

HUDSON, NH BOARD OF SELECTMEN  
Minutes of the February 23, 2016 Meeting

6:45 p.m.

Attorney-Client Session, pursuant to RSA 91-A:2 I

1. CALL TO ORDER - by Chairman Maddox the meeting of February 23, 2016 at 7:02 p.m. in the Selectmen's Meeting Room at Town Hall. We're starting late. We had attorney/client before the meeting.
2. PLEDGE OF ALLEGIANCE - led by Ken Dickinson.

Chairman Maddox asked everyone to rise. I just want to ask for a moment of silence and reflection with the passing of Brad Seabury. This Town has lost a great public servant in Brad Seabury. The man - and I don't know how long but it's got to be better than three decades of public service to this community. It is just amazing how nice, intelligent, even tempered, and all the meetings that I've ever saw him at he was just the ultimate professional as a person representing our community. With that, thank you Brad.

3. ATTENDANCE

Board of Selectmen: Rick Maddox, Roger Coutu, Pat Nichols, Marilyn McGrath

Absent: Ted Luszey

Staff/Others: Donna Graham, Executive Assistant; Fire Chief Rob Buxton; Ken Dickinson, Chairman of Conservation Commission

4. PUBLIC INPUT

Chairman Maddox 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 AND APPOINTMENTS - NONE

6. CONSENT ITEMS

Chairman Maddox asked does any Board member wish to remove any item for separate consideration.

*Motion by Selectman Coutu, seconded by Selectman Nichols, to approve consent items A, B, C, D, E and F as noted or appropriate, carried 4-0.*

A. Assessing Items

- 1) Requalification of Elderly Exemptions - Map 204, Lot 003 - 149 Lowell Rd.; Map 191, Lot 066 - 6 Alpha St.; Map 198, Lot 096 - 14 Tate St.; Map 147, Lot 029, Sub 020 - 53 Bowes Cir.; Map 216, Lot 018, Sub 042 - 50 Quail Run; Map 165, Sub 123 - 18 Grand Ave.; Map 175, Lot 059 - 13 Iris Path; Map 117, Lot 023 - 87 Robinson Rd.; Map 175, Lot 144 - 4 Travers St.; Map 149, Lot 001, Sub 020 - 6 Logan Ct.; Map 217, Lot 002 - 3 Hunter Ln.; Map 149, Lot 001, Sub 095 - 21 Scottsdale Dr., w/recommendation to grant re-qualifying exemption
- 2) Current Use Lien Release - Map 156, Lot 5 - multiple sites - Sparkling River Condo Site - Phase 5, w/recommendation to approve
- 3) 2015 Supplemental Tax Bill - Map 191, Lot 99 - 52 Belknap Rd., w/recommendation to approve
- 4) Requalification of Disabled Exemption and New Disabled Veteran Credit - Map 133, Lot 057 - 4 Pinewood Rd., w/recommendation to re-qualify and grant a credit
- 5) Disabled Exemptions - Map 161, Lot 048 - 2 Clement Rd., Map 204, Lot 006, Sub 431 - 431 Fox Hollow Dr., w/recommendation to grant
- 6) Requalification of Disabled Exemptions - Map 153, Lot 010 - 5 Lawrence Rd.; Map 175, Lot 055 - 7 Iris Path; Map 168, Lot 034 - 7 Washington St.; Map 178, Lot 013, Sub 111 - 37 Mobile Dr.; Map 156, Lot 063, Sub 116 - 812 Elmwood Dr., w/recommendation to re-qualify exemption

B. Water/Sewer Items

- 1) Water Abatement - W-UTL-15-09 - 102 Plaza Inc., w/recommendation to approve abatement

C. Licenses & Permits

- 1) Request to Solicit Funds - Girl Scouts (Hudson & Pelham)
- 2) Request to Solicit Funds - Teen Challenge
- 3) Request to Solicit Funds - Friends of Alvirne Hockey
- 4) Request to Solicit Funds - 12U Hudson Youth Baseball

D. Donations

- 1) \$920.24 donation from Hudson Animal Hospital into the Animal Control Donation Account
- 2) Donation of material and labor for new countertops at Town Clerk/Tax Collector's Office valued at \$400 from Scott Bujnowski

E. Acceptance of Minutes

- 1) Minutes of the February 6, 2016 Special Meeting

F. Calendar

- 2/24 7:00 Planning Brd - Buxton CD Meeting Room
- 2/25 7:30 Zoning Brd of Adjustment - Buxton CD Meeting Room
- 3/01 7:00 Board of Selectmen - BOS Meeting Room
- 3/02 7:00 Planning Brd (ZORC) - Buxton CD Meeting Room
- 3/03 6:30 Recreation Cte - BOS Meeting Room
- 3/03 7:00 Benson Park Cte - Buxton CD Meeting Room
- 3/07 7:00 Board of Selectmen - BOS Meeting Room
- 3/08 TOWN ELECTION - VOTE
- 3/09 7:00 Planning Brd - Buxton CD Meeting Room
- 3/10 3:00 Trustees of the Trust Fund - Buxton CD Meeting Room
- 3/14 7:00 Conservation Cmsn - Buxton CD Meeting Room
- 3/15 7:00 Cable Utility Cte - HCTV Ctr.
- 3/16 5:00 Municipal Utility Cte - BOS Meeting Room
- 3/16 7:30 Senior Affairs Cte - Buxton CD Meeting Room
- 3/17 7:00 Benson Park Cte - BOS Meeting Room
- 3/17 7:30 Budget Cte - Buxton CD Meeting Room
- 3/22 7:00 Board of Selectmen - BOS Meeting Room
- 3/23 7:00 Planning Brd - Buxton CD Meeting Room
- 3/24 7:30 Zoning Brd of Adjustment - CD Meeting Room
- 3/28 7:00 Sustainability Cte - BOS Meeting Room

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on January 26, 2016

- 1) *Motion by Selectman McGrath, seconded by Selectman Luszey, to authorize the Police Chief to hire Leiane Hewitt as the Part Time Legal Clerk effective Sunday, February 7, 2016, with a starting salary of \$17.72 per hour. This position is currently not governed by a contract. This is a part time position not to exceed 29 ½ hours per week, carried 4-0.*
- 2) *Motion to adjourn at 8:46 p.m. by Selectman Luszey, seconded by Selectman McGrath, carried 4-0.*

B. Votes taken after Nonpublic Session on February 8, 2016

- 1) *Motion by Selectman Coutu, seconded by Selectman Nichols, to temporarily assign Helen Cheyne to the position of Executive Secretary at a rate of \$23.00 per hour, step 5, of the Hudson Police, Fire and Town Hall Supervisors Contract for a period not to exceed six (6) months, carried 3-0.*
- 2) *Motion by Selectman Coutu, seconded by Selectman Nichols, to advertise and post for the Executive Secretary position, carried 3-0.*
- 3) *Motion to adjourn at 7:46 p.m. by Selectman Nichols, seconded by Selectman Coutu, carried 3-0.*

8. NEW BUSINESS

- A. Public Hearing - Acceptance of a \$23,736 grant award from the NH Department of Environmental Services for the exotic aquatic plant control projects at Robinson Pond and Ottarnic Pond

Chairman Maddox recognized Ken Dickinson, Chairman Conservation Commission. Good evening Sir.

Good evening. Ken Dickinson noted that you received two handouts I believe. I believe that this is a summary for each pond that shows how many gallons of weeds were pulled from a particular area. So for instance I'm looking at Ottarnic Pond on the top. The divers for Aqualogic had taken 210 gallons on 3 different dates in that particular area which was close to the inlet of Ottarnic Pond.

Chairman Maddox asked if that was an overview of what was taken out last time. Mr. Dickinson said yes just in the fall I believe. Chairman Maddox indicated you're here to talk about the agreement and I see that the town will receive 40 percent this year as opposed to last year's 30. I guess obviously things are getting better or there are less people applying but we benefitted another 10 percent into the percentage. Ken Dickinson said we got a 15 percent addition for a total of 40 percent. They've changed their treatment a little bit in terms of their approach. There's a potential that they went through with the whole program. The total value of what they're proposing increases over last year. However if you look at it from a total reimbursement standpoint, it actually lowers from last year if I recall. I did do some math to kind of prepare where things are at. Let me give you a summary as to why because I did read through their reports that were presented. I can provide you a little bit more information as necessary.

Chairman Maddox opened the public hearing at 7:09 p.m. in regards to accepting this grant. Does anyone in the audience wish to speak? No one. At 7:10 p.m. we'll close the public hearing.

The only question Chairman Maddox had was it says "for services this spring and summer. I know in the past it has gone past our fiscal year. Has something changed there? Ken Dickinson said no. IT's for the entire summer all the way through November just like they did last year.

*Motion by Selectman Nichols, seconded by Selectman Coutu, to accept the Exotic Aquatic Plant Control Grant from NHDES for services this spring, summer, and fall.*

Selectman Coutu noted this is not new to us. I want to extend my appreciation to the Conservation Commission for their efforts in what they've done for the several years to try to bring some control to both Ottarnic and Robinson Ponds. The evasive species if you recollect several years ago was considerable and though we probably will never get 100 percent eradication of the species, we're beginning to get a handle on it and if we don't continue this process we fail to lose the battle and we will be giving up the two ponds that we have in the Town of Hudson that have an attraction. There's beauty in those ponds. Their natural and we need to do what we can to preserve them as best we can. I know that in the past we've been through a series of experimental treatments. Mr. Dickinson said here this evening that though his remarks were brief that the approach may be a little different this year. They may have learned from previous treatments and they may have learned from treatments in other areas of the State of New Hampshire and perhaps in other areas in our region. I think it's important for us to continue the process. We should not give up on it. We're getting better control each and every year. As I recollect in a conversation that we had with Mr. Battis last year, Robinson Pond if I recollect in the southern most region of Robinson Pond if you look at the sheet that says "Aqualogic" if you look at the southern most region where it says October 16, 2015 and it talks about harvesting 15 and 35 gallons, a total of 45 gallons in that immediate area that there still needs a lot of work to be done in that immediate area. I would expect that with their expertise and their knowledge of prior history they will concentrate some of their efforts in that area. Have they said one way or another if they were going to concentrate in that area?

Ken Dickinson said no. Each spring they make a pre-treatment assessment. Its part of the contract to see exactly where they're going to focus their efforts in terms of both the treatment and the DASH. This year we're back to AB Aquatics which was actually a little bit of a surprise because we did have a good run in with Aqualogic last year. They were very responsive. They showed up to several Conservation Commission meetings. I actually went out on a tour too as well. They extended that to anybody. Unfortunately they got outbid. It seemed like there were some other pauses of having Aqualogic on board because they were using their own equipment 100 percent. I'm not sure if that's the same. I haven't spent additional time to look at the two companies to see what their differences are.

Selectman Coutu asked did we sell the DASH unit. Chairman Maddox said no. I believe it's hanging in the Highway Department. Selectman Coutu noted it's available for use. Mr. Chairman I wholeheartedly endorse continuing this process. I don't want to just brush this off and say let's just go ahead and do it without qualifying what we're doing and why we're doing it. Again, I thank the Conservation Commission for being on top of this and the work that they've put into it.

Vote: Motion carried 4-0.

B. Contract Approval for DASH and Herbicide Treatment for removal of Milfoil at Robinson Pond and Ottarnic Pond

Chairman Maddox recognized Ken Dickinson, Chairman Conservation Commission. Now you have the money. Now you want to spend it on these contracts. Again the only thing I would say is I kind of understand the State went out to bid and the other people got it. I would hope that you would keep track of where the positives and negatives were for what you had with Aqualogic and with this company so that maybe we could put input into the State if it goes around again. If we're not getting the same quality of service that you got out of the last vendor, hopefully we will transmit that to the State. They gave us at least some nice drawings here that explain what they did, how much they took out of there. You said they were very helpful. They went to Conservation meetings. If the other company is not doing that, then you're not getting apples to apples when you go out to contracting. Again if you could put that kind of as a tickler to say at the end of the cycle was it the same value that we got the year before.

Chairman Maddox noted basically you're looking to split this between Robinson and \$22,014 for Ottarnic and then there's the match. Do you want to talk about any of the...

Ken Dickson said what we have to keep in mind is that this is a recommendation of the max and there's a potential that they won't spend the entire thing especially once they do the treatments and they get in there with the DASH unit and they found that they've taken all the weeds that they can for a particular period or they run into some bad weather or a drought like they did last year. They had to stop and then go back later in the fall. They didn't max out on their hours basically in last year's contract based on some quick calculations that I did this evening. There's a potential that we won't spend the entire thing and the cost to the town would be less. We'll just have to see. If we have a warm winter, that might mean the weeds are more aggressive this year.

Chairman Maddox asked if not having an ice cover would have an effect on the weeds. Mr. Dickinson said it may. They are looking at using part of the same treatment that they did. The treatments were different between Robinson and Ottarnic Ponds. They used different chemicals in each pond. They're going to take the treatment but basically they're going to use two different chemicals in Robinson. It's not just going to be Clipper. There's also going to be another. They're going to treat it at the same time but they'll use two different chemicals in conjunction with each other. The reason for that is because you have two different types of weeds in their primarily. One is Fanwort and the other was variable Milfoil. The Clipper does better with the Fanwort I believe and the other one which is - I forget the name of it - it's good for the variable Milfoil. It's a more aggressive approach. They're also putting in more DASH days I believe too. Last year they had put in 20. This year I believe it's either 24 or 25. Hopefully we benefit from that flexibility.

Chairman Maddox asked about the DASH unit. The previous contractor used their own. They trucked it in. They maintained it. You're saying that this contract we may have to let them use ours. Ken Dickinson noted Jim knows more about it than myself. It's the difference between how AB Aquatics operates versus Aqualogic.

Jane Bowles, 57 Hazelwood Road. We had always used our DASH that we had bought with the grant several years ago. It required the town bringing it up to us and transporting it between the ponds. A lot of volunteer effort that went into coordinating all that. Aqualogic just took all of that off of our shoulders and the volunteers and pitched in and brought their own equipment which was more efficient because it had a motor on it. It didn't have to be pulled around by a john boat and things like that which is fine for the smaller ponds but Robinson Pond is bigger and we had more wind and current and things. It worked.

Chairman Maddox asked are we going to have to let them use our unit I guess is my questions. Ms. Bowles said I don't know because I have not seen the specifics of the grant that was awarded. I didn't know until a minute ago which company had won the contract. I guess we'll have to find out what's included in their bid whether it was using their equipment or our equipment because they also have their own equipment. I don't know. I'm speaking for myself; Chairman Maddox noted I would like to know that before I award the contract. If the Highway Department has to wheel this thing to various ponds all the time that eats up the Highway resources and now we have a liability issue if they're using our unit. I just want to make sure that we are, again, you're kind of pointing out the other company's apples and this one looks like oranges but we don't know that. I'm a little hesitant to award the contract not knowing those details because that adds significant costs to the town in my estimation.

Selectman McGrath agreed. That's prime paving season for our Public Works Department.

Jane Bowles noted the Engineering Department sent out the bid. I don't know what the...Chairman Maddox noted unfortunately he's not here tonight. I guess he had another appointment. Ms. Bowles said he took care of the grant application and you have to get three bids. Jim Kegley usually was in charge of this in previous years collecting the bids and submitting them with the grant and specify the acreage of the pond. Amy has her maps

and she has a survey from last year of what possibly might need to be dealt with. DES chooses the vendor. I don't know what the bids came in.

Selectman McGrath suggested deferring this until our next meeting when we can get more information.

Chairman Maddox noted I was just handed and it does say "Company will furnish personnel equipment, boats, materials, and other items required to provide the foregoing at his expense." Selectman Coutu said it's the answer. Jane Bowles stated it sounds like they're going to do it at their own expense then and now use our DASH.

Chairman Maddox asked if this was time critical. Ken Dickinson believed there is. Donna Graham indicated we're a week past due.

Motion by Selectman Coutu, seconded by Selectman Nichols, to approve and sign the attached contracts for the Aquatic Control Technology for herbicide treatment up to \$22,870 for Robinson Pond and up to \$15,495 for Ottarnic Pond and AB Aquatics for DASH work for both Robinson and Ottarnic Ponds up to \$20,975. The cost for these contracts will be covered by NHDES Exotic Aquatic Plant Control Grant for a 40 percent match up to \$23,736, carried 4-0.

Chairman Maddox guessed we're going to have to go with what we saw on the paper and again I guess we're behind the 8-ball as far as - it's already late. Could you ask Mr. Dhima a reason why we're behind the schedule? Donna Graham noted it's the way NHDES sent it to us. By the time they sent it to us, our Board meetings didn't go together. Chairman Maddox asked to track and see if we're getting the same value as we got last year. Again I think that that would be important to the State that would be helpful if we have to do a lot more work. Again to keep track of it.

Selectman Coutu stated DOT must be DES's mentor.

Chairman Maddox said I'm voting for the Conservation Committee than for the contractual speed and questions that we have.

Jane Bowles indicated we really appreciate the Town and the Engineering Department and the Conservation Commission taking the lead on all of this. It's been a big help to us. Chairman Maddox knows Mr. Battis loves the questions about what year the thing was done in because it runs over several State years, our year, and the calendar year. Thank you very much.

C. Economic Revitalization Zone - 65 River Road, Map 251 Lot 001

Selectman McGrath asked to make a comment. I'm an abutter. I'm a direct abutter to this property. I will not vote on this. I'll abstain because I think it's the right thing to do. It would be the same if I were sitting on the Planning Board and they came in. I would step down. This role is a little bit different. I'd like to participate in the discussion but I'll abstain any vote.

Chairman Maddox said I see somebody looking over the chair at me. I believe you're from BAE. Why don't you have a seat, name and address for the record please.

Kim Cadorette representing BAE Systems, 9 Old Mill Lane in Nashua.

As Chairman Maddox understood it, we forgot about you. When we did the industrial parks, we kind of think of BAE as just BAE but you actually have 5 approved building sites in that park. I guess you're coming in to hopefully take advantage of this program that the State offers.

Kim Cadorette said the property has been there for years as you know and I'm not sure what the oversight was but we are continuing to look at that property as a vital piece of the business. We are actually moving some manufacturing from Nashua to Hudson. We are in the process of doing that to create space for us in another plant. So as we were doing that, we were looking at these properties and the ERZ and this opportunity came up. We thought it was valuable to take a look at that and see if we can make those amendments.

Chairman Maddox understood a number of businesses in the industrial parks that we do have this program going have actually gotten some money back. I guess it is a worthwhile endeavor to put this into the ERZ zone.

Motion by Selectman Nichols to request that the State of New Hampshire Department of Resources and Economic Development designate 65 River Road (Map 251, Lot 001) as an Economic Revitalization Zone.

Selectman Coutu noted I didn't second that. I don't have enough information. Chairman Maddox asked what information would we need to get. Selectman Coutu asked how does this benefit the Town of Hudson.

Chairman Maddox stated we asked the State to do the other two locations because it gives them employers when they hire new employees to come into that site, a tax break on the State level. It brings more jobs and more companies into Hudson. So it is helping us increase our industrial base, our manufacturing base. Again this is really a State program that we have to apply for. That's why the motion is to request of the State to put this particular location on their list of ERZ zones.

Selectman Coutu understood. The reason why we did it for Lowell Road Industrial Park and Route 111 Industrial Park was because we had a lot of vacant buildings and we thought it would be an incentive for those large complexes to take advantage of this. BAE is a well established business that's been here for a long time. I don't see any additional benefit to the Town of Hudson for applying for it. I just want to be convinced if there's additional benefit. Chairman Maddox noted there are three other building sites approved on their site plan for them to develop. It's actually called "Pope Industrial Park" that is out there. I would hope that maybe this could be the driver to say they break ground and build a new one. Who knows. At least it brings more people and more industry because they're going to obviously they just said that they're going to move more manufacturing into Hudson from another plant.

Selectman McGrath hated to admit it but I was on the Planning Board when BAE or Sanders first came in for their development. That's a long time ago. That was all farm land and strawberry fields. Before that it was cows and much different. I don't remember if it was under Lockheed ownership and, again, I worked there so I have that knowledge as well not only being an abutter and also being on the Planning Board when they first came in. I also worked for the company. They have two buildings currently on that site. One of the buildings, and again I don't remember under which ownership it if was Lockheed or BAE, they rented one of the buildings out or a portion of one of the buildings out to Benchmark and they occupied part of that space for some time. Then they moved out and I don't know under what circumstances if BAE wanted to utilize the entire building. I believe that that was the case. This is a company that as a former employee I have high regard for the company and what they've done not only for the area but for the employees that work there and for the Town of Hudson. They've donated a lot of money over the years - donated equipment that people don't know about. When Fidele Bernasconi was alive and active, he worked for the company as well. He worked in contracts. He worked with company officials and they donated computer equipment to the schools. They donated a lot of different things that people aren't aware of that helped our community and offset taxes because of that. I'm not looking to have a bigger neighbor. I kind of like what's there now. It's quiet but at the same time I know that whatever they do will be a quality - if they decide to expand and build another building in there - and they still have to come back before the Planning Board. They don't have approvals for other buildings unless that happened when I was on a sabbatical at some point.

Kim Cadorette said we have no application for...Selectman McGrath indicated you don't have site plan approval for other buildings. You only have the approvals for the two buildings that exist so that you'd have to come back in for site plan approval for anything further. I think whatever their intent is it would certainly benefit the town. The traffic would be a concern but that's an issue that would be dealt with at the Planning Board level if they increased the scope of their business there. They certainly have the property that's available to them. They own it. They've paid taxes on it all of these years and again the contributions that they've made to this community I think far exceed anything that we ever anticipated receiving or anyone really understands or knows about.

Chairman Maddox asked Selectman Coutu do you have a specific question. Selectman Coutu said no. I trust Selectman McGrath's knowledge relative to some of the machinations that go on at BAE because I've said I've had discussions with members of the Chamber of Commerce about my feelings that I didn't feel BAE didn't contributed much to our community. Maybe BAE does it. I trust what you're telling me as a former employee of the company without notoriety. I know there are a lot of people that do that. People come to me not all the time but I have friends that come to me and want to do things for our community but they want zero notoriety. I have given cash to various organizations from anonymous donors. They wish to remain anonymous and I respect that. If this is the way BAE operates, then good for us and good for them. I accept that. I needed to have more local knowledge and I anticipated coming in this evening that I would get it from you being a former employee and an immediate abutter. I haven't called you about this. I thought about calling you or stopping by the house. I'll wait until tonight's meeting. Thank you for being a good neighbor. I will second the motion.

*Motion by Selectman Nichols, seconded by Selectman Coutu, to request that the State of New Hampshire Department of Resources and Economic Development designate 65 River Road (Map 251, Lot 001) as an Economic Revitalization Zone.*

Chairman Maddox said, again, my dealings with BAE - they've come in a couple of times before the Planning Board always totally above board that everything that we asked them to do they have done some expansion in the time that I've been on the Board. I would like to see them expand further. If we can help them by giving them an ERZ zone designation that would help them offset costs, then I'm sure that they have to look at it like any other business. I think this is just a win/win for everybody.

Selectman Coutu noted it's not a ton of money. Chairman Maddox said money is money.

Vote: Motion carried 3-0-1. Selectman McGrath abstained.

D. Town Wide Paving Contract

Chairman Maddox recognized Road Agent Kevin Burns.

Kevin Burns said it's nice to know it's your favorite. Chairman Maddox said it makes most people happy. It's one of those things when your road gets paved it's just a good day. Mr. Burns noted it also means spring is right around the corner when I'm here talking about it.

Kevin Burns indicated that Brox has offered to extend their paving price again this year. At first I was hesitant until I was able to do some research. Then after doing some research again this year I think it's a very good deal. There's been two recent bid openings so far this year. One is Nashua and they came in at \$69 a ton. We are currently paying \$67.48. Salem was another one that came in recently at \$73 a ton. So we're paying significantly less than both of those and they have larger contracts than ours. Nashua is a \$2.5 million contract. Ours is only \$790,000. One big savings is what we pay for reclaiming and cold planning at \$1.35 and \$1.36 per square yard. That is unheard of nowadays. Nashua just had their bid opening at \$2.50. That may not sound like significant money until you realize the quantity that we do. This year we did 98,000 square yards. Using \$1.35 at our price, that's \$132,000. If we were to go out to bid and get close to what Nashua's paying at \$2.50 that would bring us to \$245,000 in just prep work. Even if our asphalt prices came in the same, I know our prep work - our milling and our re-claiming would go up significantly and we would actually lose money by going out to bid.

Motion by Selectman Nichols, seconded by Selectman McGrath, to authorize the Road Agent to extend our current paving prices for fiscal year 2016 with Brox Industries, Inc. The contract items extended are: \$67.48 per ton to supply and install hot bituminous asphalt; \$1.35 per square yard for cold planning; and \$1.36 per square yard for reclaiming, carried 4-0.

E. VFW Post 5791 Loyalty Day Award Nomination

Chairman Maddox noted we have a great candidate in Helen Cheyne for Fire Administration. I think that this is a great award to recognize our people that are kind of in the background and don't get seen every day as the great employees that they are.

Selectman Coutu noted it says here that as part of its Annual Loyalty Day dinner and awards program, the VFW Post 5791 is requesting that the Board of Selectmen provide the name and biography of a town employee OTHER than a member of the Police and Fire Departments. Is that a different award? Am I misreading this?

Chairman Maddox asked Chief Buxton to come up. The Town Administrator wrote this and I always thought it wasn't an active member of firefighter. Chief Buxton said the Town Administrator reached out to me asked if I would object to this nomination because she was not part of the active fire suppression group. We will also be nominating from the fire side of the house a member from emergency services or inspectional services. Where this was an administrative position, Steve had reached out to ask me if I would object to that. I obviously did not.

Chairman Maddox asked Selectman Coutu if that answered your question. Selectman Coutu said no. It's like saying that Donna doesn't work for us. Chairman Maddox asked would you like to defer it and have Mr. Malizia review. I hear what you're saying. It's a fire position but it's an admin. in the fire administration building. I don't think she's ever rolled on a truck to a call. I understand what you're saying she is a member of the Fire Department but not certainly.

Selectman Coutu noted if this said other than a police officer and firefighter I would understand it but this says "other than a member of the police and fire departments". She's a member of the Fire Department. Would you consider a member of your department?

Selectman McGrath asked if there was a time. Chairman Maddox May 6<sup>th</sup> is the event. Selectman McGrath noted they need the nomination no later than March 15<sup>th</sup>. So we have until our next meeting we can make a decision. Selectman Coutu said I have no objection. I just want to make sure we're abiding by the rules. Chairman Maddox said it was a legitimate question. Selectman McGrath stated I certainly don't have any objection to this person either.

F. Notice of Intent to Retire - Captain David Morin

Chairman Maddox recognized Chief Buxton.

Good evening Mr. Chairman and members of the Board. Chief Buxton said as you see in front of you this evening, Captain Morin has announced his intent to retire after 33 years with our organization. Just give you a little scope into his work career with us. He started in 1983 as a call firefighter, moved into the full time force in 1984, was promoted to Acting Lieutenant in 1986. In 1987 he was promoted to full Lieutenant. In 2005 he was promoted to Acting Captain and then in 2007 to Captain. I think Dave Morin's career is well known by everybody on this Board and most everybody in this community. His outreach to the community is involvement with the community is second to none. His involvement with the Hudson Dive Team, professional Firefighters of Hudson, Hudson Firefighters Relief Association but as I stated in my Memo to you this evening, his greatest accomplishment over the last 33 years is probably the 20 plus years that he spent as the advisor to the Explorer Post. I think of the hundreds of kids that went through that Explorer program and today are working either in the fire service or in other careers of public safety. I think he well deserved retirement. We wish him well and would ask you to accept his intent to retire.

Selectman McGrath was sorry to see that he's retiring. Certainly seems to have had an exemplary career with Hudson. In his Memo dated February 16<sup>th</sup> he asked about his exit interview and when that would take place. I'd like to know who does that. Chief Buxton said I usually handle those on the way out. That's been the will of the Board in the past. Unless the Board has a different action.

Selectman McGrath said I brought this up to you Chairman Maddox last week I believe and I think that we should have a policy and maybe this isn't the time to discuss it but seeing that it's part of his notification to retire, I'd like to establish a policy that it's not their immediate supervisor that does the exit interview but somebody either Kathy Wilson in HR or Steve Malizia. Somebody that isn't directly involved with that employee. Maybe they'd feel more comfortable talking to and giving their exit interview. That's my thought process and again maybe tonight isn't the night to discuss it but I thought it was appropriate to bring it up.

Chairman Maddox thought we should put that on the Town Administrator's list of things to take a look at and see if we can come up with a policy that makes sense. Certain levels go to certain people or whatever so that, again, I think we need to get better all the time. You have to constantly work to improve your operations and your processes. I don't think this is the one with the timeframe that we have. I think there's a procedure. There's a written record of this and Steve could take a look at or we could take a look at it.

Selectman McGrath would like to give them the opportunity that - and I haven't talked to Captain Morin other than I talked to him a couple of weeks ago about something totally unrelated to this and prior to his submission of his retirement. Perhaps he should be given the option where we don't really have a policy in place or a change in place give him the option of whether or not he'd like to talk to someone such as Steve or our HR person. I'm just thinking in terms of myself doing an exit interview. Sometimes the people that you work with and that you report to makes it a little bit harder to be more candid. I just think that I'd like to give him that opportunity.

Selectman Coutu said I'm a strong advocate of exit interviews. Always have been and always will be. I don't ever remember seeing an exit interview. We've lost a lot of employees so I don't know why they're leaving unless they're terminated. I have no reason why a person is leaving and sometimes I'd like to discover that there are reasons. I did have recently an employee come up to me and say I wish I had the opportunity or I was afforded an opportunity for an exit interview with you. I could have told you what was on my mind because he feels that the Board is independent. I have a problem with town employees interviewing town employees. It's a small family. We need to discuss this at length. You and I have had the discussion about not being able to put faces to employees we're hiring. We don't see them. If somebody comes on and say oh that's so and so. You just hired them. Okay you don't know who we hire. We don't get to see them. Management by abstentia. I think we need to look at our whole hiring process, the termination process, employee performance reviews which I haven't seen in 3 or 4 years, all of those things come into play here. I think that we should have a workshop and look at some of our hiring and termination policies, and what the procedure should be, and what we expect of our department heads when we're hiring or people are leaving our employment. I can certainly attest having human resources for 11 years. I can certainly attest to the value of an exit interview sometimes is very relevant sometimes to how you want to proceed in the future.

Chairman Maddox noted it sounds like the May workshop is filling up quickly. April we've already set up for election planning for November. Again I don't disagree. I think unfortunately the 5 part time people we need to rely on the staff and the people that we put in charge to do the various jobs. So maybe again if there's a hierarchy for the lack of a better word, you jump two levels or something of that nature to be able to bring different eyes to it or the Town Administrator.

Selectman Coutu said I'd like to take this one step further if I might Mr. Chairman. Whenever, whoever will be Chairman because we'll have a reorganization meeting right after the election is Chairman and Donna I would like to have - this is something that I definitely would like to have whatever log that you keep to remind us about certain things that prior to having a workshop relevant to this particular subject, I would like a memo to go out to each of our department heads. I don't want you to feel exclusive. I want you all to feel inclusive explaining to us



why they feel the benefit of their doing an exit interview as opposed to someone else matters to them or what their preference would be just so I can hear from the department heads - Police Chief, Fire Chief, Highway, Tax Collector, anyone who supervises this person as a department head tell us why they feel there's a relevance to their doing it or it would be better for an independent person to do it. I'm siding with you in terms of one's willingness to want to express themselves more freely than sitting down with the person that they may be leaving because of that person. I certainly know that this is longevity. I expected this to happen a year ago and Dave hung on another year. He's been - you know my relationship with Captain Morin. I think he's an exemplary guy. He's great leadership qualities. 9/11 a lot of things wouldn't have happened in this town without Captain Morin. He's been an exemplary person. This is important to me and it's important you and I recently had the discussion about doing...Chairman Maddox interrupted your goals for the next three years.

Selectman McGrath wanted it to be clear. This is no reflection on anyone. Selectman Coutu said no we got that. You made that clear. I don't think anybody reads that into that. Selectman McGrath felt the need to make it clear that it's not a reflection on anyone. It was something that I thought of and then when I was reading the packet and I happened to turn this over and I saw that that was the very last sentence that he put in his Memo his intent to retire, I thought this is really something that - it's clear by that that's something he wants to do. He wants to have an exit interview. We certainly need to give him that opportunity but I also think that we need to give him the opportunity to choose who he wants to have that with at this point until we can establish policy going forward.

Chief Buxton said the only thing I would point out is Captain Morin will be retired before the Town Administrator is back from vacation. He's in his final week of employment this week because of the way the meeting schedule falls.

Selectman Coutu asked have you asked him to do an exit interview. Chief Buxton said we talked about it the other day. We haven't pulled a date together. I would anticipate that taking place on Thursday. Selectman Coutu noted I have no objection to the Fire Chief conducting this exit interview. I just want to see a policy in place like Ms. McGrath said.

Chairman Maddox said we're talking about the May workshop to put a policy rather than just a...Selectman McGrath said I he decides that he'd like to sit with us, then I want to give him that opportunity or if he wants to sit with Steve. Still go forward with the exit interview with the Chief but if he wants to come back in just because of the timing of this, I want to give him that opportunity.

Selectman Coutu stated any employee who leaves I feel who wants to meet with us in nonpublic to discuss an exit interview; they're welcome to do so.

Chairman Maddox noted we have some work to do. I will tell you that I already have tried to hit up Captain Morin to sign up for a couple of Boards. Working wherever we can. Thank you Chief.

*Motion by Selectman Coutu, seconded by Selectman Nichols, to accept Captain Dave Morin's resignation with the Board's thanks and gratitude for his many years of public service for our firefighting community.*

Chairman Maddox said that in all the ride alongs I did, unfortunately for poor Captain Morin, he was probably 50 percent of them. Always helpful. Always tried to educate. Always tried to help and understanding a very challenging job. So to him thank you.

*Vote: Motion carried 4-0.*

## 9. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman McGrath - I have nothing to report. I guess the only comment that I would have is and you alluded to it when we started off the meeting with Brad Seabury's passing. I understand that there's going to be an article in this week's Hudson News that will elaborate on his many contributions to this town. He's going to be one that we're really going to miss. He's been such a part of this community and often times I think his contributions have been overlooked because he's been so quiet and easygoing. I can't imagine going forward without him. Fortunately we have Maryellen Davis has stepped up and she's now the Chairman of the Zoning Board of Adjustment and that will be a good transition but even with that said, she's got big shoes to fill and we're going to miss him. I think the Town is better for having him all of these years but we're certainly going to lacking that expertise and that desire that he had to contribute to this community. That's all that I have.

Selectman Nichols - I attended the Hudson Senior Affairs Committee meeting on February 17<sup>th</sup>. It was a fairly good one. They talked about the newsletter coming out and they have 960 new members as of that date. They're getting ready to strategic planning survey. I'm going to try to hand it out I guess at the March elections. They will talk to someone and see if they can't get them out there. They also talked about possibly after that

was done maybe going to a meeting every other month or so because it's not really heavy right now. They also talked about trying to push the Warrant Article 15 for the full time girl.

Selectman Nichols went to the Benson Park Committee meeting. Again they had a discussion with the Friends of Benson Park regarding the Warrant Article Q. There was quite a few of the Friends of Benson Park there plus some of the members of the committee. They talked about having a couple of signs out in front of the Benson Park about it and I guess somewhere else. They didn't say where. They're only going to have a few. I did tell them they'd have to at least somebody down across from the election to hold up a sign but they'd have to be across the street and they couldn't be yelling or hollering at anybody. They can't do that. So that's all that I got.

Another thing, Selectman Nichols is Candidate's Night is the 29<sup>th</sup> at 7 o'clock at the Community Center. So everybody get out there and listen to your new candidates and see what they have to say.

Selectman Coutu - She gave me a segway to something that I learned for the first time this election is that it is now prohibited in the State of New Hampshire to have within so many feet of the polling place unattended political signs. You can have for example in previous years - I know I've done it - is park a truck across the street and have a sign on the truck just left there. You cannot do that. It has to be an attended sign. Someone physically has to hold the sign. The Moderator has the right to remove signs that are unattended. In this past Presidential Primary as a matter of fact, he informed me that abutting on the side of the Community Center - abutting and adjacent to the electrical lines, he had to remove several of the Presidential candidate signs because they were within that restricted zone. He also had to go I guess and tell some people who's holding that sign. If no one is holding the sign, you have to get rid of it. You can't have an unattended sign. It must be held by somebody. A new law.

Chairman Maddox asked how can you tell somebody to get rid of it if there's nobody there attending. Selectman Coutu noted well then you take it. You can confiscate it. You will see if there's an owner to the sign take it up and hold it. I think it doesn't matter. You can hold half a dozen if he can do it as long as you're holding them but you can't leave an unattended sign just sitting there in front of a vehicle. I imagine you could but as long as you're standing there. Like somebody made me many, many years ago one a couple of them 4 x 8 sheets and they're made on that corrugated plastic so they're lightweight. You can hold them with one hand. They're huge and I've never used them. I used them once on top of a truck. Unless I put them at the Highway. Other than that, I have nothing more to say.

Selectman Maddox - A couple of things. The Chair erred at the beginning of the meeting and we did not take attendance. I just wanted for the record to state that Selectman Luszey was not very quiet but he was in fact not in attendance. He is luckily down with Mickey and Minnie as I understand it. So he was not here for this meeting. I did not take attendance.

Voting. Chairman Maddox said we're going to discuss that at the April workshop to try to come up with other plans and try to see if there's a better plan than 15,000 people going through the Community Center.

Finally back to Brad Seabury. Chairman Maddox said as typical Brad, he didn't want a ceremony, a lot of speeches. He asked that you take out your significant other than toast him. I am certain that there are many, many people tonight and throughout the coming weeks that we'll be toasting Brad Seabury.

10. NONPUBLIC SESSION

Motion by Selectman Nichols, seconded by Selectman Coutu, to enter Nonpublic Session according 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) 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 4-0 by roll call.

Selectman Coutu interrupted and spoke of Shepherds Hill. We have unfinished business. We can't go into nonpublic session. Isn't this for the public? We have to make a motion.

Motion by Selectman Coutu, seconded by Selectman McGrath, to approve the Settlement Agreement between the Town of Hudson and the Shepherds Hill Condominium Association as recommended by the Town Attorney and Town Administrator, carried 3-1. Selectman Maddox in opposition.

Chairman Maddox indicated Nonpublic Session is entered at 8:06 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. Thank you and good evening.

Chairman Maddox entered open session at 9:44 p.m.

Motion by Selectman McGrath, seconded by Selectman Coutu, to seal the Nonpublic minutes, carried 4-0.

Motion by Selectman Coutu, seconded by Selectman Nichols, to hire Ryan Gawlik as a Regular Special Shift Employee at a rate of \$11.00 per hour effective 2/23/16, carried 4-0.

Motion by Selectman McGrath, seconded by Selectman Nichols, to hire William Davidson as an as needed temporary snow plow driver at \$17.67 per hour effective immediately, carried 3-0-1. Selectman Coutu abstained.

Motion by Selectman Coutu, seconded by Selectman McGrath, to hire Alexander Green for the position of Firefighter/AEMT in the Fire Department at the contracted starting salary of \$18.98 per hour (step 1) effective March 27, 2016. This assignment will be a non-exempt position in accordance with the International Association of Firefighters Local #3154 Contract, carried 4-0.

Motion by Selectman McGrath, seconded by Selectman Nichols, to authorize the Road Agent to post for the position of a Truck Driver/Laborer position within the Highway Department, carried 3-0-1. Selectman Coutu abstained.

11. ADJOURNMENT

Motion to adjourn at 9:49 p.m. by Selectman Coutu, seconded by Selectman McGrath, carried 4-0.

Recorded by HCTV and transcribed by Donna Graham, Recorder.

HUDSON BOARD OF SELECTMEN

\_\_\_\_\_  
Richard J. Maddox, Chairman

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Roger E. Coutu, Selectman

\_\_\_\_\_  
Pat Nichols, Selectman

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Marilyn McGrath, Selectman