't think it's come to that point. I think the most confusion was do you need to wear it at a meeting. Everything else was any official business outside of here that you would wear the badge. That's one of the reasons we issued them.

Selectman McGrath knew in some cases - I don't know who the 25 people are at all - but I know in some cases there were concerns because people worked outside of the area and couldn't get here to get badges. In order to get here in order to get a badge, they had to take time out of their schedules. I don't know if that applies to all of them, one of them, or a number of them. That was a concern as well.

Chairman Morin didn't know if it applies to any of them because we did offer nights to come in after work for that reason. Selectman McGrath said if they were in the area at that time. I'll talk to you offline about the one that I'm aware of. Chairman Morin said if a person works during the daytime, they were here to 7 or 8 o'clock. Selectman McGrath said provided they were in the area and not on business travel or on vacation. Chairman Morin said then my question is and this brings it up again. At what point, and at what period, or at what level do we enforce this. If people can't make it, what are we going to do? Selectman McGrath said the question is do you want to get rid of volunteers because they have difficulty getting here to a name tag. Chairman Morin asked do they get here for their meetings. Selectman McGrath said sometimes. Sometimes they're on business travel or on vacation. In the one case that I know about, that was the issue and I don't know if that was ever resolved or if they ever looked into it further. I just know of one. Chairman Morin said my next question if they couldn't make it did they make special arrangements which we could. Selectman McGrath said I don't know the answer to that but I guess this Board needs to decide is it important enough that we give volunteers a name badge that they're required to wear when they're doing official business on behalf of the town and if they don't want to wear a badge when they're sitting at a table with their name plate in front of them, do we want to say to them thanks for your service but it's no longer required because you failed to wear a name badge. That's really the decision that this Board has to make and if that's the case, we're going to lose some good volunteers and some that we may not want to lose.

Chairman Morin said my opinion is if you're going stop being a volunteer because you have to wear a name tag or come in and get a name badge that makes no sense to me. Selectman McGrath said if there's 25 that haven't gotten a name badge yet for whatever the reason, that's 25 volunteers that we could be losing or saying that we no longer want your service because you haven't gotten a name badge. That's something that you have to think about. It may seem simplistic. I had to wear a name badge the entire time that I

worked for BAE. I never questioned it because first of all I needed the badge to get into the building because security had to identify me as an employee. That was number one. Then they changed the requirement that you had to be able to swipe it in order to get into the building because we didn't have security guards any longer and my badge also identified me as holding a clearance and the level of clearance. I had to wear it all the time. It was a condition of my employment. This is a volunteer effort. That's what we have to decide is it that important that we want to require people to wear badges when they're sitting at a table making decisions for the town and they're volunteering their time. If so, then we need to make that as a clear statement to people that when they come to do volunteer for the Town of Hudson that they are going to have to wear a name tag whether they're at a meeting or whether they're outside doing whether its mowing a lawn at a cemetery or going on a site work. I can understand that because you're dealing with the owners of the property, you're dealing with the engineers, you're dealing with other individuals that need to know who you are. If you're sitting at a desk and you're making decisions, do you really need to have them wear a name tag?

Chairman Morin said we shouldn't even be talking about again but unfortunately we are. What would the Board like to do?

Selectman Coutu asked what is the purpose to adopt the policy. Chairman Morin said or add to the existing policy that we already have. One or the other.

Selectman Martin indicated I would like to see this gone through and added to the existing policy and revise it.

Chairman Morin asked for any other comments.

Selectman Coutu said let's see where it goes Mr. Chairman.

Motion by Selectman Coutu, seconded by Selectman Martin, to approve the policy as presented.

Just for the record, Selectman McGrath said I'm going to vote in opposition for the reasons that I just stated.

Vote: Motion carried 4-1. Selectman McGrath in opposition.

Just for clarity, Steve Malizia asked this is now a revision to this policy. Chairman Morin said yes I'll come in and sit with you.

9. REMARKS BY SCHOOL BOARD - None

10. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Coutu - Other than to say that I'm still noticing an awful lot of cars speeding on our roadway. I watched one in a 35 mph zone on the back roads based on my professional life a former police officer doing approximately 60 mph. School is in session. Animals dart out in front of the roads. Innocent people can get killed. I witnessed two Hudson residents go through a red light on Burnham and Central yesterday. Right through the red light. It was red and we had a green light, went to turn out, and these two guys come flying across. Police just can't be everywhere in this town on any given moment. I appreciate and understand that. It's reached a point now where we need to do serious enforcement on two levels. One people going through red lights and two, people on cell phones while they're driving their vehicles. I would encourage that the Police Chief if he's listening or watching or his representative that we concentrate on it. Maybe if we do some strict enforcement at some intersections, although I've seen them on Lowell Road. I've seen them at other intersections on my way home from here yesterday and the dry cleaners. I witnessed a couple of cars going through a red light. It's just getting idiotic. We're all beginning to start driving like Massachusetts people and I wish it would come to an end and we'd pay more attention. Someone is going to get seriously hurt, or injured, or God forbid they're going to get killed because of the negligence of others and we just need to enforce the law. I'm asking everyone to please be more attentive to your driving habits and be responsible. If the light is yellow, try not to race through it. Just pull up, slow down, and come to a stop. Thank you that's all I have.

Selectman Martin - Some points to make. The Fire Department continues to monitor the EEE issue in surrounding towns. To date, the Town of Hudson has not had any positive testings for EEE. The Fire Department has forwarded an informational document to the members of the Board for review which you should all have on your desks. The Fire Department has been awarded an Assistance to the Firefighters Grant for a new self-contained breathing apparatus in the amount of \$255,245. They will be in on September 24th for a public hearing and final Board of Selectmen approval to accept the grant. The Fire Department will be holding an open house on Friday, October 11, 2019 as part of their fire prevention month activities.

I'll add one other thing. Tuesday, September 17th, is going to be the Hudson Police Department's semi-annual blood drive at the Community Center. So those of you who donate blood, they're looking for you. They're like mosquitos over there. They like poking you. That's all I have Mr. Chairman.

Selectman Roy - So I was at the School Board meeting last night. I hope we can continue our efforts to have a more cohesive relationship between the boards that we can continue to have conversations and discussions that are professional and maintain the professionalism and decorum of this forum. To that end, we are scheduled to have a cost sharing meeting on Friday, September 20th, at 9 a.m. here between the School Board and us. That's all I have.

Selectman McGrath - A couple of things. In response to Selectman Coutu's comments about the traffic and the misbehavior of a lot of drivers, I mentioned to you tonight Mr. Chairman. On my way here this evening, there was a police stop at the intersection of Dracut Road and Lowell Road. I guess it was an accident. The officer had the lights on, had the vehicle askew in the road to slow people down, and as I was sitting there at the red light that was heading north from River Road to Lowell Road, a car drove through the red light, clearly red light, and blew right past this cruiser with the blue lights going. The officer was too involved with the accident and didn't catch up with him. I've gotten comments from people about their appreciation for seeing an increased police presence in the town particularly in the south end Sagamore Bridge area. They're very appreciative of that. I think that the Police Department is doing the best that they can but they'd have to be there 24/7 in order to prevent or even slow down some of this recklessness. We can't expect them to spend all that time. They've had 3 arrests this week for drug possession. That's an important issue that they have to attend to as well as all the other things that they have to deal with on a daily basis. People are noticing the increased presence of the Police Department and they're very appreciative of it as an I.

The other thing I wanted to mention is tomorrow is the anniversary of 9/11 and I will be at the 9/11 Memorial tomorrow evening. I would encourage everyone else to attend. It's not a very lengthy program but it's a very meaningful program. If you can make it, I would encourage you to do so. That's all that I have,

Selectman Morin - Just to talk a little bit about 9/11 - tomorrow night it's at 6:30 at Benson Park. We do encourage everybody to attend.

Tonight for the Board of Selectmen, it's a sad night. This will be our last meeting with Executive Assistant Donna Graham. As anybody knows when you have a good assistant, they basically they run what's going on and without Donna's work she actually makes us look pretty good. We very much appreciate that for all the work. She's been here a long time. She's been a great assistant to me especially learning all this new stuff as the Chairman of the Board and I very much appreciate and our appreciation from the Board. Again we appreciate it speaking for the whole Board. Thank you very much and we wish you the best of luck.

10. NONPUBLIC SESSION

Motion by Selectman Martin, seconded by Selectman Roy, to enter Nonpublic Session under RSA 91-A:3 (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; (c) Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting. This exemption shall extend to any application for assistance or tax

abatement or waiver of a fee, fine, or other levy, if based on inability to pay or poverty of the applicant, carried 5-0 by roll call.

Chairman Morin entered Nonpublic Session at (7:59) 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 (8:48) p.m.

Motion by Selectman (Coutu), seconded by Selectman (Roy), to authorize the Fire Chief to hire Cody Buskey for the position of Dispatcher in the Fire Department at a starting rate of \$17.54 per hour (step 1) effective Monday, September 30, 2019. This assignment will be a non-exempt position in accordance with the International Association of Firefighters Local #3154 as recommended by the Fire Chief, carried 5-0.

Motion by Selectman (Coutu), seconded by Selectman (Martin), to hire Donna Graham for the position of part-time transcriber for the Board of Selectmen at a rate of \$30.00 per hour. This is a non-union position without benefits, carried 5-0.

11. ADJOURNMENT

Motion to adjourn at (8:45) p.m. by Selectman (McGrath), seconded by Selectman (Martin), carried 5-0.

Recorded by HCTV and transcribed by Donna Graham, transcriptionist.

David S. Morin, Chairman

Kara Roy, Vice-Chairman

Roger E. Coutu, Selectman

Marilyn E. McGrath, Selectman

Normand G. Martin, Selectman