

HUDSON, NH BOARD OF SELECTMEN
Minutes of the February 24, 2015 Meeting

1. CALL TO ORDER - by Chairman Coutu the meeting of February 24, 2015 at 7:07 p.m. in the Selectmen's Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE - led by Selectman Nadeau.

3. ATTENDANCE

Board of Selectmen: Roger Coutu, Ben Nadeau, Rick Maddox, Pat Nichols

Absent: Nancy Brucker

Staff/Others: Donna Graham, Executive Assistant; Fire Chief Rob Buxton; Elvis Dhima, Town Engineer; Kathy Carpentier, Finance Director; Len Lathrop, Chairman Board of Trustees; Jared Stevens

4. PUBLIC INPUT

Chairman Coutu asked does anyone in the audience wish to address the Board on any issue which the Board has control of at this time.

Len Lathrop, 31 Winslow Farm. I'm here on a three-fold task tonight. If we might Mr. Chairman, just start with the simple task. One of my appointed roles here in town is your representative to the Economic Development Committee. The five-year plan is coming up and they're having visioning workshops that I brought you the invitation to in the area. These invitations and these workshops can be both beneficial and a two way street. We can tell the Regional Economic Development people what kind of needs we have to work into the plan and they can tell us what kind of resources they're projecting over the next 5 years. I'll be attending the first session which is March 3rd in Nashua and if you have anything that you want to add to them, question to them, inform to them, I would be happy to bring that information forward and I would invite not only the select people but some of the staff and many people in our listening audience to try to come and visit one of these things. Economic development works in a lot of cities and towns in our State that helps to bring business into town by underwriting grants for building and development and short-term loans. Donna I've left you with some extra ones and if you wouldn't mind posting those that would be great.

Moving on. Mr. Lathrop said I'm switching to my Bookkeeper/Chairman of the Trustees of the Trust Fund and I'm trying to move through quickly so that you can get to your important issues. While at the Deliberative Session, we heard about the revolving fund for the cable television people. While that fund might take 2 or 3 years to grow to be a substantial basis, we were hoping as Trustees that maybe that type of fund and some other funds to the town hold in noninterest bearing accounts or in very low interest bearing accounts could be under the Selectmen's supervision combined with the \$17 million that we do in the trust funds to get a better return for the town on those monies. I've talked to our wealth management people and they don't see any issue with it and if the Selectmen are generally in favor with no commitment, I would be happy to go to the Charitable Trust Board and talk to them and see if there's any conflict in doing that. The reason that it makes sense is as the pool gets bigger what you pay for wealth management gets smaller. While we have a large sum of money, we're the second in the State right now; we get quite a substantial discount on wealth management.

Let's say conservation took their million plus and went and said let's invest this. They'd be paying 5 or more percent for that wealth management where we're going to pay 3 just because it's part of the big pool. Chairman Coutu indicated that's a bargain. Len Lathrop thought you have control of their money and the only caveat with any type of investment of this nature is you should look at a 3 to 5 year principle that's not necessarily needed so that we can say to the wealth management people you've got at least 3 years. Maybe you've got 5 years before we can recognize that this money is needed. That's not to say that the money isn't liquid and we couldn't get it for you in an emergency but when we invest it the longer we can tell people that they're going to have it, the better the investment vehicle can be. We meet quarterly with our wealth management people and right now they know that shortly we'll be paying for this and paying for that. We try to schedule things working with Kathy. We haven't reimbursed the town for cable money for the senior center yet so that we can hold it and get a little bit more interest on it until Kathy really needs it to complete the project and within a week we can have the money for her. It's a matter of working together and communicating to keep the funds liquid but also invest it to the best interest.

The third hat Len Lathrop said I'm going to put on is a little bit different tonight. I was recently at Fairview and they had a speaker who talked about Alzheimer's. He was pretty phenomenal. An Alzheimer sufferer, he'll point blank tell you the disease is going to kill him. His name is Greg O'Brien. He's written a soft cover book. I would like to see if we could bring him to town. Fairview and I, the newspaper, would support all the costs. My question is is the senior center available for a meeting some night, probably a Friday night, for about 100 people open to the public. Free to the public. We would publicize it. We would ask people to come and just learn about Alzheimer's. We all talk about cancer. We all talk about diabetes but up to now not many people have talked about Alzheimer's. He has a pretty phenomenal presentation that helps you understand the disease especially the early on set. He was a publisher and the owner of the Cape Cod Times. So I've known him throughout the years. He was diagnosed about 5 years ago and he talks about the suffering of the early diagnostic situations and what it means. Some of the things that we all know about Alzheimer's but do we understand the rage that it causes inside these people's body. Do we understand what the caregivers need to understand? I think it would just be a benefit to our community for our populous just to have access to this information. I'm hoping that the senior center is the right venue because of the nature of the population there. That's all I have tonight.

Chairman Coutu asked to take them in the order that you gave them to us if you would. Relative to REDC, she's still managing affairs for both Hillsborough and Rockingham Counties? It's now joined? Len Lathrop said yes. I think there's a couple of other towns tagged in too. Chairman Coutu asked does she have any idea of how much money she's going to have available next year. Mr. Lathrop was sure she does. I sitting here tonight don't know. Chairman Coutu noted that takes care of REDC and I appreciate...Mr. Lathrop indicated it would be a great thing for people to go and listen to. If we have ideas especially I see Mr. Cashell in the audience, we don't know who's going to come to our town and it might be a benefit to have in one of our industrial economic zones. If there was money, we could help them get low interest loans or things for leasehold improvements, renovations, and things like that. They do some pretty phenomenal things for business people. Chairman Coutu noted we've seen what they can do personally.

Selectman Maddox had a couple of things. First off, this thing is on March 3rd at the Nashua City Hall at 9 a.m. It's going to be a challenge for some of us but I think that again get the word out. Len Lathrop asked to carry your message. If you have a message or if you have a statement, I'm more than happy to carry it for you. You're recognizing that these are the first one is at 9 a.m., the third one is at 9 a.m., and the other two are in the evening but they are a little bit of distance from us. If you go to Tuscan Kitchen on the 17th, it's a pretty nice place to go for 5 o'clock. It's not a terrible venue.

Follow up Mr. Chairman. Selectman Maddox didn't know if they'll be able to help us but I think one of the things that we need to be looking at is our infrastructure. I don't know if they can help us with some of that but I was thinking just the sewer. You know I think our economic development is going to be stymied by not having the capacity that we need to be able to support industry in our industrial park. Again I'm not sure if it's something that they can touch. Len Lathrop indicated I have seen road projects on their map. They just worked in Portsmouth with the Smutty Nose Brewery people. They financed that whole project to taking a dilapidated burned out building and making it a new micro brewery for Smutty. There's a lot more things they do than the little bit of contact that we've had with them.

Follow up one last time Mr. Chairman. Selectman Maddox thought that that is something that the Town Administrator and/or the Town Planner should plan on being at so that our presence is there and starting that dialog for any company that maybe looking at Hudson to come in having some knowledge about what this organization does. Chairman Coutu thanked Selectman Maddox. Your point is well taken.

On the other items, Chairman Coutu was a little confused Mr. Lathrop. We're talking about should the voters approve the revolving fund for the HCTV - are you talking about the fund in total or the excess at the end of the budget year? Len Lathrop said either. Chairman Coutu said the excess at the end of the budget year I'm estimating...Mr. Lathrop indicated it would become part of your operational and be kind of surplus. Chairman Coutu was estimating that to be about \$60,000 looking at their present budget and what we're generating for income. Mr. Lathrop was looking at the revolving part of it. They're going to get 80 percent. Say in 5 years the leftover - let's say the spend 400 for easy numbers. There's going to be 200 leftover per year. At the end of 5 years, you've got \$1 million sitting someplace. To have \$1 million not invested and not planned for is a sin in today's economic times. Especially when we have an easy vehicle that we can combine that with our other investments to return some money back to the town. That started the plan and then as I spoke to Selectman Maddox just briefly about it, the conservation money came up. There's a pretty good chunk of conservation money sitting there and until you approve a purchase or until you approve something, it should probably be invested. Chairman Coutu agreed. I thought it was being invested. This is the first I hear that it's not in our investment portfolio. That should definitely be invested. We're not apt to spend \$1 million very quickly and it's available as you said if something should happen and we need it, we can pull it. A year's worth of interest on \$1 million is considerable. Len Lathrop thought as we move forward, you should have - I'm not saying do it today but I knew I was coming to talk about seeds and it was just a natural progression to bring all three things quickly to you in this public forum. Chairman Coutu asked does not the ballot question state, the warrant article on the capital reserve fund that the balance will go to surplus? That's what the voters would be voting on that it would go to surplus. I think that's the question on the ballot. Mr. Lathrop said I don't have that answer.

Selectman Maddox thought only 20 percent.

Chairman Coutu noted that's what I'm saying. Twenty percent would go but in the meantime the difference because they're estimating the difference is what they're going to need for improvements and equipment and stuff. That's going to be spent on an ongoing basis throughout the fiscal year like any department. Well we can look into that.

Lastly, Chairman Coutu said the Alzheimer's. Mr. Lathrop said there would be no problem with having the senior facility available to you. I would further suggest that if you could arrange to have him come, and he is willing to come, and if Fairview health facility is willing to pay the expenses, let us know and I'll make sure that we have cameras there for HCTV. We'll televise it if he would accede to having cameras there and we can show it. Alzheimer's has a special place in my heart. My grandmother died of Alzheimer's, my father, all of my uncles died with Alzheimer's. I fear it every day. There's not a meeting that goes by that I don't think I have the onset of Alzheimer's. I try not to think about it. The doctors told me not to think about it. Len Lathrop indicated he has already agreed to come. You have to give him a memorial. You have to put him up over night in Nashua because of the distance he travels and those are costs that between the paper and the nursing home that we will handle. The big question was the building usage. We're going to have light refreshments. I've already talked to Mr. Yates. It looks like it would be March 27th or 28th. That will give us about a month to set it up. Nothing has been carved in stone. We've just done some initial leg work.

Chairman Coutu asked the consensus of the board. Is there an objection to him using the senior center on night? Selectman Nadeau had no problem. Selectman Nichols noted well if there's more than 100. Chairman Coutu said he said 100. Selectman Nichols said you have to keep it at 100. Len Lathrop talked to Mr. Yates he said 100. If the response is so good if we move some tables, he said we could probably bring in another 25 chairs and go to 125 if we had to. Selectman Nichols said if its open to the public and more people want to come, what do we do? Len Lathrop said you'd have to have a registration. People would have to sign up RSVP and the first 125 would get in. If we get 100...I mean we just have to deal with it. There's no way of projecting a full house. If we have a full house, we could probably figure out to have him come back another night.

Chairman Coutu asked Chief Buxton do you know what the occupancy permit is for that building. Chief Buxton stated unfortunately off the top of my head, I do not. I'm sorry.

Selectman Nichols worried about if we want people to show up and you get more - some people don't know to sign up and they'll show up at the door. So what do you do say can't come in? That makes me nervous.

Selectman Maddox said doesn't comedy night accommodate 400. Chairman Coutu noted at the community center. This isn't the community center. It's the senior center. Len Lathrop felt that the senior center was a gentler, nicer, closer to home venue for this type of medical discussion. We know that we can go to the community center for 300. We don't think we're going to get 300. I mean we would be overwhelmed if your direction is 300. There's certainly nothing stopping us from going to the community center. It's just the senior center has a much better aviance for this type of professional. Chairman Coutu said it was more manageable. Mr. Lathrop said what are we going to do stand him underneath the basketball net. Chairman Coutu noted it would be more manageable. If they're going to serve refreshments and we got to start thinking maybe 300 are going to show up - 100 is reasonable to expect. Mr. Lathrop said if in the first couple of weeks there's nothing carved in stone that says we can't move it. If all of a sudden it comes off its wheels at 100 and we say look we got another 100, let's move it or let's try to work it out.

Selectman Maddox thought parking would be another issue that we'd have to deal with. Selectman Nichols said that's for sure. Selectman Maddox indicated why not got to the place that can handle the crowds. Chairman Coutu asked to let Mr. Lathrop work on it. Len Lathrop said my friends at Fairview area big part of this also. So I'll have to talk to them about it. They were very excited to have it at the senior center. Ms. Sampson who runs the memory unit would be part of the panel because Mr. O'Brien needs a panel to help him sometimes even though he pretty much controls it. You might have seen him on Chronicle. If you watch Chronicle, he's been on. There is a short film that would be shown - a professional done film. They're talking about WMUR coming and doing it but I don't see any problem having a cap stand for both WMUR and/or our local HCTV. Now that you mentioned it, Chairman Coutu did see it on television but it was on the Boston station. Mr. Lathrop indicated he'll speak about the Still Alice film. He's reference that which is right there in the forefront at this point in time. As you know, I'm pretty cynical. For me to stick my neck out and say I think this guy has a value to bring to our town. He really did impress me with his humanity, his knowledge of the disease, and the way that he can communicate to people about this disease that we really haven't embraced and don't understand.

5. NOMINATIONS AND APPOINTMENTS - None

6. CONSENT ITEMS

Chairman Coutu asked does anyone wish to have any item removed for separate consideration. If not, I'll entertain a motion.

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

A. Assessing Items

- 1) Veterans Tax Credit - Map 160, Lot 104, Sub 007 - 49A Windham Rd, w/recommendation to approve

B. Water/Sewer Items

- 1) Water Abatement - W-UTL-14-07, 4B April Court, w/recommendation to approve

C. Licenses & Permits

- 1) Request to Solicit Funds - American Legion Post 247
- 2) Request to Solicit Funds - Merrimack Girl Scouts

D. Acceptance of Minutes

- 1) Minutes of the December 16, 2014 Meeting

E. Calendar

2/25 7:00 Planning Brd - Buxton CD Meeting Room
2/26 7:30 Trustees of the Trust Fund - Buxton CD Meeting Room
2/26 7:30 Zoning Brd of Adjustment - Buxton CD Meeting Room
3/03 7:00 Board of Selectmen - BOS Meeting Room
3/04 7:00 Planning Brd - Buxton CD Meeting Room
3/05 6:30 Recreation Cte - BOS Meeting Room
3/05 7:00 Benson Park Cte - Buxton CD Meeting Room
3/09 7:00 Conservation Cmsn - Buxton CD Meeting Room
3/09 7:00 Board of Selectmen - BOS Meeting Room
3/10 TOWN ELECTION - VOTE
3/11 7:00 Planning Brd - Buxton CD Meeting Room
3/12 3:00 Trustees of the Trust Fund - Buxton CD Meeting Room
3/12 7:30 Zoning Brd of Adjustment - Buxton CD Meeting Room
3/17 7:00 Cable Utility Cte - HCTV Ctr.
3/18 5:00 Municipal Utility Cte - BOS Meeting Room
3/18 7:30 Senior Affairs Cte - Buxton CD Meeting Room
3/19 7:00 Benson Park Cte - BOS Meeting Room - CANCELLED
3/19 7:00 Budget Cte - Buxton CD Meeting Room
3/23 7:00 Sustainability Cte - BOS Meeting Room
3/24 7:00 Board of Selectmen - BOS Meeting Room
3/25 7:00 Planning Brd - Buxton CD Meeting Room
3/26 7:30 Zoning Brd of Adjustment - CD Meeting Room

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on February 10, 2015

- 1) *Motion by Selectman Nadeau, seconded by Selectman Nichols, to hire Cheryl Hebert for the position of full time Senior Accounting Clerk at a starting rate of \$16.04 per hour (step 1) in accordance with the Hudson Support Staff Contract with an anticipated start date of February 17, 2015, carried 3-0.*
- 2) *Motion by Selectman Nadeau, seconded by Selectman Nichols, to adjourn at 8:51 p.m.*

B. Inspectional Services - Proposed Permit Fee Schedule

Chairman Coutu recognized Fire Chief Rob Buxton. This was an item that was discussed and we were scheduling a public hearing. It was discussed and it had been suggested to the Chief to go back, take another look at the fees, and make further adjustments with some particular recommendations. I believe you made some of them Selectman Maddox.

Mr. Chairman and members of the Board good evening. If you recall, Chief Buxton indicated on February 3rd we actually met on this at the public hearing. We made some adjustments and you asked me to go back and add a third column to the spreadsheet and entitle it adjusted to the adjusted fees between what we're currently charging, what's being recommended, and where the adjustment came in. Through conversation with the Board of Selectmen and review that I had done based on what you had proposed at your meeting. I also provided you with a few examples regarding plan review sheets and an approximation on time. I provided you that information to make sure that you understand the detailed review that goes into even a residential building permit today and make sure we understand the work that is being put forward. I open it up for questions Mr. Chairman. Actually one second before that. Under the fire prevention systems, I tried to extrapolate what you had done through some fee restructuring during your meeting and tried to move that down to the sprinkler system section and the stand pipe section and move that forward. That's where you see the bulk of those adjustments. You had made the adjustment during your meeting regarding the residential electrical permits and the discussion there.

Chairman Coutu asked on the electrical permits the only change is the residential from 100 to 275. Any questions or comments by any member of the Board? What is the wish of the Board?

Selectman Maddox told the Chairman we can certainly kick this down the road but I think that the Chief has come back taking most of the items that we put into the discussion. I know that there's the worry about the Hudson advantage but after 10 years I think Mr. Chairman that there needs to be an adjustment. These in my mind are reasonable over a 10 year period keeping within reason of our neighbors. I think it's something we should just enact and get this over with.

Chairman Coutu said I'll throw this motion out.

Motion by Selectman Nichols, seconded by Selectman Nadeau, to amend Hudson Town Code, Chapter 205 "Fees", §154-4 "Permit fees", §205-2 "Building fees", and §205-4 "Fire Department fees" (effective immediately).

Chairman Coutu commented I will not support it. Going back to what I said previously, I think that we're going to lose our advantage number one. Number two, I think that there weren't sufficient adjustments made. I think that on the electrical permits which I looked at very carefully, there could have been several adjustments. The fees have gone up and considerably in that area and I have not been solicited by anybody to speak on their behalf. This is just something that I noted. I think that fees are hidden taxes. I'm going to as I have in the past on other issues, I'm going to stand my ground and I'm not going to support it. I think it's a shame if this gets approved because a fee is a hidden tax. Call it whatever you want. It's a hidden tax. If there's no further discussion, I'll put it to a vote.

Vote: Motion carried 3-1. Selectman Coutu in opposition.

8. NEW BUSINESS

A. Burns Hill Landfill Update

Chairman Coutu recognized Town Engineer Elvis Dhima.

Good evening Mr. Chairman and members of the Board. Elvis Dhima noted as you are well aware in the town we have two landfills that we monitor. GZA is under contract to do these services for us. We submit a bi-annual report to the State. I have with me today Don Kirkland with GZA. He's going to help me answer some of the questions that you might have tonight. Recently we have encountered a certain organic compound known as 1,4-dioxane at one of our monitoring wells outside of our property lines if you want to call it that. It's also referred as - the site limit is also located outside of that.

Jim Wieck introduced himself with GZA. Don Kirkland is also with us as a hydro geologist by profession. The landfill has a ground water management permit which governs the impacts to groundwater associated with the landfill. As the Town Engineer just indicated, there's a compound which is known as 1,4 dioxane which has been detected at the landfill. It has been present there. We image for a long time. It's not a new thing but there have been changes recently to the analytical methods that allow you to detect it as much lower levels. So the State has been requiring the responsible parties to monitor these new methods down to much lower levels...Mr. Dhima noted which are particles per billion. That's what we're talking about.

Chairman Coutu asked what is particle per billion now and what is it supposed to be. Mr. Wieck stated the standard that the State has is 3 micrograms per liter or 3 parts per billion roughly. Currently we have concentrations which are around 8 and 14 micrograms per liter in a well which is outside of the groundwater management zone. The groundwater management zone is an area which is specified in the groundwater management permit that I mentioned within which you can exceed the standards and is being monitored and controlled. If you have an exceedence beyond the standard outside of the zone, the requirement typically is to increase the size of the groundwater management zone. Within that zone, there is a deed restriction on the use of water. It's to protect for exposure to the water anyone using it. There is a need to move forward and do some additional work to try and delineate the extent where the concentrations exceed the groundwater standard. What we're recommending you do is sample some residential wells around that area to confirm hopefully that it is not present and if that were the case, there's an adjacent property which the groundwater management zone could be expanded into which is currently not developed. The alternative to that would be to install additional monitoring wells within that area that's undeveloped before you get to the residential properties. However, that can be very costly. It's not necessarily conclusive. There's a lot of uncertainty. When you're drilling wells into fractured bedrock, you can miss something a few feet away. Also we're really recommending sampling the residential wells just because it would out them as being a receptor to the contaminant.

Elvis Dhima said these particular samples were taken in the well outside the parameter and it's in the bedrock of about 290 feet deep approximately. So we're looking at a depth of approximately 300 feet and this is one of the samples we're taking. It's in a bedrock area.

Chairman Coutu questioned at 290 we got these readings. Mr. Wieck said roughly at that depth yes. It's within the fractured bedrock.

Chairman Coutu asked dioxane is a gas. Mr. Wieck said no it can be in the gas form but it's an organic compound. It was used in certain solvents as a stabilizer and it's also found in other products - personal care products even can have it in it. We don't know what the actual source is in the landfill but some historical disposal there has resulted in this. It's not a naturally occurring compound. In the past, GZA has done work for the town on that landfill. Looking at arsenic concentrations and manganese concentrations in that general area, there was a concern that concentrations that were detected in residential wells in that area were from the landfill. The result of the study did show that it appeared to be a background condition because those can also be found in natural bedrock. The town does monitor a couple of locations just to see if there's any increasing trend or anything that might suggest there was something going on. At this point, the arsenic and manganese are assumed to be just background not related to the landfill. The 1,4 dioxane however is a man made compound. There wouldn't be a naturally occurring source for that.

Chairman Coutu asked if it was heavier than water. Mr. Wieck said in the form that we're finding it in, the dissolve phase, it would not be. It would be mixed with the water. It would travel with it so it would not sink. I believe in its pure product form it would likely be denser than water. I would actually have to check that.

As a result of it being able to co-mingle with water thus the higher readings because if it were heavier than water, at 290 we wouldn't get much of a reading depending on the depth of the well of course. Jim Wieck said if it were in its product form denser than water, it would move down through the water column and it could work its way into bedrock and go to some depth. So that would not prevent it from going down. It is most likely that where we're detecting it, it is flowing with groundwater as a dissolve phase. The concentrations are relatively low compared to the solubility of it how much can go into the water. Again the groundwater standard is very low as well which creates that problem.

In your report, Chairman Coutu said you mentioned that you've identified certain homes. I couldn't figure them out by the map that was given here but you've identified certain homes that you feel the well should be monitored and it should be done obviously on a voluntary basis. If this were to be done, how would you notify those residents - what would be the procedure in notifying the residents and how do we do it without alarming them? Jim Wieck asked to back up a little bit. What we would do if you authorized us to move forward with this is initially we would review the results of that previous study that we did to try and see if there were any preferential pathways or anything like that that might help us select homes better. There's an initial selection that's in there that is based on proximity to the well where we detected it.

Elvis Dhima explained it's about 1,000 feet right now. The properties that we have mentioned there are approximately 1,000 feet. There will be a few more based on if they go back and look at it to a few houses but everything seemed to be within approximately 1,000 feet. Jim Wieck said we want to go back and take a look. It's not very involved but it's important to do that. We would create what we would call a work plan from that and we would provide that to the Department of Environmental Services for their review and approval. If they're satisfied with that, they can give us approval. Then the next step would be to reach out to folks. What I would recommend is that we prepare an informational letter and ideally that could be delivered personally to folks in the area and explain. On top of that, I would also recommend that you hold some sort of an informational meeting to folks in the area that may not be available to meet one on one in some sort of a walk around. At that point, you could explain the need for the work and hopefully get greater cooperation from folks as you mentioned. They would have to be voluntary at this point.

Elvis Dhima noted this is based on previous experience that they had at other communities. If you look on line, I was looking a little bit into it. They're saying that in 2010, there's actually 67 sites in New Hampshire alone that are dealing with this and it varies from 2 particles to 11,000 particles per billion. Chairman Coutu asked if we're talking strictly dioxane. Mr. Dhima said yes correct. So 67 sites varying from 2 to 11,000. It seems like New Hampshire alone - I don't know if it's this particular...Jim Wieck didn't know what the distribution was elsewhere but it's largely being found now because of this change and available analytical methods to lower concentrations. So it's an emergent contaminant only because of that. It hasn't been present in the past. It's just not detected.

Chairman Coutu had one more question and then I'll turn it over to Selectman Maddox. What is the cost that's going to be involved in this process? Jim Wieck indicated it would depend on the number of homes. Certainly the more we sample the more economical it would be. I would estimate somewhere in the order of \$1,000 per residence including development of the work plan, some outreach, the sampling, the analytical laboratory fees, and a summary report. Chairman Coutu asked would it be required that the consumer make available urine samples to see if any of it was ingested in the system. Jim Wieck said no. I actually couldn't speak to that myself. I don't know if it would be metabolized but I doubt you would detect that. What we would be looking at would be strictly sampling the groundwater supply wells that they have to make sure that it is not present. Elvis Dhima said which would be samples from the faucet or the main line coming in from the well. Nothing like going actually into the well or taking it apart and all that. It's just regular tap water. Mr. Wieck said we would run the well for the water from a tap outside for a period of time to purge water out of the well to make sure you have something that hasn't been stagnant in the well and then collect a sample. Chairman Coutu said how deep the pumps are as well in the well are going to determine the level. Mr. Wieck said we would look at that but a typical rule of thumb is something like a 20 minute purge.

Selectman Maddox noted that I'm looking at your drawing and I understand that I have an 8 ½ by 11 of a desized drawing or whatever. So it's a little challenging for us. You have arrows that say I believe it says - oh it's two different colors. Mine is all one color. I was wondering how you had arrows going in two different directions. Mr. Dhima thought they made a copy of a copy. I do apologize. Selectman Maddox thought that again we're looking at this and both of those arrows are the same color on my drawing. I guess Mr. Chairman I would like to see us do the plume direction if you would before we go and tell 5 homeowners and it now becomes 8. It doesn't seem to make any sense to do this twice. I think you need to do the legwork before you come in and ask us to start notifying people that there is or is not a problem.

Donald Kirkland said the evaluation of the direction of groundwater flow and the potential transport direction, that's done repeatedly as we sample at the site. So that's a routine thing that we do. There is some uncertainty in it. That's partly because it is in the fractured bedrock and we have a very limited number of monitoring points. To refine the direction of flow would require installing additional monitoring wells and there would be a significant expense associated with that.

Selectman Maddox asked how did you pick those 5. Mr. Kirkland said they're based on proximity to the location that we where we know we haven't exceeded in the south side of the groundwater management zone. Chairman Coutu stated say any well within 1,000 feet you said. Mr. Dhima said yes. The location in question is this particular well. Selectman Maddox noted on the map he's right in the middle of the former Hudson landfill. He's aiming it towards the southeast. Numbers 84, 82, 80 and 78. Elvis Dhima indicated there's two maps unfortunately. One was prepared by GZA and another one was prepared by me

trying to show. I have to adjust that particular map to get all the abutters in. Selectman Maddox asked so you feel that the flow is going this way. Mr. Kirkland said those are the closest ones.

Jim Wieck said you also have to realize that the direction of groundwater flow is going to be impacted by how much they're pumping their wells and the conductivity of those wells to various fracture networks. It does become very complicated and as I said, you can install wells. That definitely is a valid way to move forward. However, it is relatively costly and there's uncertainty even if you do put in a number of wells. They need to get to a level of certainty. You have to spend an awful lot of money. By simply sampling the wells, you're finding out what they might actually...

Chairman Coutu said if we build another well, we're just going to have stagnant water. I mean there's not going to be any kind of flow. It's going to be whatever is coming up from the bedrock. Mr. Wieck indicated we would develop the well if you put in a new well. We would pump from it. The sampling procedure requires us to remove stagnant water and there are other ways we can do it too. Basically we do try to account for that. Chairman Coutu asked do you flow at a rate that's equal to what a consumer would normally use on a daily basis. Mr. Wieck said we wouldn't need to do that because what we'd be trying to do is intercept the plume in between and see what's there. It's not necessary for us to do that and if we were to pump on it significantly, we would change the distribution potentially in the subsurface. Chairman Coutu wanted to ask a question then. On the number of homes, I believe it was - I read it, 8 homes or something that were - 5 homes were identified within the 1,000 foot. Is that a sufficient sampling? I knew you want to do more. Mr. Dhima thought for them to go back and actually come with an actual plan that the State has to approve, I would say that would be the first step would be the minimum. We could do at least 5. We'd probably like to do a little bit more but obviously there's going to be a cost to it. That's when they have to go back and say all right maybe we don't have to do this too close to each other. Maybe we can skip one in the middle. It's just kind of spread out the location versus kind of focusing everything in one right now which is in Wason Road I believe most of the location.

Jim Wieck said when we did that previous data that I mentioned we collected information on the bedrock. It's not incredibly detailed knowledge but it is some knowledge of preferential direction of groundwater flow based on the fracturing that we see in the area. We would look at that. We would look at the results that we had from the water quality testing to see if there was any locations that maybe there's an indication that there's a greater level of connection back to the landfill.

Chairman Coutu asked did you say you were a geologist. Mr. Wieck indicated I'm a hydro-geologist. Chairman Coutu said you know the impact of flowing water on the shell.

Selectman Maddox explained from my two cents Mr. Chairman, I'd much rather them do a little more research before we mail out letters. I think it would be smarter to us to involve 10 homes rather than 5 if that's what it needs to be. Rather than doing this twice number one and to make sure that we have an accurate area of concern or non concern if it comes out. I would be willing to vote for these 5 that we have tonight Mr. Chairman until the other part is done.

Chairman Coutu thought they'd rather air on the side of caution. That's why they want to go back and do this study. I think that's only reasonable.

Elvis Dhima agreed. This was more to inform the Board and to just introduce this matter and then we can go from there. What I'd like to if you don't want to proceed with the 5, at least I would like to change the motion a bit and get the okay to proceed with GZA moving forward at least with going back and looking at the overall and making a recommendation to the town and eventually the State. Then we can go back to the residents and inform them that we'd like them to volunteer in this program. Would you be okay with that?

Chairman Coutu asked now GZA is the name of their company right. Jim Wieck noted GZA GeoEnvironmental.

Elvis Dhima noted we've been using them in the past to provide services as such for our landfills. We continue to use them currently right now.

Chairman Coutu asked are there any other questions.

Motion by Selectman Maddox, seconded by Selectman Nichols, to authorize GZA GeoEnvironmental to proceed with the exercise of work plan development beyond the scope of that that was already presented.

Selectman Maddox thought that what we have here is insufficient for us to do what we need to do. So come back with a recommendation and Mr. Chairman for that price and hopefully the price goes down as you do more of them, even a couple that are even questionable. I want to make sure that we know where it is.

Chairman Coutu said if it comes out to be 14 homes, its 14 homes. Don't worry about they're pulling the purse strings keep it below 10 but above 5. Let's do what is right for the neighborhood.

Selectman Maddox commented that's what I'm trying to get to Mr. Chairman. I don't want to do 5 and find out that it really needed 8 and now we have to go backwards.

Vote: Motion carried 4-0.

B. Water Line Extension - Oliver Drive

Chairman Coutu recognized Town Engineer Elvis Dhima.

Elvis Dhima indicated along this there is an association that's currently using the community well. It was installed about 20 years ago and is underperforming right now. It's under design. The association was made aware of a State grant that connect to municipality water. They submitted an application plans that go with this and they're proposing approximately 400 feet of a 12 inch main along Ranger Drive and Barretts Hill Road which are public. The town will take ownership of it once completed. The remaining of the line which is approximately 700 feet, a 6 inch main along Oliver Drive will remain private. Oliver Drive is a public road. I do apologize. It says on the Memo private. The association is setting up a construction easement so while this will remain private, they will have the town I guess fix any issues in the future and then we'll just send them back to bill. The reason they're doing this is because there's only so much money available in the grant and if they make this public, they'll be subject to access fees for a building. There's about 4 units per building. So there's 6 buildings - 4 average. They're talking about \$20,000 per building times \$120,000 in just access fees. The way they're proposing right now by installing 400 feet of public and then turning it into a private line, they're going to be paying one access fee and then the remaining - there will be just one access for \$5,400. Then the town will have one meter there at the intersection of Oliver and Barretts Hill. We'll take ownership of that as well.

Chairman Coutu asked how far off is this project Mr. Dhima. Elvis said they'd like to get this done this summer. As I said, the current community well they're using right now is underperforming and I believe that if they don't use the grant, they might lose it or they'll have to start all over again. So they've got everything done at the association level and with the town trying to get this thing done this summer. They have a construction cost and everything. Everything else is ready to go once the Board approves it. The MUC already approved it.

Selectman Maddox asked to go to section 4.01 in the agreement. It says that we're going to pay them \$3,156 for any property owner which ties into the municipal water system from and through the premises. If we're only getting \$5,400 for the one meter, why would they be getting \$3,000 from us for everybody that hooks up? Elvis Dhima said that was standard for water agreements between town and developers. That will be only subject to Rangers Drive all the way down to Oliver. So the 400 feet of 12 inch - anything beyond that, they will not get reimbursed. Selectman Maddox noted that's not what it says though. It says from and through the premises which I would assume would be the condominium. Mr. Dhima said their reimbursement is only subject to Rangers to Oliver. That would be the only thing. This will remain a private line. They wouldn't have to get reimbursed for their own access. They're going to do their own access once they go beyond the utility meter which is a 4 inch Neptune. This was looked at by their lawyers and by our legal team and approved by both.

Chairman Coutu said if it goes from Rangers to Oliver, why doesn't it say that in that sentence as opposed to - Selectman Maddox makes a very good point. "from and through the premises". From and through is quite specific. I think it's pretty clear to me what it says. I think it would be more apropos to specify from which street to which street as opposed to through the premises. I don't want them coming back saying well the language says through the entire premises. Selectman Maddox said its 54 units get \$3,000 a piece.

Elvis Dhima noted it says further down "provided however at such time the municipality water system occurs". That particular section from the intersection of Barretts Hill all the way down to Oliver, that would not be municipality water system. The only municipality water system which is in that paragraph is from Ranges to Barretts and it stops at the intersection. Chairman Coutu asked why it didn't say that. Mr. Dhima said it does. It says, "provided however that such tie in the municipality water system occurs within five (5) years". Chairman Coutu noted it doesn't say Rangers to Barretts Hill. Mr. Dhima said it doesn't but it's the only public section that will remain after this project gets built. It's only from Oliver all the way to Rangers. I guess it's built into it. Anything beyond that is not going to be a municipality water system. It's going to be private. There's language within this that says that even beyond this document it gets into the water utility easement maintenance and everything else. Beyond that, the water infrastructure and construction easement and the hold harmless agreement. Yes that could have been added. It could have been clearer but within that - and this is our own form, within that it just states municipality water system. There is no municipal water system in the private line which is the Oliver Drive. It's either public or private. It can't be both.

Chairman Coutu stated there is an out because it says that we'll reimburse the Terrace Condominium Association the amount of \$3,156 for any property owner which ties into the municipal water system. The only owner that's going to tie into the municipal is the association. Elvis Dhima said no. The properties at the Ranger and Barretts, those two properties across from it...Chairman Coutu noted we're now we're up to \$9,000 - \$3,000 each, right? Mr. Dhima stated this is standard. The way it works is we charge them hours which is \$5,425 and in addition to that, they have to pay the \$3,156. The town never loses any money. So instead of paying \$5,000 and giving \$3,000 back, we charge 8 and give 3 back. We still get our access fee. What this says is if any of these residents that decide to tie into and they're thinking that this guy is going to come in and pay for access and they're going to tie the next day without having to do the capital, they'll have to pay for that and that money is \$3,156. On top of that, they'll have to pay the town the actual access fee which is \$5,425. That's for 2015. 2016 it goes to the next one which is \$5,700 plus the 3156. Chairman Coutu asked that's the standard operating procedure for tie ins. Mr. Dhima said this is for anyone. Chairman Coutu stated that we won't lose any money. Mr. Dhima said correct. I believe it was changed. I don't know when but the town doesn't lose money. So everyone comes in here wants to connect to the

municipality water system which is from Rangers all the way to the intersection. We'll have to pay the fees that we agree in here plus our fees and the rest will remain private.

Chairman Coutu asked Mr. Dhima were you part and parcel of the language in the motion. The motion that's before me that I'm asked to entertain is to discuss, approve and sign proposed water line extension agreement along Oliver Drive. Mr. Dhima said that was correct. Chairman Coutu didn't like to entertain motions that ask people to just discuss. Is that discussion going to result in any other paperwork. Elvis Dhima said no. Chairman Coutu asked why do you need discuss it them. Elvis noted that was my fault. I will change that moving forward. Chairman Coutu wanted to make sure that we're not going to have any further discussion once we get out of this room. We'll have an understanding.

Motion by Selectman Nadeau, seconded by Selectman Nichols, to approve and sign the proposed water line extension agreement along Oliver Drive between Terrace Condominium Association and the Town of Hudson.

Selectman Maddox stated that my law degree is from the Maynard School of Law but I still am questioning here where I'm going. I can't vote for this. That statement that you're going to get the \$3,100 because someone is going to hang their hat on that. Somebody is going to come in. Elvis Dhima noted that this has been standard. Chairman Coutu thought so we can put this to bed. I understood what you were saying Elvis. I think you need to back track a little bit and explain the fee process how we're assured that we're not going to lose \$3,156. I understand it because of my days on the Water Utility Commission. Now I was forgetting about the connection fee that we charge. So maybe you ought to go through that process one more time so that it's clearer to everybody.

Elvis Dhima understood since I've been here, and I don't know how it's been in the past, its \$5,425 which is subject to 2015 because that fee changes as we pay the loan that we're taking distribution. It's a combination of \$3,156 which is a distribution fee plus a supply fee. The way they have structured the agreement moving forward is that the developers who install a main alongside a particular road, they can recoup some of the costs if someone within 5 years ties to it. It's seen as a fair way for that developer who puts his money up front to do this to recoup some of that. The town though on the other hand doesn't lose any money. The only thing that's different here is they'll have to pay the town fee plus this additional access fee that's shown right here.

Selectman Maddox had a follow up. That's only going to get charged once. The \$5,000 that they're going to pay you said is only going to be paid as it enters the condominium and not each unit. Mr. Dhima stated this is before. We are not charging them access fees at the condominium because this is going to remain a private line. The only fee that the condominium is going to pay is the actual access fee which is \$5,425. Beyond that, we're not going to charge them anything because it's going to remain private. If they went public, then yes we had to charge them. If there were 4 units within the building, four times.

Selectman Maddox said I understand the concept. Elvis Dhima said the \$3,156 is not for the applicant to get money through their fee. It's for the main they're putting in for anyone else. Anyone else that's not part of the association will have to pay that. Anyone from Rangers Drive all the way to the intersection that decides tomorrow once this thing is built that I'm going to get into the town water and they're going to come in. They're going to pull a water permit and they're going to say what is my access fee? What do I have to pay to connect to the town? It's going to be the regular plus an additional what we have to pay back to the condominium association.

Selectman Maddox commented that hasn't changed my mind. I still think that that statement in 4.01 says that someone could come in and ask for their \$3,156 based on this document. I think there's votes but I am going to vote no because I just don't get it.

As Chairman Coutu understood it, the condominium association is going to pay an access fee and how much. Mr. Dhima said one access fee. It's going to be \$5,425. Chairman Coutu questioned whether they were going to pay the \$3,156 on top of that. Mr. Dhima said no. Anyone that's connecting to the main that they put in will. Chairman Coutu understood that but I'm dealing with just the condominium association. So they're going to pay us \$5,100 and whatever you said. We're going to reimburse them \$3,000..Mr. Dhima said no not for them. This is for anyone else. For any property owner which is tying to the municipality water from and through the premises provided however that at such time it were to occur within 5 years is for anyone that is connecting to the main that they put in. Chairman Coutu noted that the developer is going to be the condominium association? In this case, Mr. Dhima said yes. Chairman Coutu said if the developer is going to the condominium association which they initially are when they first build it until they sell them all, they have to set up the condominium association. They take responsibility for it until the condos are all sold and the people decide on their board. Mr. Dhima stated that this was already built.

Chairman Coutu wanted to understand this better. The developer is putting in the pipeline. Elvis Dhima said the association is going to hire the contractor. Chairman Coutu said I understand. Now it's absolutely clear. The association is going to pay so many thousands of dollars to build this line. They're going to pay us a fee of \$5,100 for them to connect. If anybody in the next five years ties into that line, ties into that line, they're going to come and pull the permit from us. They're going to pay us that \$5,100 some odd dollars plus they have to pay the condo association \$3,156. Those residents have to pay them so that they can recoup some of the costs of putting in that line. It's clear to me. There's no way we lose money. If they're letting other residents between Rangers and their development want to tie in, why not. I'd take advantage of it if I lived there.

Selectman Nadeau noted that's exactly what I was just getting ready to state. This \$5,000 they're paying for the access fee and then any of these other houses that go along Barretts Hill that want to join in, its \$8,000 and some change. Mr. Dhima said yes that's correct. If it's 2015. If it's 2016, that \$5,400 changes now to \$5,657 because every year we go up for that. So yes absolutely. After five years, Chairman Coutu noted nobody can tie in. Mr. Dhima said exactly. Everyone after that is going to pay our access fee but they don't have to pay this to tie in.

Vote: Motion carried 3-1. Selectman Maddox in opposition.

Chairman Coutu thought it was clear. Selectman Maddox said if it said from the meter back to wherever they started, I'm there. It says to me someone will be in. Elvis Dhima indicated this was reviewed by their lawyers and ours. I totally understand and I think moving forward I'll make sure that that...Selectman Maddox said this is a unique case Mr. Chairman where it's a public and private. Again no good deed goes unpunished.

C. Request to advertise for Administrative Aide Position

Chairman Coutu indicated this was a last minute addition. It was requested of me this morning. You have before you a letter. It was received on the 24th. It's dated the 27th which isn't here yet. It's a letter informing us that the Administrative Aide who works in the Town Planner and Zoning unit is going to retire. She's giving us I believe 5 week's notice. I understand and we can get further clarification that this letter came in today. I treated it as we have in the past all other such immediate requests and that is why it is on the agenda. With that I'll entertain the Town Planner John Cashell. Just briefly give us an overview of your request.

Thank you Mr. Chairman and members of the Board of Selectmen for this short notice hearing about the position at hand. John Cashell indicated that just recently Pam Lavoie decided that she was going to retire from her position that she's held for the last 25 years with the Town of Hudson. She's planning to retire in March. The urgency of this hearing tonight or to meet with you tonight about this is to possibly be able to hire someone to replace Pam. Perhaps most importantly if it can be done before she retires so that some amount of training can transpire before Pam leaves. If that's not the case, we're going to do our best to hire somebody and get that person up and running, trained, and doing her job as Pam has been able to do for so many years. That being said...

As Chairman Coutu understood the position and please tell me if I'm in error, the position and not the person now that's all we're talking about this evening, the Administrative Aide in that office has dual responsibility. Is that correct? The responsibility will be that he or she who would fill that position will work - time is allocated each day for that person to work so many hours or whatever your needs are in the planning. I believe that that person also works for the Code Enforcement Officer if I'm not mistaken. Mr. Cashell said yes and the Zoning Board of Adjustment. Chairman Coutu noted she also does desk work for the team. Mr. Cashell indicated that was correct and counter service and answering the phones overall.

Chairman Coutu asked John Cashell when were you made aware of this resignation. When was it handed to you? John Cashell said I was made aware I believe Monday. I was off last Thursday and Friday. Chairman Coutu asked so you were made aware of it yesterday. Did you call the Fire Chief to notify him that we were losing a person that affected both parts of the operation? Mr. Cashell stated when I first found out about it, Pam wanted to first be able to notify the Town Administrator of her position before she made it public. In sitting down and talking with Pam, I told her of the emergency or the urgency that was needed to try to advertise for the position so that we weren't going to be a month, or two months, or possibly even three months not having somebody to fill her position. Knowing that the Board of Selectmen had this meeting this evening and the fact that Steve is not going to be back in the office until next Tuesday, I really wanted to try to expedite the issue at hand. This was really the only way of doing it. Pam agreed not to wait until this coming Friday but to offer her resignation earlier. That's basically why we're here tonight.

Chairman Coutu rephrased the question because I didn't hear the answer. Did you or did you not call the Fire Chief? John Cashell said I did not call him. Chairman Coutu said that person works half of their time in Fire. Mr. Cashell stated Pam did give Kevin Desmond her letter of resignation. I believe she gave John O'Brien the letter of resignation and gave a copy to you.

Selectman Nichols asked does Pam work full time. Mr. Cashell said yes.

Selectman Maddox said I know you pulled this together today but you have the Planning and Zoning Administrative Aide responsibilities and you have an estimated time. Some of them by meeting, some of them by month, some of them minutes. Is hours per week or minutes per week, per month? It's tough to do any type of analysis based on it kind of jumps all over. John Cashell noted when she's mentioning minutes, that's how many minutes on average it would take say for preparing a zoning determination letter. That's the minutes that it would take to actually accomplish that particular task. Selectman Maddox noted she has create CAP sheets - 1 hour per month then the other ones say 30 to 40 minutes but it doesn't say per week or per month. I'm just trying to get a handle on how many hours we're talking her. Can you guesstimate is it the 20 hours that is split between the two halves? To be fair, John Cashell said that's what she's really trying to accomplish. That's what her position calls for. It's the Administrative Aide II and that's for the Planning Board and for the Zoning Board of Adjustment. So she's working the administrative or conducting the administrative work for both boards. Not one board is dominating the other in her position now whereas before the reorg she was exclusive to the Planning Board's administrative work.

Motion by Selectman Nichols, seconded by Selectman Maddox, to allow the Town Planner to advertise for the position of Administrative Aide.

Selectman Maddox said this was short notice. I know Mr. Cashell has pulled this all together but I think talking to the Fire Chief would be something that we need to do. I don't know how we're going to go forward with this. Again I know there's been much discussion about how this all works. I'm not sure that I'm ready to make a motion to hire a full time person without knowing from both parties how this is going to go forward.

Selectman Nadeau said I wouldn't feel comfortable either going forward tonight not knowing exactly what she does for her 20 hours for the Fire Department.

Selectman Maddox asked Mr. Cashell if this was for both. Mr. Cashell said yes.

Selectman Nadeau indicated what's written on this paper, it would take me a little bit more time to understand it. I will not be voting to send this forward tonight. I'm not saying that we wouldn't send it forward after our next meeting when we do a little bit more research but I don't feel comfortable posting this tonight.

Chairman Coutu asked the Fire Chief to come up and while he's doing that, I'll make an observation. I would think that since the reorganization, this person has been working there and has been performing duties however they are assigned whether it's a quarter of her time for the Planner, and 10 percent of her time for the Zoning Board, and the rest of the time under the reorg. For us to sit here tonight and say we don't understand what she does, then shame on us if we don't understand what she does. I think I have some clarity as to what that person does and how it was explained to us initially when we were going to have the reorganization. This was supposedly all settled then and we approved it. Now we're saying we screwed up and now we want to restudy this position. Chief Buxton could you shed some light please.

Chief Rob Buxton indicated at approximately 3 o'clock this afternoon, I formally was given a copy of Pam's letter of resignation or intent to retire from the Zoning Administrator. That was my first official notice that she was going to be offering her retirement. I will tell you that currently we have 23 current code enforcement cases that are being worked through the Zoning/Code Enforcement Division and 6 active Zoning Board cases that are working through the system. So when we look at the split of Zoning and Planning and how that operates, I believe that we're filling that back time with some of the code enforcement pieces. Unfortunately I'm not privy to the task flow analysis that the Planner provided you this evening so I'm not exactly sure what is listed on that or wouldn't feel comfortable probably speaking to that on the fly.

Chairman Coutu asked Chief Buxton did you not say to me Chief that we weren't talking about whether or not to do this but you said you would feel more comfortable that if we were to do this you would want to be involved in the process. I said I would expect that you would. Chief Buxton adamantly said that this is a split position between the Fire Department and the Planning Department. Any involvement in the hiring process and the selection process should involve the Fire Department in the selection of the employee. I would support the thought process that the Town Planner brought forward. I believe that that division is administratively as we've seen in the past light. A vacancy there for any length of time will offer some sort of void and there will obviously be some overworked employees in there somewhere along the line for a short amount of time or whatever that window may be the Board decides to set.

On the Planning and the Zoning side, Chairman Coutu asked are you familiar with some of that position's responsibilities. Chief Buxton said absolutely. Chairman Buxton asked do you feel from your experience now since the consolidation that in light of what I can decipher from what Mr. Cashell said that it's imperative that we take advantage of the lead time that we were given - 5 weeks - to have some sort of a transition with an understudy learning from Pam what her duties were or do you think it would be all right. If we delay this out, we're going to go another two weeks and we still have to post it internally and then we have to advertise. She'll be long time before anybody comes on which makes the better sense.

Chief Buxton said that if we could all look at some transitional time we should do that. If the Board selects not to do that this evening, then tomorrow morning I'll be meeting with staff to come up with some sort of a plan to make sure that all of the details that Pam's job over 25 years has taken on is passed along to somebody within the office. There are intricacies of every position within that division that have been captured over time. From Bill Oleksak when we moved the Building Department to Zoning, Code Enforcement, and Health. There's 25 years of administrative time that there are things that she needs to be - notices, abutters notices, and posting of the agendas, and dealing with the Zoning Board of Adjustment and the Planning Board that I think are integral to the division.

Chairman Coutu's observations and my perspectives are based from and administrator's point of view. Do you feel that if there was avoid regardless of what it is if this was delayed I'd say there would be a void of a minimum of two weeks. Do you feel that you have considering the workload in that office sufficient staff to be able to pick up that slack? Do they have time to pick up that slack until somebody is hired and trained? Without calculating this out and looking at the Zoning Board of Adjustment's calendar, I believe that the agenda would be set for the month of March prior to her departure and then we'd really be out to the month of April. What we would have to transition is the Code Enforcement administrative work. I don't know how that affects John and the Planning Board. I know that there are some larger projects starting to come in. We would have to transition some of that code enforcement work. Could we do it? Absolutely. Will it be comfortable? Maybe not but we would get it accomplished.

Selectman Maddox thought we're stuck on this five weeks but based on where we're going we're not having a workshop. So your next meeting is the 9th. You're not going to have posted internally and then advertised and interviewed. So the next meeting that we would have is the 24th. You're talking about even if we hired them on the 24th and they gave a two week's notice, they're not to April anyway. We're racing to a finish line that's behind us.

John Cashell said if there is the possibility of some type of new hiring that's going to go on whether it's 2 or 3 part time people to replace Pam or to supplement what's going on, I'm not privy to any of that. What I do know is that regardless of what people may believe, we do have a busy agenda scheduled for this year. We have the 65 lot subdivision. I'm dealing with multiple site plans that are about to come in. Preparing these plans for public hearing, getting everybody on the same page, doing consulting work with CLD - our town consultant, just getting ready, there's so much administrative work that has to be done. I cannot do this work by myself. I can't do it without having somebody to count on. I have to deal with this everyday and I need administrative support. The Zoning Board of Adjustment needs administrative support. I'm just asking to fill this one full time position as soon as possible. We have a busy agenda. I do have a list of items that we're dealing with.

Beside the site plan stuff, John Cashell noted the subdivision activity that's going on, we're also now engaged in redoing our land use regulations. We have an ad hoc committee of the Planning Board that's already been formed. That's one of the goals that we're going to achieve this year updating our Land Use Regs. We're having a joint meeting schedule between the ZBA and the Planning Board to possibly organize another ad hoc committee. That would be to update the town Zoning Ordinance. Both the Land Use Regulations and the Zoning Ordinance have not been looked at at any particular manner in over five years. Both documents are in very much need of updating. As I explained to the Planning Board in a recent staff report, it's important for us as a community to achieve these two goals of updating these documents. These important documents this year because we just finished successfully the CIP last year. That means we don't have to do one this year. We can achieve these updated Land Use Regs. and the Zoning Ordinance this year and that's in preparation for next year and recognizing that next year is a 10 year anniversary of the latest Master Plan Update. Traditionally every 10 years communities want to look to updated their Master Plans. Taking into consideration that it did take 6 years to update the last Master Plan Update, we as a community are going to be in serious need of looking at that updating and staring that next year. Hopefully it doesn't take 6 years this time and we can possibly achieve it in a couple of years. These are the things as a planner and trying to plan for the future of this community. All of this takes serious work and it has to be achieved and you need administrative support. I know what I'm doing and I know what I want to do for this community. I work every day at it and I stay busy at it. I know that I need an Administrative Aide at least a half time aide as soon as possible. I figure that with the Zoning Board. They need it too. This isn't the Fire Department. This is Community Development. We have a lot of work that we can achieve for this community. So that's my position.

Chairman Coutu indicated to Mr. Cashell you put something on the table that's very disturbing to me and not your fault. I'm not faulting you for anything. You mentioned that you don't know where we're going to go whether we're going to fill this position or we're going to have 1, 2 or 3 part timers to fill the position. So obviously you've heard some rumblings in Town Hall today. So did I. It was disturbing to me that there was pre-planning going on by certain members of this Board of Selectmen or at least definitely one about how this whole thing was going to evolve. It upsets me to come into a meeting and discussion took place. As a matter of fact one candidate for the Board of Selectmen said most recently during the candidate's forum that I conducted on television that there's a lot of stuff going on behind the scenes that people are not aware of and apparently this was one of them. So you obviously heard something about like I heard something about it through the grape vine. Coming in here tonight, I thought maybe somebody just was making this up. I'm convinced now that there's been some discussion aside, on the side, or outside of this chamber by certain people about how this was all going to come down and it upsets me. I'm very upset about it. I don't think it's fair to you. I don't think it's fair to the Fire Chief and it's certainly not fair to me and any other member of the Board who was not involved in those discussions. If there's private meetings going on outside on how we're going to handle this, it upsets me. It upsets me that we reorganized this department - not your department but we reorganized and put under the umbrella the Fire Department this new structure. I was of the opinion that when we agreed to do this that all of the positions had been discussed, and how they were going to be placed, and who they would be responsible to. I thought that there was satisfactory justification to have a person work part time for you and part time for the Fire Department to fill a void. When she wasn't busy in Planning and Zoning, he or she could fill in some of the gaps in the Fire Department.

Chairman Coutu noted now you're being treated differently than other department heads. Recently the Finance Director came in and needed a position, we went right ahead and put it on the agenda and we hired her. No questions asked. Tonight I was asked why this was on the agenda. I stated and I stated to you Chief Buxton that I extended the same courtesy to you that I've extended to every department head since I've been Chairman. If they come in and they ask, we put it on the agenda. You had called me Donna and asked me if it was possible to put it on the agenda. I said absolutely. I don't treat one department head any different than anybody else. There have been other times - you as a Fire Chief have come in and said I need to get this on the agenda. I have a position that just vacated and I need to get it hired. We've acceded. No one ever questioned it. We go ahead and we post it. Now because it's you Mr. Cashell I feel you're being discriminated against and I'll say it straight out because we have vetted this whole process and now we're playing charades here with how we're going to approach this and we need to put this off. Shame on those who are involved. Shame on them. If there's no further discussion, I'll call for a vote.

Selectman Nichols asked you plan on interviewing this person together or one at a time so that you know if they're going to be compatible to your department. Chief Buxton said yes. I think there needs to be a joint hiring process. I don't think either John

or I are opposed to that to get a position filled. Selectman Nichols liked that idea very much. If that particular person is going to work in both departments, both of you should be able to have a rapport and be able to feel comfortable.

John Cashell asked to try to make this clear. It was very difficult for Pam to come to this conclusion. She wanted more time but this week didn't offer that. I didn't think she was going to retire until later in the spring but she informed me. I'm going to say it was Monday. I've had the worst flu. Not for an excuse but it was bad. I'm just getting back on my feet. All of the last weekend, I was in bed. I'm trying to get everything straight time wise. Pam really did not want to come through or forward with this. Donna it was yesterday that I came in and expressed to you the dilemma that I was dealing with in trying to get the pieces together so that we could move forward in a timely manner. I know how hard it is to hire somebody and go through that whole process. It takes time. Most of the time it doesn't meet your expectation of a time frame. I just want to try to get a qualified person hired as soon as possible. The position really calls for it. Pam was a very capable Administrative Assistant like no other. To say I'm going to miss her, everybody is going to miss her. She was my right hand for the last 12 years and for 25 in the community. Trying to replace her is going to be extremely difficult. That's an understatement. Hopefully we do find that person and that's going to be the rock behind the Planning Board and the Zoning Board of Adjustment's administrative needs.

Chairman Coutu wanted to say for the record because it wasn't mentioned when I said that we got the letter of resignation. I apologize for that. She's been an outstanding employee and we're going to miss her.

Selectman Maddox said to the Chairman I didn't mean to cause you such consternation. I expressed my personal opinion based on what little knowledge I have of how this is all working. I'm still not convinced Mr. Chairman that it is working the way that it's set up right now. There has always been rumblings about the counter coverage and how that was going to work. So I said let's put in 3 part timers. There's nothing against Mr. Cashell. I just think that there needs to be more discussion than we got to hire somebody; we've got to hire somebody because the world is falling. Some of the items that Mr. Cashell brought forward are self inflicted. You could put off the joint meeting for two months and the world won't end. Our zoning has been 5 years. It could go 5 1/2. Again I think that we are racing to an end. Mr. Chairman there was no anything other than a discussion by me. No other people were involved.

Chairman Coutu asked if there was also a proposal to put the whole thing off until after the Election. Selectman Maddox said no. I might have said maybe the Board needs to look at the whole thing from another perspective. Chairman Coutu stated for the life of me, it's like I'm not a novice here and neither of you. For the life of me I don't understand the rush to get everybody else's approved then all of a sudden this is a roadblock. Selectman Maddox noted I would have waited for some of the other ones Mr. Chairman. I might have actually done that. Chairman Coutu didn't think so. I think you voted for every one of them. I beg to differ.

Selectman Nichols thought she said that they could go and look for a full time person, advertise and whatever. I would like to change that to make sure that the two of them would be the interviewers for this full time position. I want them to be able to get along well and to see how they fit into their office because both offices are different.

Chairman Coutu thought to put that to bed would be a friendly amendment to your motion which would be a motion to allow the Town Planner and the Fire Chief to advertise for the position of Administrative Aide. Selectman Nichols thanked the Chairman. I would like that Mr. Chairman. Chairman Coutu asked would you be amendable - you're the seconder. Selectman Maddox said he would.

Motion by Selectman Nichols, seconded by Selectman Maddox, to allow the Town Planner and the Fire Chief to advertise for the position of Administrative Aide.

Selectman Nadeau said we're going 180 miles an hour and we've talked about in the past looking at whether we should be getting some extra lunch time help versus this. I don't know if that was the way to go.

Chairman Coutu stated the lunch time help had nothing to do with this position. We didn't know this position was going to be vacated. The lunchtime help was on top of this and it's in the budget for next year. Chief Buxton indicated we have money in the professional services line to look at that. Chairman Coutu noted he has approval to do that on top of this which was always the plan. It was never said. This is what baffles me is no one said when he came in and asked for money for professional services I said no. The rest of you said yes. There was a great need. Now we don't need this position. It doesn't make sense. You were ready to keep the full timer and hire a part timer. Now we're going to get rid of this and just dilly dally about hiring this because he can always hire a part timer to do 1 1/2 people's work because you never said to us I need this part timer but I want to get rid of the full timer that's working in Planning. That was on top of it. Now it looks like you're going to have to resort to using that money and getting somebody in here as quickly as possible. You're going to have a half time person doing the work that you had originally planned to do for a person and a half. That's what baffles me. I'm not angry at you Selectman Nadeau. I'm just trying to point out.

Selectman Nadeau stated when he pointed out two part timers; it kind of caught me off guard. Chairman Coutu stated then you weren't involved in the discussion. Things said around the building that eventually got to him, got to me, and got to a lot of other people. Selectman Nadeau didn't find out until...Selectman Maddox noted I said that to Mr. Cashell. There was not a public address announcement. I said it to him personally. Now how it got around the building is beyond my control. Chairman Coutu said I'll take you at your word. I have no reason not to...Mr. Cashell you're on the defensive. I want to get to this motion.

John Cashell wanted to point out is everybody understands how important a good full time job is for somebody. They're very hard to come by in today's economy. I would just like to advocate that for us to be able to hire a full time position, we're more likely to have that person long term, well trained, capable person that comes to work and is doing the work on a more consistent basis. Part time people are always looking for full time work. Once they find it, they're gone. Their training goes with them. If the town can afford it, I think it's more important to hire a full time person as opposed to part time.

Chairman Coutu said to me none of that is relevant. What is relevant is the statement that you made. Part time people are more apt to leave than a full time person. I agree with that statement. That's been problematic for a lot of people. Everything else is not relevant except for the fact that the Chief came to us after the reorganization and said to us everything is fine except I'm having a problem with fill in and I need a part time person. So he convinced the majority of this Board, I wasn't one of them, that money should be set aside in professional services so that he could hire and I said to him, I said I wouldn't expect you're going to hire someone even though I voted no, I'm still trying to tell him how to do it. I wouldn't expect you to hire somebody when we're going to have a ton of snow and there's not going to be a lot of inspections being done. He said of course not I'll bring her in when I need her. Apparently he hasn't gone through the process yet but you would call an agency and then you'd have a couple of people. That was over and above the positions we have. Here we have a full time position going away and he's going to have money to hire a part time person to do the work of 1 1/2 people.

Chairman Coutu noted that's what bothers me. We have to study this again. It's been studied, and restudied, and studied so many times. I can't believe that we screwed up all of these studies. When we made this consolidation of services and we decided to put it under your umbrella, I believe that we felt and it was proposed to us and we agreed that there wasn't enough work for full time need for Mr. Cashell. If we could split the duties between Code Enforcement, Mr. Cashell, and working with the Inspectional Services Division that that would be more than enough to keep her occupied. Since that time, the workload has increased because the demand has been greater on planning, zoning, on code enforcement. We have a lot of code enforcement to catch up on and there's a lot of letters that go out. So I understand that whole process. Now we want to dilly dally and just push this off because we didn't study it enough. Well shame on this Board. We really screwed up. That's my opinion of course based on what I'm hearing tonight. I think it's been studied to death. I think there's nothing wrong with advertising - posting the position is not an authorization to hire. We've said this before. It gets the wheels in motion. There's nothing wrong with getting the wheels in motion unless we're adamant about hiring three part timers to replace this full timer. Then we're going to have three people and we don't know how long they're going to be here. There's 3 more bodies we've got to find room for up there. We're complaining about space and now we're going to have 3 bodies instead of one. It just doesn't make sense.

Vote: Motion carried 3-1. Selectman Maddox in opposition.

Chairman Coutu told John Cashell that it's very clear that the direction from this Board is that the Fire Chief will be totally involved in this whole process. John Cashell stated absolutely.

9. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Nichols - Thank you. Reminder that Candidate's Night is at the Community Center at 7 p.m. on March 2nd. Hopefully people will go and listen to our candidates and form their opinions. The Election Day is March 10th from 7 a.m. to 8 p.m. Please come out and vote. If you have a problem not understanding the Warrant Articles, please call any one of us. We'll do our very best to help you out with that. They're there and we're here for you. That's all I have right now.

Selectman Nadeau - I'd like to say a big thanks to the Highway Department, the Police Department and the Fire Departments who's been very worked to the brink this past week with fires. The Highway Department with the snow and the police with the accidents and helping out with everything else going on in town. I'd like to thank them because a lot of them have gone 15, 20 hours straight because of the weather conditions and keeping the town safe. I'd like to thank them.

Selectman Nadeau was looking forward to seeing everybody at Candidate's Night and also at Election. This is the most important election that we have. For those that talk about their tax bills, this is where you actually see it happen. This is where you find out where your money is spent and what you're getting. For all those who don't go out and vote, those are the ones that usually are complaining about the taxes. You really need to get out and vote. It's very, very important. That's all I have this evening.

Just on that point Selectman Nadeau, Chairman Coutu said the most powerful person on Election Day is the non-voter. They're the majority and then they complain and think they have a right to.

Selectman Maddox - I agree with all of you that voting as much as it is time out of your day, it is something that, again, that's where the decisions are made locally. So I'm hoping to see a lot of people come out. Kevin will be pushing back the snow banks so that there's adequate parking. Looks like we're going to do around the building just so that it is consistent. I saw the letter from the Moderator.

Chairman Coutu questioned we're going to do that traffic. People had complained why aren't you doing it for every election. I think that made sense that we should do it for every election. That was your job to monitor that traffic flow. Selectman Maddox indicated I did and many people tried to pick me off.

Selectman Nichols forgot to mention that they had the Cool Running on Sunday. It was the most beautiful day. It wasn't freezing cold. There was hardly any wind. A great turnout and those sleds are getting more and more creative. It was just a beautiful day. The kids were adorable and the hill was great. Everybody just seemed to have a wonderful time. Good cause. A lot of fun. Great friends.

Selectman Maddox had a couple of things. Number one, people are sitting in the audience and more on camera watching us and probably much confused. Why don't we just scan the packet so that we can either download it and get it sent to us electronically but also put it on our web page so that people could see what we're babbling about some days. I think that the technology is there Mr. Chairman. I know that they're scanning it for some of the Selectmen some of the time. If we're making one scan, we might as well just put it on the website. Chairman Coutu asked are you talked about the agenda. Selectman Maddox said no. I'm talking about the actual package. It's public knowledge. I think it's again if...Chairman Coutu asked Donna Graham are you scanning the whole package for some Selectmen. Ms. Graham indicated I used to for Selectmen Luszey once in a while. Selectman Maddox noted it can be done. Why not just put it on there. Let's kick it around. I think, again, it would show people what all this is that we're talking about. I don't think anybody is going to race to 4.01 and decide which way it's going. Again, I think it would show what we're doing in a more complete fashion.

Next the gas pipeline. Selectman Maddox indicated I went to the meeting at the White Birch. Well represented by the gas people. There was an awful lot of blue shirts. Again I think it's one of the ways and I saw Mr. McIntosh leaving as I was coming in. I didn't get there until probably 7:15. I don't know what he managed to get because it seemed kind of segmented I guess is the word I would use. There were many people there to answer some of the questions. The gentleman that came in under public input was there. So, again, I think that they just need to give us more information than what they have. Hopefully they will have more of these and explain to what they are trying to do. He made a comment at one point saying oh this gas was just going to go through New Hampshire to go to Canada to be shipped out of country. If that's not the case, they need to tell us that. What are the benefits? The talked about the tax benefits. That's all good but what are the other benefits? Can we tap off of this? Will this be able to lower our utility rates by this gas coming through? I think they have a lot to do but at least it was a first step. There was a number of citizens there Mr. Chairman.

From what Chairman Coutu understood, I was in communication with - as you know I was out of town last week. I was in communication with Mr. O'Keefe and he said that he was informed when he notified them that there was going to be a presence of Hudson Cable Television that it was going to be an informal session where they're just going to be answering questions on the floor. They weren't going to be making a formal presentation, have people ask questions from the floor, and that it was going to be very informative and have people walking around and answering individual questions. Is that what it was? Selectman Maddox said yes. Had I known that that was the way it was going to end up, I would have Mr. McIntosh following me around and let me ask stupid questions and hear their answers. I don't know what he ended up doing. Chairman Coutu said there was not real sharing amongst the people. It was just individual...Selectman Maddox said you could come up and ask him how this affects my property or you could ask about how this impacts the world ecosystem and there was a number of people there. Chairman Coutu stated it's an effective way for them but I don't think it's an effective way for the citizenry because other people might have thought about questions, forgot what they were and somebody else might have asked and oh yeah I wanted to know the answer to that. Ineffective presentation for us; a very effective presentation for them maybe.

Next item. Selectman Maddox was saddened to hear that none of us were able to make it to the Police Department awards and swearing in. I did call the Police Chief and I will say here publicly I was disappointed that somebody didn't call me. I would have bugged out early and made a presence for the Board of Selectmen. We're hiring people that put on a badge and protect the citizens. I am just a little disappointed that we did not represent the Board. Chairman Coutu apologized. I was out of town but somebody had volunteered. Selectman Maddox noted he had a medical thing and that's fine. If somebody had called me...Chairman Coutu assumed it. I was surprised he volunteered to do it.

Selectman Nadeau commented I was all set up until that point. That's I wanted to talk about. I ended up at the doctor's office that day not realizing the date and the time. I'm sorry that I didn't get to make it or call Selectman Maddox. I knew Selectman Coutu was out of town. I'm sorry for missing that. It was a very nice promotion.

Chairman Coutu said number one the Town Administrator was there. Number two with you it's an ongoing battle right now until you get it resolved. It was unexpected and it was an oversight on your part. You know our public servants know our appreciation for all of the work that they do. I don't think that they would have taken it as a slight, although we've always been represented at these things. Either you or I have gone. Ben you've gone. Pat you've gone. It was not a slight to them in any fashion. One of the police officers that was promoted to Sergeant is somebody that my wife said to me I'd say like 6 or 7 years ago, this guy is going to go places in the department. When I told her he was being promoted, she was all excited for him. I think they know and understand and they certainly know we appreciate their service.

Selectman Nichols indicated I couldn't go either because my husband had fallen for the second time and cracked his wrist and broke a finger. I couldn't leave him alone. He already has two fractured ribs. I couldn't leave him alone. Chairman Coutu said

you need to stop spiking his coffee. Selectman Nichols said they asked in the hospital. They ask you if you feel abused or anything and he said no. I said he falls one more time he will be.

Selectman Maddox said my final thing Mr. Chairman; I am in a delicate balance. I am a Selectman here in town and I also work for a company that has moved to Hudson. I think we need to look at some of our procedures as you face them. I talked to Mr. Malley. I think that I'm heading towards his camp. I think we need to put either the Town Administrator, the Town Planner in the shoes of trying to pull a permit to see how it is business friendly. My company through no fault of theirs is on a lot that only has like 60 feet of frontage because it was on a cul-de-sac that no longer exists. Okay they want a sign that is bigger than what is allowed. I thought I had a denial but I guess I have to fill out an application for something I know is not going to be approved. They have to spend hundreds if not thousands of dollars to hire a company to tell us what kind of sign to fill out this form knowing it's going to be denied. Again, I think we need to look at to keep that advantage that we talk about some of our rules and regulations. Seeing some that are problematic as the businesses try to come into town.

Chairman Coutu asked if this was an exterior sign or a building sign. Selectman Maddox said yes mounted on the building. Based on the regulations that Chairman Coutu read, you can put any size sign on a roof. Selectman Maddox said that's another point. It says there's no roof signs. So you're right. It says one place that you can have, again, I think our regulations have become convoluted I guess is the kind word I'm going to use. Again as a business comes into town, I'm sure it would be confusing and frustrating at times to know that you have to do something that's going to gain you nothing. Chairman Coutu said going through the experience is a valuable resource for future reference. Selectman Maddox did bring it up briefly to the Chief. I think it's something we need to take a look at as far as how we would do this differently.

Selectman Maddox noted it's not snowing. We're not having our workshop so we'll only have one more meeting before elections. Again I think people need to watch the tape that you did - the Candidate's Night. There are 6 candidates to fill two seats. I am hoping that they all make it to Candidate's Night so that people can see the various viewpoints and see you on the 10th. Thank you Mr. Chairman.

Selectman Coutu - On that point, I had a candidate's forum and 3 candidates of the 6 showed up. Jared Stevens who's in the audience - in all fairness I had sent out an invitation with one date and realized that it needed to be the week before because it was impossible for me to make it. I asked everybody to shift and I think Jared had said to me that he had scheduled something for that Saturday but he would try to and if he - I got the impression that it was unlikely he could make the change. Mr. Kahn who was not there said to me that he had never received my phone call and he sent me some evidence that all the calls he received none of them were from my phone. I went into my Verizon account and look at all the numbers I called that day and sure as hell, his never was there except instead of like 7556, I dialed 7555. I heard some generic answering machine. I didn't know if he was saying Kahn Landscaping or what it was. I said oh Richard by the way. So he never did get the message. We've since communicated and I have apologized to him. Mr. Luszey seems that every weekend he's in Florida. He wasn't going to make it. I offered to redo it this weekend and you said Jared that you're happy with Candidate's Night. Mr. Luszey said he still doesn't know if he's going to be back by this weekend. So I e-mailed Mr. Kahn and said I'm not going to hold it for just one candidate. It would be like me doing one just for you Ben where we had the two school committee. I understand that things happen. I apologize. I think that everybody was very gracious. I think it's imperative that people watch Candidate's Night. I believe it's televised live and then it's rebroadcast several times so that you can see all of the candidates and all of the candidates I've said this to almost all of them have access to use Hudson Cable Television to do their own promo piece if they want to. I did it the first year I ran. I did a fireside chat if you remember with Dr. Adams. They all have access to Hudson Cable Television. It doesn't have to be a forum. They can request if they can get staff there to run cameras, they can make a presentation.

Selectman Coutu stated Mal's Pals - I wasn't able to make it because we had problems with our roof and we had to have a guy come and clear it. Jeremy and I were in contact and he told me not to worry about it. Jeremy did an outstanding job. This was a record breaking year. They raised more money this year. The goal this year was to raise enough money to be able to provide at a minimum a \$1,000 scholarship to the high school in Malory's memory because this would have been the year that she graduated from high school. I think that was achieved. To go from the first year of a couple of a hundred bucks to here we are 3 or 4 years later, we're up to \$1,000. That was a great achievement. I know Jeremy was pulling his hair. He had to cancel it because of all of the snow. We wanted to snow, well we got snow. I don't think you were in a sled this year. Selectman Nadeau stated I definitely was not in a sled this year but I did watch it on Channel 9 news. The sleds like Selectman Nichols said have become a lot more extravagant than the first year. Chairman Coutu saw some pictures of some of the sleds. I was very impressed. It would have been tough judging that this year. I was saying to myself when I saw that, you're looking for creativity and themes and things. Jeremy you're to be commended and congratulated. I know that the family truly, truly appreciates everything that you've done. We've had a lot of conversation with the family as you well know. So congratulations and I want to thank everybody who participated.

Selectman Nadeau wanted to give the Board a quick update on the Highway Department. Kevin just gave me some information. We have two of our one ton dump trucks out of service. We overspent on our sand/salt budget but he thinks he has enough for the season. Our overtime is 100 percent spent in our overtime account as of now. We're overspent on the budget for the school plowing as well. His equipment costs for repairs and stuff is almost overspent. He has a truck out with a transmission and one out with a blown motor. He's working together with Kathy to work things out. He said this is the longest winter he's seen in 32 years. This is the hardest winter he's seen on all of his equipment in a long time.

In Chairman Coutu's conversations with him Selectman Nadeau not that I didn't expect that you would be conversing with him, I said you know things like this do happen. This is a rare year for us. Getting the equipment operational is a priority. Sand and salt if necessary if we need to get it, we need to get it. As far as overtime is concerned, we either plow the streets or we don't plow the streets. I said that decision is yours. I told Kevin that decision is yours. We would certainly knowing how frugal he is support the direction he'd want to go in. That we have contingency money available that we could use. Let's get the equipment operational and up and running. He was a little nervous about it and I think he feels a little more comfortable. Then he always has you as a liaison to come back to us.

10. NONPUBLIC SESSION

Motion by Selectman Nichols, seconded by Selectman Maddox, to enter Nonpublic Session pursuant to RSA 91-A:2 (a) Strategy or negotiations with respect to collective bargaining; 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 (e) Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed against the public body or any subdivision thereof, or against any member thereof because of his or her membership in such public body, until the claim or litigation has been fully adjudicated or otherwise settled. Any application filed for tax abatement, pursuant to law, with any body or board shall not constitute a threatened or filed litigation against any public body for the purposes of this subparagraph, carried 4-0 by roll call.

Chairman Coutu said we'll enter Nonpublic Session at 9:07 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 Coutu said we'll enter open session at 11:04 p.m.

Motion by Selectman Nadeau, seconded by Selectman Nichols, to hire Louis Pilat as an HCTV Camera Operator and classified as a "Regular Special Shift Employee" at \$11 per hour, carried 4-0.

11. ADJOURNMENT

Chairman Coutu declared the meeting adjourned at 11:17 p.m.

Recorded by HCTV and transcribed by Donna Graham, Recorder.

HUDSON BOARD OF SELECTMEN

Roger E. Coutu, Chairman

Ben Nadeau, Selectman

Richard J. Maddox, Selectman

Pat Nichols, Selectman