

HUDSON, NH BOARD OF SELECTMEN  
Minutes of the December 16, 2014 Meeting

1. CALL TO ORDER - by Chairman Coutu the meeting of December 16, 2014 at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE - led by Selectman Maddox.
3. ATTENDANCE

Board of Selectmen: Roger Coutu, Ben Nadeau (arrived at 7:04), Rick Maddox, Pat Nichols, Nancy Brucker

Staff/Others: Steve Malizia, Town Administrator; Donna Graham, Executive Assistant; Fire Chief Rob Buxton; Recreation Director Dave Yates; Police Chief Jason Lavoie; Lori Bowen; Chrissy Peterson; John Collins - Lowell Sun

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. If so, please step forward state your name and address for the record.

5. NOMINATIONS AND APPOINTMENTS

INTERVIEWS

- a) Benson's Committee - (1 vacancy, 1 alternate term to expire 4/30/2017)

Cheryl Cummings (already interviewed at 12/9 mtg)

Sarah Hill (did not attend)

Michael Tranfaglia

Michael Tranfaglia 24 Woodcrest Drive, Hudson. Chairman Coutu said to Mike you have an application. You have indicated an interest in the Conservation Commission, the Recycling Committee, and the Benson Park Committee. All of the others are filled.

Steve Malizia stated he has applied for 3 committees that have openings.

Chairman Coutu told Mike we have you here because you did apply and checked off Benson. If you had a choice between Benson and the Conservation Commission, it appears that the Conservation Commission was your first choice. Mr. Tranfaglia said it was. Chairman Coutu said why don't we talk about that. Why don't you tell us a little about yourself and why you're interested in serving on the Conservation Commission.

Michael Tranfaglia stated I grew up in Massachusetts. I grew up in Lynn. I was a member of the Friends of Lynnwood. I was active with them for a little while. When I moved here, I wanted to get involved in the community and something similar to being part of Friends of Lynnwood. The Conservation Commission seemed very close to it. also I do quite a bit of camping, hiking and stuff or at least I used to. I just wanted to stay close to doing something that might fit that.

Chairman Coutu said if Lynn Lynn is the city of sin, you never come out the way you went in...Mr. Tranfaglia said and if you can't get it there then you go to Revere. Chairman Coutu asked have you ever gone to a Conservation Commission meeting. Mike said no. I was actually unaware of the committee until about a month ago. Randy Brownrigg had mentioned it to me. I've been meaning to try to find some time to go to one of those meetings.

Chairman Coutu noted that Selectman Nadeau has arrived at 7:04.

Chairman Coutu commented are you telling me that Randy Brownrigg is competing with Selectman Maddox in recruiting people to come and serve on the Board. You have help. I think it's commendable but we want new people, new faces. I applaud you for stepping forward. I'm familiar with the conservation efforts in Lynnwood and the strides that they've made in Lynn relative to their conservation efforts. Are there any other questions or comments any board member would like to make please do so at this time. Selectman Brucker serves as our liaison to the Conservation Commission.

Selectman Brucker knows that the Commission would welcome you if you decided to do this and you're appointed. There have been some times when it's been difficult to get a quorum just because the members all have pretty busy lives. It would be very nice to have somebody on board with some experience. Thank you for applying.

Mike Tranfaglia said you're welcome. I'm looking forward to helping.

Chairman Coutu asked could you tell him which nights the meetings are. Selectman Brucker said it was the second Monday of the month and we have not meet this month because I believe it was a conflict with the Budget Committee. So the next meeting will be in January - the second Monday. Chairman Coutu asked if that would present a problem. Mr. Tranfaglia said not at this time.

- b) Conservation Commission - (5 vacancies, 2 member term to expire 12/31/17; 1 alternate term to expire 12/31/15, 1 alternate term to expire 12/31/16, 1 alternate term to expire 12/31/17)

Sarah Hill (did not attend)  
Michael Tranfaglia

Motion by Selectman Nichols, seconded by Selectman Brucker, to suspend the rules and nominate and appoint Michael Tranfaglia as a member to the Conservation Commission with a term to expire 12/31/2017, carried 5-0.

Chairman Coutu indicated that this is a commission and he needs to be sworn in. You will have to present yourself to the Town Clerk at any time between now and the second Monday in January you go up to the Town Clerk's office and tell her who you are. I believe we're going to send him notice that he's been appointed and she will be notified and she will swear you in as a member of the Commission. Thank you and good luck. They're a great group of people.

- c) Senior Affairs Committee - (2 vacancies, 1 alternate term to expire 4/30/16, 1 alternate term to expire 4/30/17)

Joseph Cannava  
Sarah Hill

My name is Joe Cannava. I live on 16 Madison Drive here in Hudson. Chairman Coutu noted Joe is here partly because I recruited him. I think everybody's been telling Joe to join. Joe has been presenting himself at the meetings. He's also been putting in many, many hours volunteering. Why don't you tell us about your interest, what drew you in, and why you would like to be a member of the Senior Affairs Committee.

Joe Cannava indicated since I retired from corporate American, I've been trying to find something that I could really get into and use my skills and traits. Basically being a member of the senior center, being there, being active, intermingling with people and everything I feel that I could help the seniors to achieve maybe a better lifestyle and also hopefully to help out with any issues or situations or anything that may happen or occur basically.

Chairman Coutu could speak from experience that you're not bashful. You speak up when it's necessary to speak up. Any questions or comments from any board member?

Selectman Nichols said I have watched your work and he is a great volunteer. He's good at the seniors. He's constantly there and visible and he'll help out and do anything you want. That's how he is. He'll just do anything you want. I've also seen him work as a volunteer in the park and he does the same there. Whatever you need, he's there.

Chairman Coutu asked if there were any other questions or comments. You know Joe that the position that's open is an alternate. It's an alternate position. You will attend the meetings and you will participate. The only thing you can't do is you can't vote unless you're seated for an absent member. If there's a member absent, you will seat in their position and then you can vote. You get involved in all of the discussions which you like to do anyway.

Donna Graham asked if we received a resignation. Chairman Coutu asked if Dave Yates if he had a copy of a resignation from a board member. Do we have a formal resignation in hand? I know she's resigned. She's made it public. I know she's moving. When I don't know. There was a little glitch in the sale of her home. She has officially resigned the position. She hasn't submitted a document. I know she's not going to fight for the seat. Should we appoint him to that position or should we appoint him to an alternate? Maybe that's what we'll do. We'll appoint him as an alternate and...Selectman Nadeau chimed in and said as an alternate and then when this person leaves just move him up.

Motion by Selectman Nichols, seconded by Selectman Brucker, to suspend the rules and nominate and appoint Joseph Cannava as an alternate to the Senior Affairs Committee with a term to expire 4/30/2017.

Selectman Nadeau said the discussion is if the letter comes in that we move Mr. Cannava up and then we apply for the open position. I want that to be in the motion.

Chairman Coutu indicated we could make a separate motion.

Vote: Motion carried 5-0.

Motion by Selectman Brucker, seconded by Selectman Nadeau, that Joseph Cannava be appointed to the next vacant position on the Senior Affairs Committee when it becomes available.

Selectman Maddox said I'm going to vote in opposition and I have nothing against this gentleman but I don't know if some of the existing alternates might wish to move up. Chairman Coutu said we don't have any. Selectman Maddox indicated it's a moot point then. Chairman Coutu said it was a fair point if that were the case. It's reasonable. I was thinking of that and then I knew we didn't have any. Yes you're right had there been some other alternates, it would have been unfair to them having sat on the board.

Vote: Motion carried 5-0.

Chairman Coutu told Joe if and when we get the - I know we're going to get it - a formal letter of resignation from Dotty, you will be moved up to her position as a permanent member of the Board. I think it's an oversight on Dotty's part because she's been in the middle of this move. You'll probably see her before I will. Would you tell her to just put something formally in writing and send it to Donna. Thank you Joe. I appreciate your applying. You know when the meetings are. Thank you Sir.

Chairman Coutu asked Michael Tranfaglia did you want to serve on more than one committee. Is one enough for now because I have you up for discussion on the Sustainability Committee. I don't see that -did you check that off as well? How many things did you check off? Mr. Tranfaglia said just the three. I didn't know how many positions were open.

- d) Sustainability Committee - ( 3 vacancies, 1 member term to expire 4/30/17; 1 alternate term to expire 4/30/2015; 1 alternate term to expire 4/30/2016

Michael Tranfaglia

Chairman Coutu indicated we have a lot of vacancies there. Mike Tranfaglia didn't know if there was an alternate vacancy on that. I noticed a lot of the positions were just looking for alternates. Chairman Coutu noted there's a full member term on the Sustainability and two alternates. We could do whatever your heart desires. You're here to serve us and we're here to serve you. Michael was hoping to be an alternate on that if that was doable. Chairman Coutu asked are you familiar with our recycling committee and our program. Mr. Tranfaglia said vaguely as a user - calling up and finding out what I'm supposed to do with what that I have rather than just throw it out.

Motion by Selectman Brucker, seconded by Selectman Nichols, to suspend the rules and nominate and appoint Michael Tranfaglia as an alternate to the Sustainability Committee with a term to expire 4/30/2015.

Selectman Maddox noted that means he's going to come see us in three months. Why don't you go to the 16 one. Chairman Coutu wanted to give him three months to see if likes it and then he can reapply. Mike do you want to take the 2016? Mr. Tranfaglia said yes.

Motion by Selectman Brucker, seconded by Selectman Nichols, to suspend the rules and nominate and appoint Michael Tranfaglia as an alternate to the Sustainability Committee with a term to expire 4/30/2016, carried 5-0.

Chairman Coutu noted that there are still openings on the Cable Committee, Conservation Commission, Municipal Utility Committee, Senior Affairs Committee, and Sustainability Committee. If you're interested in serving your community, there are several vacancies both full member positions and alternate positions. An alternate does not mean that you do not participate in the meeting. Quite to the contrary, we like having diverse opinion and you would lend a great deal to the conversation in any or all of these committees that you would belong to. That affords you an opportunity to serve your municipality. It gives you an opportunity to meet new people. It gives you a little bit of insight into the political process and as Mike alluded to, it may even lead to wanting to have a career in politics and running for office if you're as crazy as the rest of us and lead this great, great town of ours. That's the one thing that's most rewarding is that this is a beautiful town. We have great people in this community and they know that we have their best interests at heart even though we may not always agree, we do the bidding of what we think is in the best interests of the people that we serve. Again I want to remind people we have openings on the Cable Committee, Conservation Commission, the Municipal Utility Committee, the Senior Affairs Committee, and the Sustainability Committee. To all of those people who serve on all of these committees, I would be remiss if I didn't seize on this opportunity to express a heartfelt appreciation on behalf of the Town of Hudson to be able to go out one night a month and some of you more than that and serve your municipality with no pay is very commendable and needs to be applauded. I extend the gratitude on behalf of all of the citizens of Hudson for doing that.

## 6. CONSENT ITEMS

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

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

Selectman Maddox remarked it's a calendar. Just for people that are watching at home, there are no consent items other than the calendar. That's all I wanted to point out Sir.

- A. Assessing Items - None
- B. Water/Sewer Items - None
- C. Licenses & Permits - None

D. Acceptance of Minutes - None

E. Calendar

12/17 5:00 Municipal Utility Cte - BOS Meeting Room  
12/17 7:30 Senior Affairs Cte - Buxton CD Meeting Room  
12/18 3:00 Trustees of the Trust Funds - Buxton CD Meeting Room  
12/18 7:00 Budget Cte - Buxton CD Meeting Room  
12/22 7:00 Sustainability Cte - BOS Meeting Room  
12/25 TOWN HALL CLOSED - CHRISTMAS  
12/29 7:00 Budget Cte - Buxton CD Meeting Room

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on December 9, 2014

1) *Motion to adjourn at 10:29 p.m. by Selectman Maddox, seconded by Selectman Nichols, carried 4-0.*

B. Public Hearing - Amending Town Code Chapter 205, Fees, §205-5 Ambulance Fees

Chairman Coutu indicated we had this discussion with the Fire Chief recently. Do you wish to bring him up for an overview or any questions or comments? Seeing none.

Chairman Coutu opened the public hearing at 7:21 p.m. Does anyone wish to speak on this item? If so, please step forward and state your name and address for the record.

Thank you Mr. Chairman. My name is Gary Dearborn Hyland Street in Hudson. I'm basically opposed to the \$250 charge that's being considered.

Chairman Coutu said that's not what we're discussing right now. We're discussing general fees. That's going to be a separate one Gary. I'll call you up on that one. Seeing there's no opposition, I'll close the public hearing at 7:21 p.m.

*Motion by Selectman Maddox, seconded by Selectman Nichols, to amend Hudson Town Code, Chapter 205, Fees, §205-5 Ambulance fees, to increase the Town of Hudson's ambulance billing rates as of January 1, 2015 which represents the 2014 Medicare Bundled Fee schedule plus 50%, as recommended by the Fire Chief and the Finance Director.*

Selectman Maddox told the Chairman we don't like raising fees but again we have to keep current. We need to be able to provide the services that the citizens expect of our medical ambulance service. One of the things we're doing here is raising the percentage of which we're going to be putting into the ambulance replacement fee or capital reserve fund actually. Those machines are not getting any cheaper. We need to be able to purchase these on a rotation due to the amount of miles and hours we are putting onto these pieces of equipment. As much as this is a raising of a fee, it is one that is a benefit to the citizens when they need that ambulance. Thank you Sir.

Selectman Nadeau said I am going to be voting in opposition of this because as it is the taxpayers are paying for the ambulance. They're paying for the personnel that are working on them and whatever their insurance company does not cover, they are responsible for it. They've already paid their tax bill. I believe this is what we call "double dipping. I will be voting against this. If the insurance company pays X, that's what we should accept. If it's somebody from out of town, then I can see going after them for the other portion of it. If you're a Hudson resident, you're already paying for the ambulance; you're paying for the fuel; you're paying for the tires; you're paying for the manpower. I voted against this the last time and I'm going to vote against it again. That's just me personally.

Chairman Coutu said I'm going to support it. I was originally opposed to it. When we looked at comparative billings with other municipalities, we were certainly way down on the low side. In terms of the insurance for most people, it covers pretty much all of it and if not all of it most of it. In terms of the argument of double dipping and cost associated on what's being paid for as Selectman Maddox alluded to, things go up year to year and this is one area where we fail to address the rising cost of health care which includes the services that we provide. We're just not a carrier of passengers. We provide a medical service. We have some of the best trained people riding our ambulances servicing the needs of our citizens. Their wages go up every year. The cost of ambulances go up every year. Medical equipment and oxygen and the like, those costs go up every single year and we need to make an adjustment. If we don't increase these costs, those expenses that are increasing are going to be borne by everybody else who doesn't use the ambulance and that's really harmful. We need to share the burden. It's a service we provide our community just like we do fire and police services. We may never need them but we have to pay for them.

Selectman Nadeau talked about durable medical equipment - the gloves, the masks and that type of stuff I can see billing them for that. You just said the manpower. The taxpayers just approved raises for the Hudson Fire Department. They are already paying for that driver, for that paramedic. They're already paying for that. There's no gain to adding these type of extra prices

onto their ambulance bill. If they were paying for just the durable medical supplies that they received - oxygen, masks, gloves, that type of stuff, I could see this. Again I can't see raising the rates by this much for the Hudson taxpayers. If we had a clause in here that said not for the Hudson taxpayers, I'd be okay with it. A lot of the services we provide are at motor vehicle accidents that a lot of their services we've been providing lately have been for people out of town. Do we provide a lot for in town people? Yes. They don't have insurance so then the taxpayers are all paying for that. I just can't go along with this. I haven't gone along with it for 4 years. I'm not about to go along with it tonight.

Selectman Maddox understood Selectman Nadeau's reluctance and we all don't want to raise the fees. If you look at the fact that the ambulance service brings in \$600,000 in revenue, and this will probably bump that up, if we didn't have these fees then all of the taxpayers would be paying the additional \$600,000. So what is that to the tax rate \$.25. If you don't use the ambulance service, you're saving \$.25 on your tax rate. I think that the fees for a service that we have. Yes the firefighters are there absolutely. You're paying to have them sitting there when you need them. Again if you've been in town for 20 years and you've never used the ambulance, then you're not paying that \$.25 on the tax rate every year. Again when you use that one time, I guess it's kind of balancing out. As much as I don't disagree with your basic premise, I think we have to look at the bigger picture of we want to provide the best care we possibly can for a reasonable price and this accomplishes that mission Sir.

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

C. Public Hearing - Amending Town Code Chapter 205, Fees, §205-5 Ambulance by adding Non-Transport Fees

Chairman Coutu recognized Fire Chief Rob Buxton. Welcome and thank you.

Chief Buxton greeted the Board.

Selectman Maddox indicated this \$250 fee would be for someone who called us for service. If there's an accident and we don't transport, we're not going to charge them. Chief Buxton noted you're 100 percent correct. We reviewed during my presentation on the 20<sup>th</sup> of November that there were three scenarios. Basically we were looking to institute this fee. When we have provided medical services in the field and then they sign themselves off. One was a diabetic emergency in regards to going out and providing support and in a diabetic emergency and then that patient threw State protocol is actually brought back to a situation where they're of sound mind and body and they can sign themselves off and we don't transport them to the hospital. So that's the first scenario. The second scenario that we reviewed was the traumatic incident where they are life flighted from Hudson to Boston and we provide services on the scene. Currently we don't have the ability to bill for that service and those are some of our more expensive outlays of costing because of the services that were provided. The other piece was also a termination of efforts in the field where unfortunately they communicate with the doctor in the hospital, provided medical history, and the doctor decides to terminate the efforts in the field instead of having them brought to the ER. Those were three specific scenarios that we're looking at putting this \$250 fee in place for. It is not going to be in place for theoretically you see in a motor vehicle accident and you're driving by, call 911, we respond and then we give you a \$250 fee. This is not what this is for. This isn't a fee if we go and help you up off the floor or something like that. That's basically what your taxes pay for. That's the list of services that we're looking for. I don't know if that answers your question.

Selectman Maddox was just trying to cover Mr. Chairman what this will cover and what it won't. Again I think we need to be pragmatic here. There are times when all three of our ambulances are out on calls. Sometimes those calls are an emergency to the caller but not again when we're tying up our resources...Chief Buxton thought as the State protocol changes, we're going to see more administration and medication in the field and that's going to happen potentially by our paramedics that we employ off of the ambulance versus going to the emergency room or to urgent care and the health care system changes. They're pushing that more on the 911 service than they are on the emergency rooms. So they're trying to get you out of the hospital in the field and in your home.

To be clear Chief, Chairman Coutu asked I fall down and I can't get up and there's nobody to pick me up. I call the Fire Department and they find that I'm not injured in any way. They lift me up. They get me in my chair. There will be no charge for going. The charge is only when medical care is provided and we're using oxygen, equipment, if we do an injection to revive them through the heart or whatever, that's when the fee would kick in. I want people to understand it's not - if somebody calls and said they have a belly ache and they're panicking, the ambulance goes and calms them down they're having an anxiety attack, no medication is necessary. I've been on a scene like that. They sit them down, calm them down and they leave only when they feel that the person is good. No medication was rendered. In that case, there would not have been a charge. Chief Buxton said that was correct.

Chairman Coutu opened the public hearing at 7:33 p.m.

Gary Dearborn Highland Street in Hudson and I did have some concerns. I think Selectman Nadeau expressed some of my concerns. Being a taxpayer we are paying for the EMTs to man the ambulances. My main concern is the fact that are we setting a precedence number one. Next year will the police come in and ask for the same type of a fee because they responded to a house call and didn't have to arrest a person, or take them to jail, or whatever. Even a fire department. Fire Department I have smoke in my house and I call the Fire Department and they come. By the time they arrive smoke has dissipated. They walk through the house and leave. Am I going to be charged next year? I'm questioning how many towns

right now have this \$250 fee? I work with two attorneys in the New Hampshire area and they don't charge \$250 an hour. This is probably what it takes what I consider a false alarm - showing up at a house and taking no action to resolve the situation at \$250. Is this the going rate for a non emergency call?

Chairman Coutu said Chief Buxton you've done some of that research. I know we're not the only community that's doing it. We're one of the last communities to do it.

Chief Buxton had a couple of points. We're not the only community looking to put that into place. A lot of communities have started charging for motor vehicle accidents which is covered under the hazardous material RSA for the State of New Hampshire and those types of events. This is the first time we go down this path. I believe Mr. Dearborn talked about a non emergency situation. We're talking about a scenario where we're tying up a piece of equipment for upwards to half an hour to forty minutes in a diabetic emergency to administer medication, to bring that patient back to their normal state, and then they're signing themselves off instead of going to the hospital. Fifteen years ago, we would have administered the medication, transported to the hospital. They would have gotten to the hospital and they're assigned a sheet of paper when they got there and they would have got a bill from the ER and the ambulance. Now we're kind of cutting the hospital out of that billable because we're doing it all in the field. That's the change in State protocol. They're trying to achieve some efficiency and take some of the pressure off of the hospitals and the ER. We're not the first and we're not the last. We're kind of in the mix.

Gary Dearborn indicated I had called my insurance company today to put this scenario in front of them about if I had to put a call into the Fire Department and have an ambulance come in and serve me but not transport, is this a billable item? Can I bill my insurance company? They were very evasive as to the answer. They weren't quite sure they've even encountered this before. They said well what service did they provide? Nothing medical wise. They came in and everything was fine and I said it was like a house call but nothing done. They said it all depends on how the Fire Department bills it.

Chairman Coutu said that's correct. It all depends not on how they bill it, whether or not they bill it to your insurance company. That's the proper question. If the Fire Department were to bill you for a service they provided me, would they cover? I asked that question. The answer was yes. No different than if they get billed for an ambulance. They get a bill, the insurance company pays it. You have deductibles. I don't know what your policy is. Mine pay everything. I don't worry about deductibles. It just pays for everything. Mr. Dearborn said they were very evasive. They didn't give me a definite answer but they said they were questioning as to what service is it a recognized provider? I said well I don't know. Chairman Coutu said yes they are. They can bill any insurance agency that operates in the State of New Hampshire and this would be a billable expense through our billing agency to your insurance first. The difference if there is any would be billed to you. It's going to be treated as if it were a regular ambulance service call. When I called my insurance carrier, and we have Medicare and BC/BS, they said if it's handled through their normal billing practice and they looked at my records, they said Mr. Coutu two years ago you called for an ambulance it was Hudson. We got a bill. We covered it. BC/BS paid the difference. They said this would be treated in the same fashion. We would get the bill. We would look at it. Medical service was provided for a diabetic condition. Medical service was provided for what a person thought was to be a heart condition and it ended up being angina or ended up being an anxiety attack. An anxiety attack has the semblance of a heart attack. I've seen it. I've almost experienced it. I talked my way out of anxiety sometimes. It is billable to the insurance company and in most instances, good insurance companies in this State would cover part if not all of that expense unless you haven't met your deductible.

Mr. Dearborn said my concerns is this going to be the start of having the Police Department bill us this year. Chairman Coutu said there's no comparison Mr. Dearborn. No comparison. I'll have Selectman Maddox comment on that followed by Selectman Nadeau.

Since Selectman Maddox probably started rolling this ball down the hill, I guess I'll take the hit here. Again we are utilizing our three ambulances routinely two at a time. The call for these pieces of equipment and the personnel attached to them is growing every day. We need to find a way to keep that bucket full. I don't think we're going to charge you for smoke in your building if it was a legitimate call. We're trying to, again, keep the revenues up to be able to maintain 200,000. When I think of my first ambulance that I bought - wow - was \$120,000 ten years ago. They have gone up to \$200,000 is the newest one we're getting. It's either take it out of your tax bill or put it into these type of fees that when you use the service you pay for it. So we're trying to balance that how do we pay for this piece of equipment and this seems to be the most logical since if you're not using it you're not paying for it but it is there in your taxes. I don't disagree that we're paying to have those people sitting there waiting for that call. If you're not using it, should you have to pay that extra money that we're trying to bring in by charging people who are using it. That's really what it comes down to in my mind Mr. Chairman.

Selectman Nadeau said going through this memo, termination of efforts I can support. Trauma care I can support. Diabetic emergencies I can't support. If somebody is having a diabetic emergency and they're in town, they live in town, again, they're paying for the services. The other two I can go for because I've seen them multiple times. If you're a Hudson resident and you're having a diabetic emergency, you need the service. They come and spend 20 minutes with you and your tax bill is \$6,000, I don't see where you're going to get another \$250 out of them. I think that I could support this if number two was taken out. I couldn't support this if number two was not taken out.

Chief Buxton responded basically I made a recommendation when I looked at the type of incidents that we respond to. I looked at basically where we had loss in the budget. We were expelling equipment on all three of those incidents. Those are three of the basic incidents that we would not transport on. So the diabetic emergency is a very basic incident for us where

we're taking a blood sugar; you're seeing an IV start; you're seeing the administration of the medication and another blood sugar being taken at the end. So you're talking about a 4 to 5 step process where we're expending medical equipment and we're trying to recover some of that cost. The other statement that I'm going to throw out is we're not changing our abatement process or hardship process at all. All of our ambulance fees are open to a very good hardship process. The Town Administrator and myself we have the ability to look at those things. If somebody was to petition that they couldn't pay for it, there are other avenues besides just sticking you with a \$250 bill. If somebody has a hardship, there is a process in place to be able to take care of those things. Hudson residents in particular.

Chairman Coutu was sure that in the event of hardship, we ultimately are the judge and jury when it comes to hardship or do you handle that? Steve Malizia said there's a federal poverty guideline. The Board has adopted a policy if someone makes less than twice the amount, I have the ability to...Chairman Coutu said you can adjudicate it and just send it back and say okay. That's good.

Selectman Brucker said what I see the difference is that it's billable to an insurance company. It's not like we're charging the individual citizen that \$250. This hardship policy is in place. If for instance they don't have insurance to cover it, that would cover them. It should cover them. It's not like we're adding money to their tax bill or asking them to pay out of their pocket.

Gary Dearborn asked Chief Buxton how did that \$250 figure arise. Chief Buxton said when we worked with our ambulance billing company it was Comstar who we've had a relationship with over the last 20 plus years. We did a range and we tend to fall in the bottom 10 percent of ambulance billing within that range of companies in New Hampshire and Massachusetts that they look at. They made a recommendation for a fee to us based on where we normally fall. We've been very passive about our billing practices. Medicare plus 50 the bulk of the services in our area at Medicare plus 100. Hudson continues to be a very passive community in regards to its billing rates and that's how that recommendation came about.

Chairman Coutu indicated you're saying that \$250 is on the low end of the scale compared to what other ambulances are charging. Chief Buxton said yes.

Chairman Coutu asked is there anyone else who wishes to discuss this matter. I'll close the public hearing at 7:45 p.m.

Selectman Maddox indicated the Chief hit on it. As much as this is a fee, I think the Chief gave us a breakdown on some of the other communities. This is in the lowest quarter if not lower than that of other communities and services that bill. Again I think it's a necessary evil to keep the quality and the performance that we have grown to expect of our paramedic service.

Chairman Coutu added based on the information that I've been able to gather over the past 2 or 3 years relative to the question that comes up many times was would it be less expensive for us to go out to a private service and hire an ambulance service under contract for the Town of Hudson? People would be shocked what those ambulance companies charge. It is 100 percent. Medicare plus 100 percent. In other words, it's whatever Medicare would agree to they'd double it and that's what they bill out. Then we would still need a Fire Department the size that we have in order to service the town. We're still going to be paying the freight so we might as well generate the revenue rather than giving it to a private agency when we can manage it on our own. We know who the people are. We trust our people and I will repeat again, many times there have been many incidences both under Chief Murray and under your leadership where hospitals have written back saying that we have received many letters of commendation from doctors at the local hospitals saying that if it weren't for the work that our men perform at the scene, that person may not have survived that run to the hospital. That speaks volumes for the service we provide. These are not a bunch of clowns here running around putting on a fire hat getting on the back of an ambulance going out to service you. These are people who have been trained professionally and are certified to do what they do. I know that you Chief or no other Chief in any municipality would ever let anybody put a hand on a person's body for whatever type of care they need. Some are more demanding than others and there's a certain level of expertise they have to have before they can inject a needle into a person's heart. Not every single person in our ambulance can but we're fortunate that we have somebody available almost for every one of our ambulances who can do that and that in itself can save your life. That's something of service we didn't provide I think 3 or 4 years ago. We may have provided it but it was limited. There might have been only 1 or 2 certified to do it. I think it speaks volume of our department and this is in no way is to imply that we're trying to soak our public. It's a fee based service and that fee base service was looked at very carefully by our billing agency and the Fire Chief and we're still with these increases at the low end. Still with this \$250 fee for non transport services - medical services that are being rendered is at the low end.

Chairman Coutu indicated we've had discussion. Selectman Nadeau you and I have had many discussions about the types of calls that the Fire Department is receiving and that we were getting what we would consider nonsense calls like I've heard it on the radio - belly ache, headache. We're sending an ambulance out there and then we've got an accident on one end of town and another medical emergency at the other end of town, and we've got one or two ambulances being tied up on a belly ache or a headache and we weren't getting paid for it. I think this would maybe people will consider a little more carefully when they're calling for an ambulance service that there are other more critical needs sometimes than a belly ache.

Selectman Maddox told the Chairman to continue on with your statement about outsourcing if you would our ambulance service. It's a business. They've got to make money. These fees are going to look like a bargain if you go to an outside company. They've got to make money. They're buying those same ambulances. They're paying their people and they want to make a profit on top of that. Our people in house are there to be a firefighting force but also to take care of the medical calls.

Our people care about our residents. I've been on enough calls where these people on our fire service that they are truly concerned about that citizen. You may not get that same thing from a company that is just providing a transport to the hospital type service. We can certainly look at it. I know we looked at it a number of years ago but again we're not going to save much for the firefighting force and we are getting in return a great medical service provided to this town.

Chairman Coutu said based on what I went through personally, I can attest to it and now it seems I get to see as many as two calls a day now. We had two calls at my employer yesterday and Selectman Maddox said they're getting the calls in before the fees go up.

Selectman Nadeau indicated one of them I think I would have just let go. The only thing on here I would probably add a third and it would be a nuisance call like we had to the woods the other day. I would definitely like to take out the diabetic emergency and maybe reword it so that they pay for the cost that they use. If they use \$150 worth of durable medical supplies, then we charge them \$150. I just don't think charging them \$250 is reasonable because sometimes we go to these people's houses and they're elderly. The diabetic emergency one bothers me a lot. The trauma care - I've seen too many of those where we've med flighted them out and not seen a dime. We've used thousands of dollars on those calls. Termination of efforts - I've seen that a few times. The diabetic emergency one just really, really bothers me the most. We don't go to the same diabetic's house every day. Do we go to the same one probably three times a year? Probably do. That's the only one that really, really bothers me and if the diabetic emergency one wasn't in here, I would vote for this but again they're paying for their taxes and they're paying for a service. If they use it twice a year or three times a year, on their \$4,000, \$5,000, \$6,000 tax bill, I think they're getting their monies worth. I can't vote for it with the diabetic emergencies in here. If we wanted to add the nuisance one in here that if you've called more than three times for a belly ache or a headache or whatever, I would go for that. I can amend it.

Chairman Coutu noted we can attempt to do whatever you want to do.

Donna Graham informed Chairman Coutu that it's going in as non transport fees. There's no breakdown as to verification.

Chairman Coutu asked Chief Buxton to clarify one more time. Donna just brought up a good point. We're going to go through this one more time because apparently some of us heard it and some of us didn't. The document that you provided us states: "The following are three specific instances that we currently do not receive compensation for - termination of efforts, diabetic emergencies, and trauma care. In no way does this document say that we are definitely going to bill for any or all of those three correct. We're billing for non transport only. Where medical care - not care. Care will be given but where medical supplies and equipment will be utilized. We will not have in the ordinance anything that specifically addresses these three. These were just cited as examples of a lot of cases that we go out and service.

Chief Buxton said that was correct.

Chairman Coutu didn't know if that changes your mind any Selectman Nadeau but the Code is very general. It does not have the specificity that is outlined there. Those are examples of cases. I'm sure that if our medical team were in the field and they felt that the level of care that the provided a diabetic didn't rise to a billing level, they won't submit a bill. They're going to have to make that call in the field. Look we used a lot of oxygen, or we had to bring out whatever diabetics have, and we had to shoot them or her, and we had to do this and that and the other thing. We were there for an hour, an hour and fifteen minutes to avoid a diabetic shock, that's a call that they have to make on the ambulance. Selectman Maddox noted inject them is probably nicer than shooting. Chairman Coutu apologized. I'm 71 and it was called "shooting" in my day. You're not going to shoot me with that needle. In the '60s we call in it "shooting" then too with the needle.

Selectman Nichols thought those three that you have questions about - diabetic emergencies, etc., etc., that it said the billing company said that they are eligible to bill for these services. I don't understand your problem. I've seen people with diabetic emergencies wickered bad and they really needed the help. I can't see saying well just because you're a little sicker than the guy next door, we're going to bill you. No. I would go for that. The insurance I think would pay for that. I don't see any problem.

Selectman Nadeau said why do you think our insurances are going to be so good in the next couple of years. Selectman Nichols wasn't worried about the next couple of years. I'll worry about today.

*Motion by Selectman Maddox, seconded by Selectman Nichols, to amend Hudson Town Code, Chapter 205, Fees, §205-5 Ambulance fees, to include Non-Transport fees in the amount of \$250, as recommended by the Fire Chief and the Finance Director, carried 4-1.* Selectman Nadeau in opposition.

#### D. Recreation Fee Schedule Change

Chairman Coutu recognized Recreation Director Dave Yates. Mr. Yates as you recall specifically Selectman Maddox had requested that we be given a series of numbers for the budget discussion relative to average attendance on a daily basis and things of that nature. They were not provided. They're being provided now. As a result of your budget request, we had suggested that you look at a fee schedule change and now we have that before us. If you want to go over both of those topics, I'd appreciate it.



Dave Yates indicated that was correct. You do have the fee schedule in front of you. I have reviewed this with the Rec. Committee and Selectman Coutu was there night as we reviewed it. These are strictly recommendations. The two programs that we're not breaking even on are our basketball program is slightly behind and the summer program. We're probably about \$13,000 behind. If these fees are put in, our numbers don't go down, the summer program should be a break even program. The changes for the out of towners is currently \$350 and raise it to \$400 for the summer. The in towners it was \$250 - raise it to \$300 for the summer. The additional family member was \$150. It would be \$200. The 10-day pass was \$100 and we would go up to \$150. We've also made other minor changes - men's softball was a \$20 increase; grandfathered out of towners was a \$25 increase from \$100 to \$125; Women's softball was \$50 going up to \$60; women's grandfathered out of towners was \$90 to \$100. Our youth programs are basketball and soccer program were \$40 and we were increasing to \$50. Down the bottom the invitational basketball tournament which is our annual tournament which is all out of towners that are paying this fee are visiting teams. We were going from \$240 to \$250. Our over 35 we were trying to stay consistent with adult programs. That was going up from \$60 to \$80. Teen basketball would be consistent with our youth programs of soccer and basketball which would be \$40 to \$50. Adult programs we have sponsors. They were currently paying \$150. We're proposing to go to \$175. Lights at Jette Field was \$25 an hour to \$30 an hour. This is when there's leagues that come and ask to use the field. They don't get charged for the field however if they use the lights, we charge them for the lights. The very last one and there was some discussion about this at the Rec. Committee for the community center rental. This is mainly in the spring when AAU basketball teams are looking for space. They were charging \$30 an hour before. We doubled it. I checked with the school policy and with Tabernacle Church they rent out their gym and they're charging \$60 an hour. That's pretty much the going rate. This has gone through the Rec. Committee as I said. Any questions at all I'm sure I can answer them for you.

Chairman Coutu repeated that Mr. Yates prefaced your remarks by saying this evening that we had two programs - a summer program and I believe you said the basketball program. Those were the two programs that we were not raising enough revenue to meet our expenses. Is that correct? Mr. Yates said yes.

Chairman Coutu indicated that Mr. Yates also made the statement that the Recreation Committee and you've made this statement here again this evening that you felt comfortable that with the adjustment of the summer program rates, I remember you saying and I think you qualified it again here this evening, do you feel that we could bring this to a balance am I correct? Mr. Yates said yes.

Let's go down to basketball then. Chairman Coutu noted in basketball there are several categories. We have a basketball 3 to 8, basketball instructional, a fee for late sign in for all of those sports, basketball travel 3 to 8, invitational basketball, basketball over 35, and basketball team. When I look at this there's quite a few various programs in basketball. Do you feel comfortable in saying that the rate increase is recommended for basketball should offset the cost of the basketball program? Dave said absolutely. Basketball is very close. The current budget is \$51,323. Last year's revenue was 49. We're only \$2,000 off. Chairman Coutu said good enough.

Chairman Coutu made an argument - I abstained from voting because it's a matter that comes before the Board. I did make an argument that I disagreed with two of the fees. I've since changed my mind and only disagree with one of the fees and I'm going to propose it again this evening. Of course the Board will do what the Board will do. I said to the Recreation Committee and apparently you and they did not agree with me and I respect that. I told you I would respect it. I feel that the summer program additional family members should not increase at all. The reason for that is the first child the fee is going to increase by \$50. There are some families in this municipality who need the summer program because it's a lot less expensive than hiring daycare service. I know that for a fact because I've been spending the past two weeks getting rates for what it would cost for someone to take care of a child Monday through Friday 8 a.m. until 5 p.m. or 4 whenever you go home. It's a lot more expensive than what we're charging for a whole summer. Some of them are charging what we're charging for one week for the summer they're charging for one week for one child \$300. I think that there are a lot of families that really need the program that are going to feel a little bit of the pinch. As one of the members of the Recreation Committee pointed out if you were to break it down by hour how much we're charging an hour to watch these kids, it's \$1 and change. I understand that. Multiple children I don't feel - people who have multiple children should have to pay an increase over and above the \$150 we presently charge. That's the only fee I would recommend changing. If the Board wishes to agree to this fee schedule as is, that will be the will of the Board. My only recommendation having reviewed this and you know we had an extensive discussion about it, there were two areas that I was concerned with, I've dropped my reconsideration of the 10 day pass on the basis of the comment that Sue made about the hourly rate. I said yeah I think \$150 is very reasonable for a 10 day pass. I'm going to open it up to the Board. Do you have any question on this? Any comments? Please do so now.

Selectman Maddox said as I read the information that the Rec. Director provided us, it is amazing where our communities in New Hampshire are. I see that even for a resident of Bedford its \$205 a week. Our program is 8 weeks. Milford its \$1,400 for the 8 weeks. Just absolutely amazing. Again I think this is kind of like the ambulance fees Mr. Chairman. Nobody wants to see increases but obviously our fellow communities are very busy. We're talking minimal dollars.

Mr. Chairman in regards to the additional family member, Selectman Maddox proposed to split the difference and only raise it \$25 as opposed to the \$50. I kind of get where you're trying to come from but we're still watching another child which costs X amount of dollars. I am acquiescing to your plea half way. Thank you Sir.

Selectman Nadeau said the fees definitely were not this high when I went through but I did spend a lot of time at the Rec. Center when I was there during the summer. When my sister was there with me during the summer, we spent a lot of time there together. It was a little tough as far as money wise back then. My other hat that I wear, I see a lot of these people that are in the summer program at my other place. I kind of agree with you with the not raising the rate but we do have to raise it a little bit because there is a little bit of a cost. I'll be with Selectman Maddox and split it. If he makes the motion, I'll go along with it because we're the cheapest around and we're getting the biggest bang for our buck for our kids in town. I don't want to raise it but we have to raise it somewhere. I will be willing to go the half way with Selectman Maddox on the second kid. If there was a third kid, I would like to see it go down a little bit more. I would even put a line in for a third kid instead of whatever we're going to make this one...Chairman Coutu said let's not nickel and dime this thing. Selectman Nadeau would make the third child \$150. Chairman Coutu reiterated third and subsequent children \$150. Selectman Nadeau would go with that. Would you go along with that? Selectman Maddox said sure. Chairman Coutu said I could support that too. I could support the \$175 as a fair compromise and \$150 for third and subsequent children. I think that's fair. We would have second family member and third plus family members. Any further discussion?

Selectman Brucker wanted to say that I was willing to support the \$200 raise just because for each additional member, you're talking about materials that have to be provided, extra people supervising the groups of kids. I certainly would support their motion.

Motion by Selectman Nadeau, seconded by Selectman Maddox, to amend the recreation summer program fees provided in a Memo from the Recreation Director dated 12/10/14 to add "second additional child \$175" and "third and subsequent child(ren) \$150 each", carried 5-0.

Motion by Selectman Maddox, seconded by Selectman Nadeau, to forward the amended recreation fee schedule changes to a public hearing on January 13, 2015.

Selectman Maddox thought Mr. Yates ought to get the document that he provided us with the comparables to other communities put up on his web page any anywhere else. Again I think this is an eye opener to see as much as we're struggling to raise \$50, some of these communities are quite higher than we are and at least make people aware what other charges are out there. You did all the research, let's share it.

Vote: Motion carried 5-0.

Before we move onto this next portion about coordinating and marketing, Chairman Coutu asked is there anything relative to the numbers that you have requested - Selectman Maddox - for us to review: daily average, the revenues, and things like that. You're satisfied with those numbers the way they were provided?

Selectman Maddox had a couple of questions. You have a recreation revenue 2014. So the revenue last year was \$80,000 and say summer supervised play. So the \$195,000 is what you brought in last year for these programs. Mr. Yates said that was correct. Selectman Maddox asked do you have an estimate what they will be with these new fees. Mr. Yates indicated we're going to bring in an extra - we want to break even with the summer program. That's \$23,000 right there. I'm anticipating maybe another \$20,000. I'd have to talk to our Finance Director and do the numbers.

Chairman Coutu asked you didn't take the numbers from last year and factor in what the new rate would be and assumed that the same numbers would come to come up with a new anticipated revenue. Dave Yates stated a while ago we were about \$15,000 short during the budget process last year when we had talked about when we put the out-of-towners in. We were \$15,000 short and we were doing 300. We figured we would need 50 additional children to get up to that \$15,000. I don't know. We're hoping that these numbers will break even. I said at the Rec. Committee meeting what we've got to guard against is people not coming to the program because they feel they can't afford it. I don't think this is going to do that. I don't think we increased it that much.

Chairman Coutu asked how many out-of-towners participated. Mr. Yates indicated this past year was 30. The first year was 15. Chairman Coutu remember when we first had the discussion of out-of-towners you were hoping that 50 would. Mr. Yates said 50 was the max is what we said we were hoping to get.

Selectman Maddox stated, again, those are the kind of things I was hoping there would be another line here just to kind of reflect that Mr. Yates. Just so that, again, we know where we are in the process. I know that during the budget season we had this discussion and again I'm just looking to see where we are. I know we're going to talk in a minute about the marketing. I know that one of the issues and I saw it in your handouts that you gave us, you had that sign up on June 27<sup>th</sup> which caused all kinds of consternation for lack of a better word with getting the monies in. So it's kind of bridging two fiscal years. I hope we won't make that same mistake again. You're carrying money this year from last year's program or conversely you didn't get the numbers and last year that they went into this year. Again I'm just trying to get it so that it's a little clearer.

Chairman Coutu said it's tough. He's up against the calendar. I understand that.

All Selectman Maddox was saying is let's learn from our mistakes. Again I think you may be higher on one year and lower on the other. You just don't know because we don't have that in front of us. Let's see if we can correct that on our next piece.

Chairman Coutu asked Mr. Yates this past Friday we had a dance. How many children were at that dance? Dave Yates said 292. Chairman Coutu asked how many chaperones were at the dance. Mr. Yates indicated 14 plus a detailed police officer. Chairman Coutu commented that's 20 children per chaperone. That's manageable because I've heard we've had dances with larger numbers than this and fewer numbers of chaperones and that concerns me. Mr. Yates said typically we try to get 15 to 20. Sometimes as the dances move forward in the season and parents are more comfortable with what they see, the chaperones tend to fall off a little. Typically I think the least we've ever had is probably 13 or 14. Mr. Malizia is one of our chaperones at every dance we've had the last few years. We don't have any issues. I put seats out where I want the chaperones to be so that we have coverage so that everybody isn't just walking around the building. There 2 chaperones there, 2 there, 2 there, there's somebody down at the restrooms, also whoever is at the concession they have to provide another 5 chaperones which isn't in our count. They have their own people that are cleaning the table area and keeping a lookout down by the concession. Chairman Coutu asked we have one police officer on duty at each of those dances as well. Mr. Yates said yes. Chairman Coutu asked if that was a paid detail. Mr. Yates said yes paid. Chairman Coutu asked what would you consider a large number that you've had a dance. Have you had 400 kids at a dance? Mr. Yates said 350 to 375 yes. Chairman Coutu asked same number of chaperones. Mr. Yates said it varies but we've had more chaperones - we typically don't have any less than the 15 area but we've had more at some dances.

Chairman Coutu asked who dictates what the refreshments are going to be sold. Dave Yates said there's fundraisers for different organizations - PTOs. We provide them a list of prices that we don't want them to charge more than. Chairman Coutu questioned the product. Mr. Yates said the product they get donations and they bring the products. Chairman Coutu asked no one has filed a complaint with you about us serving/selling caffeine at the dances. Mr. Yates said there was one parent who had concerns at the previous dance not this past dance. I addressed it with her and we moved forward. Chairman Coutu asked what do you mean you addressed it. Mr. Yates said I talked with the individual. Chairman Coutu asked if there was a resolution. Mr. Yates said that's not our call. Caffeine drinks can be sold at any grocery store. It's a parent choice. Chairman Coutu noted but they can't be sold in the school system am I correct. Selectman Brucker said you can't buy soda in the school system.

Selectman Nadeau indicated all the years that I've attended, chaperoned these school dances, we've always sold Coke products, Pepsi products. Back in the day, we even sold Jolt Cola. I just thought I'd throw that one out there for you. Chairman Coutu said I have a heart ache that that's off the market. Steve Malizia noted they sell water and pizza. Selectman Nadeau noted they do sell candy. Chairman Coutu said no wonder you went to these dances. It's all that food. Selectman Nadeau said 90 percent of this stuff sits on the table half drank, half eaten. The kid comes up and buys a Coke, drinks about half of it, goes out with his friends, comes back, his Coke is gone because they've cleaned the table. He goes over and spends another buck, gets another Coke, drinks about a third of it. They usually give the kids about \$5 was the average. They'd get a slice of pizza and towards the end of the night they would turn to water because they were getting overheated. Caffeine products at these I mean it's really tough to say that I've never seen a kid drink 10 cans of soda except back in the day when Jolt Cola was hot. I don't think it's a big problem personally. Chairman Coutu was raising the issue only because I received comments and I'm expressing what other people are concerned. Other than that one person, you haven't had a slew of parents saying hey we shouldn't be serving Cola. Steve Malizia commented that that person chaperoned and after the dance I actually spoke to that person and said that was a great event. I really enjoyed it. Chairman Coutu didn't know that I spoke to the same person. I just get e-mails. When I went to teen dances, I was on Jolt Cola. Mr. Malizia indicated it's a social event for the kids which I think is well chaperoned.

8. NEW BUSINESS

A. Recreation Department - Program Coordinator/Marketing

Chairman Coutu didn't think it's the Recreation Department. Marketing what we do for our children through our recreational services. I will say right from the outset that despite all the flyers that you provided us, there was an honest attempt made on Hudson Cable Television to do a promo piece and some of the kids are very cute. We talk about Comedy Night, and we talk about the different athletic events. You can hardly hear the kids. I get it. I watch it. I see it. It's being repeated over, and over, and over again. What happens with that is it gets stale. I think we should make a new piece. We should have the microphones up close. It could be done in studio, out of studio and they have the talent over there at Hudson Cable Television to do feeds of the kids playing a sport and at the same time have kids in the studio talking about the programs that they're going to do. A more professional piece. This one is getting stale and I don't think anybody watches it any more. That's what happens. We keep repeating the same thing over, and over, and over again. It gets kind of stale. You can work with Jim McIntosh and see if we can come up with a better piece, a better promotion piece, a new promotional piece. We should probably ask our Program Director for the summer if he would borrow every now and then a camera and take it out in the field like the picnic that we had and do interviews with the kids and make a half hour show once a week throughout the summer of what the kids are doing and put that on the air and have Frank Girginis who is our Program Director - I assume he's going to do it again next year. He loves it so much. If he doesn't, I'll give him a couple of cans of Jolt Cola and that will get him stirred into wanting to do it. He does an outstanding job and I know Frank could take a camera and have even one of the adults that are supervising teach them how to use the camera. Jim is willing to teach him that. We can do a few promotional pieces and maybe do a half hour program on what goes on at the recreation center. The day that they go out on a field trip, you talk about field trip day. You talk about beach day which is Friday at Robinson Pond. We can show the kids at the beach. We

could show how beautiful our beach is. It's a natural resource that's beautiful that we've been able to clean up. I think those are avenues to explore.

Selectman Maddox you had expressed some concern about our marketing techniques. He's presented us with some brochures. I don't know where they go. It's the first time I've ever seen them. Selectman Nadeau indicated if you had kids in the school system, you'd see them. Chairman Coutu was not faulting him. I'm just saying this is the first time I see them. I would think that if we're going to do promotional materials, the Board should at least see what's going out there because it reflects back on us. They're well done. I don't have a problem with them.

Selectman Nadeau thought we need to change the dates for the summer program so that people will register a little earlier. I think that might help a little bit knowing the dates ahead of time and maybe sending 2 or 3 of the flyers out for the summer program like a month ahead, early registration just to get that out there for him so that they know that the program is out there and readily available. A lot of the first and second grade parents aren't familiar with the program. I think they need to be the ones that are alerted to the programming. We got a thing this week for Logan that they were doing the Polar Express on Thursday. Got it on Monday. Well that's great you got it on Monday. You've already planned your week out for your family events. I think things need to get out a little bit earlier than not just with you guys but with other events that go on in town that we can send the flyers home through the school system.

Dave Yates agreed but I disagree. We typically go out a week prior because if you send it out too early, people just put it aside and then they forget all about the event. To do it twice, there's an expense. We send it to every school. Every child in the public schools get a flyer. We typically go a week prior just so it's fresh and it's new. We can try going earlier but I just think if you go too early, they're putting it aside and they're going to forget all about the event.

Selectman Nadeau thought the summer program needs to go out twice. Dave Yates said yes maybe that. I agree or maybe a little earlier because then they can plan on putting some money aside for the cost. Selectman Nadeau was not saying the basketball one but I think the summer program one you got the little trifold and then you got this one. I think if you sent this one out first and then the trifold out next, it would definitely give you a little bit more exposure. I'm not saying all your events. It's not like lacrosse and all those. Those people know that they want to do that. Those people know that they want to do basketball. Those people know they want to do t-ball and that type of stuff. I think as far as the summer program it would get us a little bit more exposure. They could say to their cousins and friends from out of town hey listen little Joey can go with us for X amount of money. Bring little Joey over in the morning and I'll take him over. I think by giving them a two week notice and then a one week notice I think would be a better marketing plan for the summer program.

Selectman Maddox wanted to leap back a little bit Mr. Chairman. On the teen dances you said that there was 292 at this last one yet you're saying that the average attendance is 375. So you must have dances with over 450. Mr. Yates noted this was one of our lowest. I think the most we've ever had is about 400. Usually they're 350 to 400 is typically what they are. I don't know what was going on. It's still a good crowd.

Selectman Maddox noted in regards to the marketing of the summer program and I asked for your plan. I just got a bunch of bullet items. I don't have a plan Mr. Chairman. I was expecting to see what you were going to do. This looks like a PowerPoint one half page presentation. When are you going to do things? How are you going to make this happen? None of that is there Sir. I don't disagree that going through the schools is a great idea but two weeks prior. I think that that is too late. I think that if you're going to send something home to the public schools, it should be in April. At least make them aware this coming program is blah, blah, blah and then a second one further in. To come up with the \$300 you're asking for could be a challenge. Give people some notice that this program is coming forward Sir. Again there's no dates here what you're going to do; what is actually happening. Again this is just a bunch of bullet points. I was probably looking for just where - if you were marketing sneakers, this wouldn't cut it. When are you going to put these up? How are you going to do it? What has been your success with the flyers hung up in town buildings? What is that getting us? We're having an election in March. I would think that that would be an opportunity to see at least coming in the afternoon when the mothers mostly come we see them at voting to have a table set up promoting the summer program. Again, I think that this is not a marketing plan. Again it's a bunch of bullet points but I don't see what you're going to do Sir.

Dave Yates said it's getting the information out and also the newest thing that we are doing and it's in your package is Facebook. I'm going to invite Chrissy Peterson who works for us to come up and talk about Facebook. That has been the bigger success. Chairman Coutu noted to Ms. Peterson now you're in the firing squad. Mr. Yates indicated that Chrissy has been with us for a year now. She was the one that really got the Facebook going for the Rec. Department. As you see in the middle of your page, it's 1,000. We just got our 1,000<sup>th</sup> likes which every time we hit that button, 1,000 people have seen the information that we're sending out to them. Just for an example, we used to offer Tai Chi. That's a free program that we have a volunteer that comes in and says I'll do Tai Chi. He was getting 1 or 2 people to his classes. We stopped doing it for a while. He just came in this week and said hey I'd like to do it again how can we get people in here. Chrissy sent a Facebook out last night and now granted we had 2 people in the Tai Chi class last year. She just sent it out last night and 7 people have contacted us today to say I'm interested in Tai Chi. By doing this Facebook and Selectman Maddox has been asking for years about advertising. I think this is the big thing that we do. Chrissy knows Facebook a lot better than I do and if you have questions, she can answer them for you.

Selectman Maddox asked how often do you change the Facebook page. Ms. Peterson said I update it daily. So anything that changes, anything that goes on - registration nights, movie nights, those things go on way in advance as well. Even before we send out the flyers for the schools, it gets announced on Facebook. It's daily. Selectman Maddox asked how many hits a day do you see. Ms. Peterson said it depends. It can be anywhere - I'd say average maybe 200. It tells you how many check in or how many notifications you get. If I send out the Tai Chi, it tells me that 200 people have liked it and have seen it and they can also share it into other groups as well that are not part of the actual recreation page which is a huge asset to have that. There's a lot of organized town groups like Parents of Hudson, Nottingham parents, Hills parents, and I take whatever we put on the rec. page and I forward that and share that into those groups as well. It actually reaches beyond the 1,048 people that like it right now.

Selectman Maddox said it was just amazing that a dog that can play tennis gets 40,000 but I guess that's the nature of the social media. As long as you're updating regularly is the one thing that I see that - does that tie into your web page. How often are you changing the web page? Is that kind of the same constant involving? Chrissy Peterson said the Facebook is more daily. The stuff on the web page are more announcements, notifications. We put the information that everybody would need out immediately but Facebook is more - I don't know how to explain it. You're just kind of pushing it out. You're reminding everybody constantly. With the web page, people actually have to go on there to find the information but with Facebook, we're sending it to them and we're reminding them and updating them even when they're not asking for it.

Selectman Maddox stated if you're sending out like the Tai Chi, have you sent one out for the summer program yet. Chrissy Peterson said not right now no. Selectman Maddox said it will be interesting when you do to see what kind of response we get. Again electronic age is here. I guess we have to struggle through with all those little keyboards. Selectman Nadeau commented people are thinking about sledding, skiing. I just don't see the program right now. Selectman Maddox noted if you don't make people aware we have it how are they going to start saving or looking into it. Again we saw the numbers that we are a great deal. No other words to put it out there. If you're watching someone's child for 8 hours a day, 5 days a week for 8 weeks for \$300, that's a good deal. Again I think we need to keep pushing that message even though it's a little early. They're advertising Christmas stuff in September. School supplies are just going away and they're putting out the...Chairman Coutu indicated we received our shipment this week of new grills, sun umbrellas, and tents. In two weeks, that stuff is all going and the new stuff is coming in. Selectman Nadeau thought putting up on Facebook the summer program in 3 weeks isn't out of the question.

Chairman Coutu thought doing an announcement about something like - did you know that our summer program...blah, blah, blah. Keep watching Facebook for further announcements and you give them another teaser the next week. Did you know we're introducing this? Did you know that our summer program has a day where we take your children out to go bowling, see a movie? Did you know that we have a beach day one day a week? That will be posted and then hit a big bang when we do registrations in June so we want to hit them in May. Like Selectman Maddox said, it wouldn't hurt to have a table set up on Election Day and have brochures and information and people go over and ask questions about the summer program. It might be worth stretching out that week where you're there. People don't want to just look at Dave. They want to see another face. Even if you could have a couple of kids volunteer to talk to some of the parents and what not about what they do, or a couple of counselors, or even the Program Director. If they're willing to volunteer a couple of hours each come in and spend a couple of hours in the afternoon. One comes in from 1 to 3, 3 to 5, another one from 5 to 7 and that's it. I know it's tough to get them to volunteer to do that and I don't expect it of them but it would great to have. Just have somebody man the table so it isn't the same person all day long. Have a few extra brochures. If we're going to make all this money, there will be enough money in the budget to print up a few more brochures. These are well done.

Dave Yates asked so we have permission to set up a table during elections. Selectman Maddox said you're going to have to ask the Moderator but I'm sure that he would be willing to help us. Chairman Coutu was sure he watches the Selectmen's meeting and he will want to do it.

Selectman Brucker said as a retired teacher, I remember what it's like to get thick piles of notices to send home with the kids. One of the worst times to do it is on a Friday because it just gets forgotten over the weekend. So you really need to think about when you're sending it home. I do think things are noticed when they come home on Monday. Maybe the week before you want. It's very hard. Chrissy Peterson indicated we usually drop off on a Friday so that it gets passed out in the beginning of the week. Selectman Brucker thought that was much better.

Dave Yates commented sometimes Chrissy has to even put them in the slots at the schools because it is a pain for the schools so she'll have to physically do it. They give us a number per classroom so we know how many students are in each class. Selectman Brucker noted there's a lot that goes home.

Chairman Coutu knows we have a great program and we know that we have a consistent group of people especially in our summer program that's the bulk where we have a large number of children being serviced. We know that there's a continuity with the people that have been serving. They start off and train one summer and the next summer they move up to fill. So we have that rotation. We've had a tremendous amount of success with our Program Directors whether it's softball, baseball, tennis, lacrosse. We've had a consistent number of people who have been directing those programs with a tremendous amount of success. We don't want an overkill. We just want people to know the value for the buck and the opportunity that's there for them year round. There are a lot of children who are reticent to join an athletic activity in the school environment because they're fearful that they're going to be made fund of. In a recreation setting, they're more apt to want to feel their way

in and learn the sport or learn the activity and get a good feel for it. Our lacrosse program which is only two years new now has been such a success that the high school has now picked up on it and they're going to take a lot of those kids that we would otherwise have. We were the foundation through the recreation program for the lacrosse program which has become a national phenom as far as kids wanting to play and participate in. For me having somebody come at me with a net and a ball as hard as a bowling ball and try to hit me on the side of the head with it, that's not fun for me. Tackling somebody to the ground, well that's a little different. With Jolt Cola I can get through that. A wooden ball coming on the side of my head, I don't know how they do it. It's a great sport. Kids love it. We have a great program. We just want to market it. The greater the number of participants the more cost manageable it becomes for the town. I dare say that there are based on conversations I've had, there are still people out there that don't know that we have all these activities in the recreation program.

Selectman Maddox noted I hear it all the time. Chairman Coutu wouldn't say all the time. I hear it now and then. Oh I didn't know the recreation did all those things. They either are not reading these things because their kids go to the school system. We need to do what we can to get the word out there. I think that's where Selectman Maddox was coming from relative to marketing the program. If there's no further questions on recreation, I have one or two on the senior affairs.

Selectman Maddox asked Mr. Yates on the last number of the annual reports you keep on putting in there that we need to have hire a full time person to run the programs. I want to see the justification. You did not bring in - I don't have here any of the numbers of what we're paying presenting but all of the various things. Dave Yates said I did give you a quick write up. At the end of that report and maybe I'm mislead but at the end of that report, I always put what our needs are. I didn't request it. I just put what our needs are and fields is a need. If we ever grow larger for continuity and communication, it would be easier to have one point of contact if we grow larger. Right now we're doing a great job. This is our team. We have Lori at the senior center. When we mention Recreation Department, this is Recreation Department. I don't have a huge staff. Chrissy and I is our staff. In the report it says - I've only cited it as a need. Based on what we're doing, and the continuity we have with our staff, and the coordination and the effort we have with the coordinators, we're doing a fine job. This is just down the road and you're going to say I'm full of bologna but I was going to remove it from it this year because I do get asked this question every year and we're doing a great job. With the staffing we have, I don't think we can add any additional programs. Now we do the Easter egg hunt, the parade. Its here and I that are at those events. I don't have a staff that is at the events. The coordinators help with the sports programs and they do a great job on weekends. It's another set of eyes. I'm not going to request it and it will be removed this year.

Selectman Maddox asked again you put something in our Annual Report and I know probably a lot of people don't got to the rec. page and read your piece of that. They go right to the back of the book and see how much everybody is getting paid. I read it and I'm just troubled that it's there without coming to us and say this is where I want to go. This is what we need to do or whatever. It's just in there and then after a while it becomes oh that's been in the book for 10 years we got to do it. I'm saying that if you believe that that be the case, come in and give us the justification for hiring somebody full time to replace all the people that the Chairman just complimented on doing their piece of the pie as opposed to one person. I don't think that's going to fly and I'm just concerned that if it keeps showing up in the book Mr. Chairman someday it's just oh it's been in the book for 10 years it must need to be done. I wanted the justification. You decided to go the other way and not give us the numbers you feel that it's something you just put in there as it should be done. I think it needs to be removed or explained how we can make it happen or why we need to make it happen. Mr. Yates noted we'll do.

Chairman Coutu said well maybe I shouldn't expound on it but the temptation is too great. It seems to me - I've been sitting here 8 years. You've been here a lot longer than I. Not once Dave have you ever come before this Board and said you needed this full time position. You put it in that book. I would think that we're the ones who make that ultimate decision that if you had a serious concern about your needs for your department rather than put it in the Town Report as though we're ignoring your request when no request was formally made. It's insulting to us. I took it as an insult. When Selectman Maddox brought it to my attention and pointed it out to me and I went in the book and read it, my god I can't believe he put that in there. He never asked me and then I find out that this has been more than once that you've done this. I think we take it personally. You should have confronted us and said - I don't have department heads. I don't know of any other department head that's made a request through the Town Report. They come to us and make a request and then we say yea or nay. I think that if you came to us and you had numbers - I mean I'm sure if we added up all these program directors what their salaries are, it's probably a lot more economical to do it that way than do it any other way. If you had a sound, logical argument as to why we should get rid of program directors and have an additional person to coordinate all of the programs, I think we'd listen to it. That's number one.

Number two, Chairman Coutu indicated you can't convince me based on the fact that almost every one of these programs have directors and those directors submit reports to you and you submit them back to the Recreation Department. There isn't enough time to do the kind of marketing that we require, that we requested to provide us with numbers that we need by budget time, to provide us with a more thorough explanation of things that you've presented before us. An example tonight would have been as Selectman Maddox pointed out, it would have been nice to have had a third column. These are our current fees. This is the total income we derive. These are the proposed fees. This based on the previous year's income, this is what that number is going to provide. I think that homework should have been done. It would have been a cleaner document. It would have given us greater insight as to whether or not we're going in the right direction with our fees. So, again, we made a decision on fees based on no so complete information. We should have more information. I just think that I will say right up front I think that without a doubt we are getting a great bang for the buck in the Recreation Department. We have had minimal complaints. I mean absolute minimal. This year virtually none compared to last year and last year was just one parent

constantly criticizing and putting notes in the Hudson/Litchfield News. One parent because his son's sandwich became warm and then it was a nightmare to have to read these things week in and week out in the Hudson/Litchfield News only because one parent's son's sandwich got warm because it was left out of the refrigerator or whatever that story was. We do provide a tremendous service to our youth and you're to be commended for that. At the same time, you have to respect the fact that as town leaders, we have a responsibility to the citizenry. Part of that responsibility is to have information to be able to answer the questions that are posed to us. A lot of times when somebody asks me things about recreation unless its program directed, I don't have the answers all the time. People have asked me about the fee schedule and why we were increasing it as a result of - a lot of people saw I guess the last recreation meeting we had and they were questioning me as to why I was so adamant about the fees and how much more revenue was it going to get us. I thought when I opened my packet tonight I was going to see that answer and I didn't get it. We just need to have I would suggest that when you're dealing with numbers, the numbers guy we have in house is the Town Administrator that maybe you should sit with him and go over. Well we should have had a third column Steve. Do you have the income on the next page?

Steve Malizia said no. I'm just saying there's not a third column on this page. Chairman Coutu noted we just needed a third column. It would have been better. With that, I'm sure we're all set with you and Mrs. Bowen I'd like to ask you if you would come forward please.

Chairman Coutu told Lori you're not on the chopping block. I just want to have a question answered. I think you gave me the answer I sent you a copy of an e-mail that I received from a citizen. I did not identify the citizen nor is it ever my intent that when somebody sends me an e-mail because I don't want people to not want to send me e-mails. I get a lot of them. That one specifically I didn't get an answer for quite some time. I just got it this weekend I believe. I appreciate Lori that you've only got whatever number of hours we give you to run that center and your hands are full. I want you to know I appreciate that. Your answer was quite detailed. A little too much so. I think I sent that message back to you. That was a lot more information than I wanted. The question came up about the senior center. You had asked that we institute a policy whereby we would allow for a closing of the senior center should there be a delay in school opening. I think that's a good policy because if we're concerned about our school buses, we certainly should be concerned about our seniors because even though the roads might get cleared later for the school buses, the parking lot at the senior center is not going to. That's going to be iced over. So closing for the day was good. However the day of this previous storm the question was raised why wasn't the senior center open when school was open? There was no delay in the school and your answer was because I want people to understand why. There could be mitigating circumstances that could cause the senior center to be closed and this was such a case. I was very satisfied with your answer. The floor is yours.

Thank you Sir. Lori Bowen noted one thing that I did want to clarify the reason I did not get back to you right away is I wanted to get all of my eggs in the basket sort to speak. So leaving message for various people and again people also work only part time and they only answer their phones when they're able to. The person that Chairman Coutu is referring to was our contact with Home Health and Hospice who takes care of our foot care clinics and the scheduling of the foot care clinics at the Hudson senior center which is a borrowed space and I have no control over who they send in. They just ask to borrow a space of ours for X amount of hours and they do their own scheduling. I had to speak with her before I made any response back to you to make sure I totally understood their policies. After speaking with her, I do. They were what I thought but just wanted to again make sure all the eggs were in the same basket. The reason that there was a lot of confusion the Wednesday before Thanksgiving was there was no school scheduled for Hudson. The kids were already out of school. The teachers were in school that day but if there is any sort of a cancellation for the teachers, the teachers receive a phone call sometime between 4 and 5 maybe 6 in the morning from their principal or the Highway Department. They are notified to each before it even hits WMUR but because the children weren't actually in school that day, there was nothing on television. Just to clarify that we are presenting was discussed with Kevin Burns. Dave and I sat down and talked with him about snow at the new center and delayed at the new center. Kevin said that because we have so many different places in town that the children are already getting to if it's a delay, we are low man on the totem pole and we want everyone to stay, and we don't want people out on the roads. He can't guaranty a time that he can have the senior center cleared, salted, sanded because his primary concern is the children and the schools. We just decided that to eliminate confusion and incident that we will just close the senior center for the day if Hudson is in a delay or cancellation just to keep everybody safe and off the roads.

Lori Bowen indicated the day in question that you were discussing there was a storm coming in later on in the day. The children weren't in school and I was convalescing at home and Mr. Yates made a phone call to Mr. Burns and said what would you like to do for tomorrow. The storm isn't going to be here at 8:45 when we open the doors but what would you like to do as far as the day goes on because once they're here, they're here and then they're traveling home during the storm. Mr. Burns made the recommendation to Mr. Yates that they just close the center, keep everyone home, keep everyone safe. The storm was very unpredictable and if it had hit earlier than the closing of the day, then we could have a lot of seniors on the road traveling home. They decided that at I believe noon time on Tuesday and we're discussing a Wednesday closing. Made phone calls to the aerobics instructor that was the only class that was being held the following day; made a phone call to the Home Health and Hospice and Home Health and Hospice then spoke to everyone but one of their people that had appointments. The following day we also spoke to the food service person from Meals on Wheels or St. Joe's Services out of Merrimack and they cancelled the meal program for the following day. We didn't have anyone signed up for meals. It was just a onetime person that they were pretty much everyone that was signed up for a meal was in the facility on Tuesday and everyone that was in the facility was told that they wouldn't be closed the following day or that we wouldn't be opened the following day. As far as people not coming to the center, we did pretty much everything that we could as far as discussing it with people in the center and talking to and getting the word out.

Chairman Coutu's concern was there were 8 or 9 people who showed up that morning and the facility was closed. I'd just like to avoid that in the future if at all possible.

Lori Bowen told Chairman Coutu that the way that you can find out about the cancellation is on WMUR. The Hudson senior center comes up under business listings which is only twice an hour. So you have to watch for that. It's also on the Town web page. It's also on Channel 22. It's a scrolling marquis I believe on all Comcast channels that HCTV offers. It's on the Recreation Facebook page as well as the Recreation Department page.

Chairman Coutu noted you also know we have another major television station in New Hampshire now WBIN. WBIN is becoming a very good station. I like it better than WMUR. It's channel 6 on ours. That's the Bill Binny network. It used to be Derry. They don't have Al Kaprielian as a weatherman. They have great weather and news. It's a good channel. They're not as big as MUR but a lot of people are starting to watch it. I've had a lot of people comment to me. I think I got Selectman Nadeau hooked on the channel. It's a good channel.

That aside, Chairman Coutu understood that. Here's a concern I have while we have you here and we're talking about a lot of things that are recreation related. I think that you and the Recreation Director need to sit down and you need to develop some strategy. I think the strategy has to do with the senior center. I think it has to do with the operation of the senior center in the event that something should happen to you. If you were to be ill tomorrow morning and god forbid you can't come to work for 2 weeks, or you sprained your ankle and the doctor said you're out for a month, who opens that facility and operates it day to day?

Dave Yates said I was going to bring it up after you were done. I watched the last Selectmen's meeting when you said that there's no plan in place. I was jumping up and down saying yeah we do have a plan. Chairman Coutu asked do we have a plan in place. Are we the Board of Selectmen - there's 5 of us here - is there a Board of Selectmen here? Is there a Board of Selectmen here yes or no? Mr. Yates said yes. Chairman Coutu asked did you give us a plan. Mr. Yates wasn't sure where we're going here. Chairman Coutu reiterated I asked a question. Did you give us a plan? Mr. Yates said no I didn't give you a plan. As a department we have internal day to day operations that we do. Are we supposed to have a plan for every internal day to day operation? Chairman Coutu indicated the senior center is a brand new operation and I'm concerned about this facility being opened and operating on a daily basis. Mr. Yates said I am too. Chairman Coutu was concerned that if we only have a part time person working there. We have a lot of people that are willing to volunteer and I appreciate that. I look at other senior centers and they've got staff of 4 or 5 people for 600, 700, 800 people going and we have a part time person and we have already exceeded 600. Are we getting closer to 700 now? Ms. Bowen said 648. Chairman Coutu said it's climbing every month. Almost 100 a month and a year from now it could be 1,200 or 1,300. We can't operate the center with a part time person. All I'm asking is that the two of you get together and think about the senior center in its totality. Think about where should we go, and why should we go there, and what's it going to cost us to get there.

Chairman Coutu didn't understand how you do it Lori. I talk to seniors quite frequently and they tell me almost unanimously she is all over the place. That's not the way to direct a senior center and I understand why you're all over the place. You have to have hands on. You have no help. It's just volunteers and thank god for them otherwise you couldn't possibly manage that facility. I can see why phones are not being answered. People are still complaining to me about somebody called this week and nobody answered the phone. Yeah she's all over the place. The kitchen staff is busy getting the meals ready. They can't pick up the phone. I think it was a dinner related question I got the other day. I get these calls while I'm working and I try to accommodate them as best I can. I'm not faulting anything. I'm just saying that we have no plan in place moving forward from here. I think that unless we hear it and unless the voters hear it, we don't get our budget passed this year we're in serious trouble. We have no money in there for the senior center. We've got a job for you but we won't have a building for you to go to. So you won't have to worry about needing any extra help. We need to look at where are we going next year? Do we need to take action before the year is out and if so, what is that action and why? Numbers speak volumes. If we're at 640 and our rate of growth over the past 10 months averaged 42 new people every single month, it's been 70 on average. Ms. Bowen indicated we've only been open since June 3<sup>rd</sup>. We're averaging 12 to 14 registrants a week. Chairman Coutu said you factor that number out every month that's 48 new people. At the end of the year, it's another 600 people. A year from now 600 people.

Chairman Coutu said we need to look at the assumption. The assumption that the rate continues and we're at 600 now. What are our needs going to be at 1,200. Can you manage a house of 1,200 people 3 days a week? If not, is there a plan in place to open more hours which leads me to where Selectman Maddox has been wanting to go for quite some time. I would like some consideration given and I have put it on the agenda for the Senior Affairs Committee because Selectman Maddox suggested that we look at it. That we open one evening per week and on Saturday mornings. The reasoning is very simple. I think we could find people who are willing to volunteer and manage the facility 2 or 3 hours on a Thursday night and say 9 to 12 - 3 hours on a Saturday morning. Why? Because there are a lot of people like Selectman Maddox and I - I'm a member. My wife is a member that don't have an opportunity to go there. I work full time 5 days a week and so does he. When I retire which I promised my wife will probably be this year, I will spend some time there. I'd like to go play cribbage. I'm a social butterfly. My wife isn't but I think if she went, she would acclimate herself and get to know people. Pat would keep her busy because she loves Pat and Pat loves her. There's an opportunity. I know that if it were open on Saturday morning - I'm not saying I'd be there every Saturday morning but I'm sure you'd find Selectman Maddox in there and I in there popping in on Saturday morning. Probably having a coffee klatch on an alternating basis and other Selectmen the same thing. We'd like to sit with



them on a Saturday morning and have coffee and talk to the citizens about their concerns. One on one is the greatest way to win people over and get them to understand. I think that it is imperative that we open that center for more hours than what we presently offer. With the limited budget we have and what is the budget we have right now Lori for the senior center? Ms. Bowen said the senior center budget is zero. Chairman Coutu said we have no money for the senior center. You're on borrowed this year and if the budget doesn't get passed next year, we have to sit down and really rethink. I think we need to prepare for a real influx of more people maybe faster, maybe the winter months it's going to slow down. The summer months it's going to pick up. Why? Word of mouth. Nothing, nothing but positive about the senior center. Some of your most ardent critics have approached me and said don't change a thing. It's fantastic. I love it there. I'm enjoying it. I've seen a change in attitude, demeanor. Everything has been positive from some of the people that were negative about where we were going with this and how we were going to get there. They weren't too thrilled about it. I say that based on what I'm hearing if more people went, more people would join because they'd realize - I'm just afraid of capacity. I'm afraid of bursting at the seams. I'm afraid that within the next year we may have to go to a 5 day a week operation plus extended hours one night, or two nights, and weekends. I can see it happening and I don't want to get slammed with this. We have to be prepared for it so we need to have a plan in place just in case. I'm not trying to be a poet. My name is not Wadsworth Longfellow.

To your point Roger, Dave Yates said we do meet all of us - Chrissy, even Leo, Lori. We meet every Monday and talk about what's coming up for the week. I listen to the meetings. We talked to day and talked about the phones and how can we better get the phones answered. We've come up with a couple of solutions. We're going to talk to Mike O'Keefe about the phones. We are listening and we're trying to fix things. We also talked about down the road the other day about that. We are as a staff talking and trying to make the senior center a better place.

Chairman Coutu said I would like to see a plan Dave. Mr. Yates heard what Chairman Coutu was saying. We're in the early stages just trying to figure things out ourselves. Chairman Coutu didn't want this to overtake us. Right now it's getting where it's going to start to overtake us. Mr. Yates' plan to Lori was lets us be ahead of it and that was my exact words to her today when we talked. So we are talking. It's the early stages but we will come back to you and I will include you.

Chairman Coutu stated I'm going to have the Senior Affairs Committee this week. It's on the agenda. We will discuss that tomorrow night and my direction to them is going to simply help us find a solution here. A lot of it is going to be who steps up to the plate and is willing to volunteer. Do we wear out our volunteers and is it going to cost us money? If so, how many hours and what do we do? That's the plan we need. Don't be afraid to ask even if it costs money. We have a senior population. I didn't expect that it was going to - I knew it was going to be popular but I didn't think we were going to grow this quickly. It's going to continue. We get to more than 10 percent of our population now. We're reaching near 15 percent of our senior population. We get to 20, 25 percent we're going to be in trouble unless we have a plan of action. We need to know what the cost that are associated with that plan so we're all comfortable with it. Dave Yates thought Steve Porter has also put the emergency plan in case Lori is out like she was the other week. We can talk about it at that meeting tomorrow night.

Selectman Maddox knows it's old fashioned but can you change the voice mail on the senior center on the day it's going to be snowing and say "today is Tuesday the 16<sup>th</sup>, the center is closed today". Some of the people in your age bracket and even some of mes aren't going to look on social media. It would be nice to be able to dial a number and it says we're closed. Okay I'm not driving down. Lori Bowen indicated that was part of the conversation when Mr. O'Keefe when we originally set up the phone system and that was why we wanted people to get used to the auto attendant was so that some information was available right away when you called the center. If you needed more information, you could speak to someone. That is a possibility. It's just a little bit trickier. We just have to create the greetings and put them on and then they want to run on a certain schedule so it's setting up the schedule. Yes it is very doable.

Chairman Coutu said some of them can be done remotely. You can change the message remotely.

Selectman Nichols commented that was what I was going to say. When I was working at a real job, I used to be able to change prices. I could change anything. If it was going to be closed, that could be done from home. I'd get up in 5 a.m. and make my phone calls. It could be done. I couldn't change the rates on rate date change and that would be done at 5 o'clock in the morning so that when the credit union opened, the rates were there. So you can do that remotely from home and I never found it very hard. It was on the easy side Mr. Maddox.

Selectman Brucker wanted to say this is a whole new venture. I think we're going through growing pains and really trying to do this carefully. I trust these people to come up with a really good plan. I know that that plan is in place for when Lori's out. I just think that what we're seeing is the popularity of it that a lot of other towns have experienced as well. That's not going to go away. I think they're doing a great job so far. I want to compliment you all on these brochures. They're very professional looking. I thought you all did a great job.

Chairman Coutu thanked Dave Yates and Lori Bowen. I look forward to seeing you tomorrow evening. This has been positive. Let's get a plan in place. Thank you so much.

B. Water Utility Bond - Changes to 2005 C Loan Agreement

Chairman Coutu recognized Town Administrator Steve Malizia.

As we are all well aware, Steve Malizia said there were basically two outstanding bonds for the water utility the original purchase bond which was issued in 1998 and then the subsequent bond which was issued in 2005 for improvements. In 2005, we also refinanced the purchase bond. The bond bank who we got the bond through has refinanced both of those bonds to get a lower interest rate. In order for them to complete the transaction, they need us to make a motion to authorize changing our payment date from March and September to February and August to better align with their payment schedule. Basically bottom line they've told us that we're going to save some number of interest somewhere probably between half a million and a million dollars in the remaining bond life. They basically already refinanced it. We just have to complete the transaction. I've got a motion if you want me to read it. It's pretty lengthy but bottom line, this is a positive for the water utility. We will save interest costs for the remainder of our bond.

*Motion by Selectman Maddox, seconded by Selectman Nadeau: That in order to permit the New Hampshire Municipal Bond Bank (the "Bond Bank") to issue its \$20,175,000 2014 Series B Bonds (the "2014 Series B Bonds"), so as to provide interest cost savings to the Town on account of its \$18,872,662.92 Refunding Bonds and its \$2,272,337.08 Water Bonds, both of which were originally issued to the Bond Bank on July 21, 2005 (together, the "2005 Bonds"), the Town approves the Loan Agreement Amendment between the Town and the Bond Bank, in substantially the form presented to this meeting, which amendment is necessary to align the annual payments of principal and interest on the 2005 Bonds to be made by the Town on account of the 2005 Bonds with the principal and interest requirements of the Bond Bank's 2014 Series B Bonds. The definitive form of the Loan Agreement shall be evidenced by the signatures of at least a majority of the members of this Board of Selectmen.*

Chairman Coutu wanted to say that the prospect of saving between a half a million and a million dollars on interest is exciting.

*Vote: Motion carried 5-0.*

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

Selectman Nichols - I really don't have too much to report other than Happy Hanukkah to all my friends that celebrate that. There is no Cable meeting. Budget meetings are going on. I'll get through this. I'm learning a lot. Other than that, I really have nothing else to say. Thank you.

Selectman Nadeau - I have a lot to report on what's going on over in town right down the street. The Fire Department delivered coats today for the kids in Hudson who needed coats. All new coats. The kids were all sized up and they delivered the coats and distributed them today and tomorrow. They also got gloves and hats. The Toys for Tots stuff came in. We'll be distributing that on Saturday. Just as an FYI on Saturday Library Street, Water Street, and Connell Street will be tied up with a lot of cars doing the pickups for the program for their Christmas gifts and their food baskets. The dinner that I was at last Tuesday night was a very fun and enjoyable night.

Chairman Coutu noted because you won a bunch of prizes. Big deal. Selectman Nadeau said I won a couple of things. I did have a great time. I did get to meet a lot of neat people from town that I didn't meet before so it was definitely a lot of fun. I brought my daughter Cassie to an event down the street and then she was dropped back off. She thought it was the most interesting night out that she's seen in a while because all the little old ladies were all excited that she saw at the food bank winning prizes. So we had a good time there.

Selectman Nadeau said the snow storm that we had the guys did a great job. They cleaned everything up pretty quick for us. We are still having a huge problem with the State roads. Kimball Hill is one of them. Kevin will be the first to tell you the guy sits there for two hours at Nan King's parking lot. I wanted to go over and bang on the window the second time I drove by but unfortunately the guy wasn't there and I couldn't find him. I already called Kevin and I already called the State to tell them I was going to knock on his window. I think we need to, again, send another letter and Kevin agrees that we send another letter up to the State about our services that we're getting for our State roads. They were absolutely horrible. There was a ton of accidents. We have plenty of accident reports to show you. Not that I live on Kimball Hill Road and it's a problem for me because I have a 4 wheel drive with a plow and I can get up and down the road with no problem. It's just everybody else that was bouncing off the sides and hitting the other cars. Down in front of the trailer park, there were cars stacked four deep that we just off the road. I think, again, we either need to send a letter or send a couple of people up to go see them up there and see what we can do about the problem. Like I said it's not a problem for me but the people that are motoring through, it's a problem for them. I'm out all night plowing snow so it doesn't bother me. When I'm trying to come home and I can't get through because there's a 3 car accident, that's a problem. I'd like to either sit down with the Chiefs and get a letter drafted and send it up to them and have the Chairman sign it and get a meeting together with them. We're only at the beginning of the season and I don't want to see it get any worse up there. We had this problem last year and it hasn't gotten any better.

Chairman Coutu mentioned to Mr. Malizia didn't we send a letter. He said not only did we send a letter but he and Kevin went to the State. Apparently it hasn't done anything. Let's draft another letter. We want to meet with whoever is in charge of State plowing. Selectman Nadeau indicated our district. Chairman Coutu thought we ought to take him and his boss. Steve Malizia noted we met with the Commissioner. Chairman Coutu said he's half asleep half the time. Mr. Malizia was just telling you we met with the Commissioner and the District whoever was plowing our area and that's who we met with and I believe the Assistant Commissioner. Chairman Coutu asked to do it one more time and I'll go. Selectman Nadeau said one more time and I'll be there. Chairman Coutu said we'll all go. We'll post it as a meeting. We'll go together Selectman Nadeau. We'll go

up and talk to them and find out what part they didn't get and when they spoke to the Town Administrator and the Road Agent. Selectman Nadeau said when I'm driving by 5 and 6 times...Chairman Coutu said I can imagine. I wouldn't go down that road after any storm. Selectman Nadeau goes down that road 5, 6, 8 times a night during the storm. Like I said, I have my 4 wheel drive on. I have my plow blade. When I start to slide, I drop my blade.

Chairman Coutu said it isn't just your area Selectman Nadeau. You go to Dracut Road. You have the same problem there. That's another area we have rear end collisions because it's not salted or sanded properly but yet you got to any of our side roads - Lowell Road which is also partly State owned and we take care of it. It's in great shape because we do it. The State they seldom every show up. They're well laid into the storm and it's time that we remind them that we're the 9<sup>th</sup> largest community. We want our fair share of services and we want it quickly. Let's get a letter together Steve and see if we can set up a meeting. Selectman Nadeau and I would like to attend. If Kevin and you want to come, that's fine all the more. Maybe we'll make a point. If that doesn't happen, then we'll just go directly to the Governor.

Selectman Maddox asked why don't you bring them a sample of the sign we're going to install saying "This roadway is maintained by the State of NH" with their telephone number on it. Selectman Nadeau laughed and said that's not a bad idea. Selectman Maddox said, again, people think they're Hudson roads. They're not ours. Chairman Coutu asked someone to make a sign that says that and we're going to post that. Selectman Nadeau said Kevin can get you a drawing. Chairman Coutu asked that Kevin draw a sign to that effect. If they don't get the message, then we'll spend the money and make the sign and put it up. We'll put a couple on Dracut Road coming and going and a couple on Barretts Hill coming and going. Steve Malizia bet \$5 they have that thing down in a week. Selectman Maddox said we'll put it on our piece just before there. Chairman Coutu said you mean it's going to be taken down a lot sooner than they put up the chevron where we had an accident and somebody died. They didn't care about that. Steve Malizia said that's how they work.

Selectman Brucker - I will be attending the Municipal Utility Committee tomorrow afternoon and the Library Trustees meeting after that. I just want to say a big thank you to the Highway Department. They very nicely placed Mal's Pals gazebo in Benson Park. It looks absolutely beautiful and they did a fantastic job as always. I want to thank them also in advance for any of their super work they do on the roads. Wish all of those who celebrate Christmas a merry Christmas. To those who celebrate Hanukkah, a happy Hanukkah. That's all I have to say.

Selectman Maddox - You don't want to forget Festivus for the rest of us. For someone who I get to drive all over, I have a project going right now in Conway. I've got a project down in Plymouth, MA. You know when you're in Hudson. The difference in the road quality as far as the treatment, the plowing is amazing. I think these areas of concern are not our responsibility. Unfortunately they lump - I was driving on Dracut Road and it was so slippery you guys don't maintain it. You're right. We don't maintain it. It's being done by the State or they're supposed to be maintained. Again I think that the areas that we do the road treatments, they do a great job and I said I get to compare from way up north to the Cape and it is amazing how well our roads are maintained. I think 410 road miles now. That's the roads going both ways 200 miles of road by 22 individuals. Again kudos. It takes 22 guys to plow 128 from 3 exits I think. It's just amazing what they do with the equipment and the personnel they have.

Selectman Maddox said I am at NRPC tomorrow night. Any input other than go away Mr. Chairman? Chairman Coutu asked if they still existed. Are we still giving them \$19,000? I want it back. I read the NRPC report yesterday. There was nothing about Hudson in there and we're wasting our money. Selectman Maddox was surprised you didn't do something for budget season. Chairman Coutu indicated it was a losing battle. One of these days some citizen is going to realize what a waste of money and they'll do it on the floor at Deliberative. That might be me - have it removed from the budget. Selectman Maddox said they're so busy with the choo choo there.

To all of our employees and to our citizens, Selectman Maddox wished a happy holiday whatever you celebrate. It is amazing that another year has gone by. It is truly - my parents weren't kidding when they said when you get older it goes faster. It is just fascinating to see that we have gone through another year. Everyone hopefully have a safe and happy holiday.

Selectman Nadeau had a couple of things I forgot. One of them is the Highway Department did a great job on the Town Common with the community groups all did a great job at the community center with the kids, the crafts, and getting all the different groups involved. I did not get to go this year but from what I've heard, it was a great time that everybody had and everybody had a gingerbread cookie, hot chocolate, and had a good time.

The last thing Selectman Brucker just brought up Selectman Nadeau indicated is the Mal's Pals. It was done by some of the Highway guys and a great group of volunteers from the Benson's Committee. They did a really great job getting it erected. They had basically 3 days to do it. Other than that, the steel would have been sitting there for the winter underneath the snow. I just really want to thank everybody that got it done. It looks beautiful. That's all.

Selectman Coutu - I'm going to bring this up first because I was shocked when I read it in the paper.

Selectman Nichols asked to say one more thing. I also want to make a comment on the amphitheater. I actually took a walk down there. I used Don's cane. I went over to take a look at it. It absolutely fits the park. It just blends in so well. They did a fantastic job and thank you Kevin for stepping up to the plate with the guys because they really it just looks so - it just fits right in. It's so beautiful. To see the lake on the other side, I think it's going to be a very, very popular spot this summer. Happy

holidays to everyone for whatever you celebrate. Thank you. Chairman Coutu was sure the family is going to feel - I've had a lot of conversations with them the past few months. It's been anxious. They've been very anxious for this to be built. I can't wait to have our first music concert and I hope I can convince a few people at the high school to come down with the band and with the acapella choir and put on a Friday/Saturday night 2 hour show. I think it would be great.

Chairman Coutu asked for the Board's assistance because I read in the paper - I was reminded about one of my favorite pieces of legislation that passed the House of Representatives. Starting on January 1, it will be illegal to talk on a hand-held cell phone while driving. I was shocked to read that the Speaker of the House Shawn Jasper has already introduced a bill to repeal the ban. I knew that we were going to come to blow sooner or later. For me this is serious business. I do more driving now than I've done in a long time. I'm watching the number of people - I'm amazed I never knew how many they were until this past 6 months of my being on the road how many people are texting and driving and not paying attention. How many times are we at an intersection and people are beeping because the person is just texting and not paying attention to the light? How many people are on the phone with one hand and they're just driving, and they're not paying attention at all, and they're going in the wrong lane. I see it every day. To think that the wisdom of the House was to address a serious problem that is costing hundreds of lives across this country and now to suggest that this should be repealed is insane. I don't care who the Speaker of the House is whether it's O'Brien, or Jasper, or who it's going to be tomorrow. It's sheer insanity to suggest that we should not have a law on our books to protect our youth and to protect our citizens.

Chairman Coutu said bad enough people in New Hampshire don't have to buy auto insurance. I think that's the legislation they ought to concern themselves with. They ought to start thinking about being a little more progressive and protecting people like me, and you, and the rest of you who buy insurance and companies in this State who buy insurance to protect their employees and their vehicles but yet we have kids out there driving vehicles with no insurance. Legislature hasn't done anything about that. Live free or die. Why don't we make a law banning insurance so we're all on the level playing field? How ridiculous are we going to be? This to me was one of those for me personally one of the most important piece of legislation passed by the House of Representatives and he has the audacity to want to repeal it. What are the Republicans going to gain if 2 or 3 more kids in NH die because they're on a cell phone? What is that going to get our party? This is nonsense. I would like to ask you, and if you don't want to then I'm fine with it I will do it on my own, to write a letter from the Board of Selectmen to all our legislators asking them not to vote to repeal that legislation. I'm sure you might want to have something to say about that Selectman Maddox because I know you're the libertarian in the group.

Selectman Maddox said people have a responsibility to do the right thing. I don't think you can enact the law that's going to make them do a better job of texting. We don't have enough police officers in the State to enforce even that even if it wasn't on the books. I think unfortunately our society is so mobile and so in tune with watching the latest You Tube video of the cat playing a piano than watching where they are driving. I don't disagree with you so I would support your motion but I'm not sure it's going to gain us anything in the long run.

Selectman Nichols said I would have to support your motion. We are on the road a lot my husband and I and we run into the same thing. People are texting and the next thing you know they're swerving all over the road. We almost watched somebody go off the road the other day and they finally got back on because there was somebody coming the other way beeped at them. So they put the phone down. They're texting and talking. Talking is one thing. I don't know if they have that speaker in their car maybe they can talk. They're still not paying attention to where they're going, or what they're doing, or they get out in the travel lane and go 45 mph because they're busy. You're taking your life in your hands when you go out on the road. You really are. I'm afraid for us all. That's why you have all these accidents. People are smashing into each other. I will support your motion Sir.

Selectman Brucker would support it also. There are other States who have made it illegal. You can get arrested and I think a few arrests or tickets, expensive tickets, might change people's behavior. I don't mind doing something that's for everybody's safety. We're not just talking about a motorcyclist with a helmet. We're talking about everybody who is driving a car doing it safely and being focused. I will support it as well.

Selectman Nadeau asked are we talking about texting and driving or are we talking about talking on the phone and driving. Chairman Coutu said the Bill says it will be illegal to talk on a hand held telephone. You can't have a phone up to your ear. You can talk - I have it on my car. I have Bluetooth and it rings and I push the button and it answers. They say that even that is a distraction. When they teach you to drive, they teach you 10 o'clock, 2 o'clock. We don't all do that but that's what they teach you but now we're telling them to take that out of the books. You can have a phone in one ear or in most cases if they're sitting and they're driving, I've seen kids. I've seen it. They've got their feet on the steering wheel, and they're texting, and they're trying to do both in watching and they're doing it with their feet because they've got to answer that text. Yes they have their knees on the bottom of the steering wheel. Not feet, they're knees.

Selectman Nadeau was okay with the texting and driving part. Using your phone with your hands, so many people do it now. A lot of people don't have the technology for the Bluetooth. I would not support it. Chairman Coutu noted a minority of one again tonight.

*Motion by Selectman Nichols, seconded by Selectman Maddox, to send a letter to our House delegation and to oppose the repeal of the hand held cell phone law that is to take effect on January 1, 2015.*

Selectman Maddox didn't think this come into effect until July 1 that new law. That's the only thing that...Chairman Coutu said January 1. Selectman Maddox said we asked how we were going to have our police officers do it and I was told that they would be putting them on the Bluetooth in cars as we're going. I thought we had until July.

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

Chairman Coutu too want to commend the Highway Department on doing an outstanding job with what otherwise would have been a very sad situation for us. We had all of the equipment delivered to Benson Park for the Mal's Pal gazebo that's going to be dedicated for Malory Gray. The gazebo was paid for with funds that were raised over the past several years. I'm glad to see it go up. I'm glad to see it behind us. There were a couple of people that were a little taken aback by how it was done so I'm going to try to set the record straight as best I can. As has been practice, at Benson Park we've had a number of things that we've done. We've done the 9/11. We've put a beautiful playground in there. We've redone a lot of the roadways and walking trails for the citizens. That has been the Town's contribution through Kevin Burns when he has staff and people available. Fortunately for us this weekend, we didn't have snow storm so we had the staff available to be able to go in there and put this piece of equipment which weighed I guess a couple of tons when it's all compressed in boxes. They put it up. We saw the after effect. It's just absolutely gorgeous. I have this vision as I've had for a long, long time that we were going to have a gazebo down by Swan Lake. I know when we first walk down there we could envision it. We could have a fiddlers contest on weekend and some other event another weekend. It would be a great attraction to bring people down to Benson Park. I want people to know that Mr. Burns decided to take charge of this project.

Selectman Nadeau had brought it to Chairman Coutu's attention. He wanted to be able to go in there. It was on a weekend so we know there's going to be a lot of people in the park. He wanted to be able to go in there, rope off an area, have a crew that he selected of 4 people plus 2 or 3 volunteers that know something about construction, plus the company who provided the equipment supplied us with I guess 2 or 3 engineers who came there and assisted in putting all of this together. We didn't need a circus. We didn't need 100 people there. The Road Agent made it very clear in an e-mail I believe he sent to all of us as well as conversations that I had with him and I would believe he would have had the same conversation with Selectman Nadeau that he didn't want this broadcast out there so we would have hordes of people coming down to see this thing done. He wanted it done quietly, put it to bed, and get it behind us. Outstanding job. Thank you for bringing it to my attention Selectman Nadeau. I had extensive conversation with Mr. Burns the next morning. Outstanding job. Again our town workers volunteered - well they didn't volunteer but Kevin Burns certainly volunteered to go in there and operate it. It was his contribution for another project at Benson Park. I think that the rewards are going to be phenomenal for our citizens when they actually go down there and see it. I personally have not had the ability - I think I'm going to have to start borrowing Jerry's cart. I think I need to get one of those because I can't walk Benson Park. Again that's what happened there.

To each and every one of you - my colleagues, Town Administrator, Donna, and even Lowell Sun reporter John Collins, I want to wish you all a very merry Christmas from the bottom of my heart. This has been through our trial and turmoil; this has been an awesome year for my wife and I. We're looking forward. We put up the Christmas tree for the first time I think in 9 years. We were never home. We were always at the store. There was no need to have a tree. This year it's going to be a joyous family event. As you alluded to Selectman Maddox, another year. Who would have thought. I remember sitting over there telling you guys I'd be a great Selectman because Robin of the Hood could run things and here we are. Its 8 years later and we're sitting here.

To our citizens, Chairman Coutu wished them a very merry Christmas and the happiest of holidays. I hope everybody is looking forward to a fantastic 2015. I know I am. I'm sure it's going to be full of awe and wonder, and another election, and more fun on the horizon. I'm looking forward to it. So the very best in the New Year.

To our town employees, public servants, public safety officials, our custodial staff, our teachers, our administrators, all of you, Chairman Coutu said thank you for all that you have provided us over the past year. We may not always agree on how the service is delivered but we certainly loved the end product because it always seems to all iron out in the end. Thank you from the bottom of our hearts and God bless each and every one of you. God bless us everyone.

10. NONPUBLIC SESSION

Motion by Selectman Maddox, seconded by Selectman Nichols, to enter Nonpublic Session pursuant to: RSA 91-A:2 (a) Strategy or negotiations with respect to collective bargaining; and RSA 91-A:3 II (a) The dismissal, promotion, or compensation of any public employee or the disciplining of such employee...

Chairman Coutu said I'm going to stop here. I will not go into nonpublic session under a discussion relative to salaries. That's something that should be done in public. Selectman Nadeau said isn't all the other ones in nonpublic but if you don't want to do it in public, I will pull it off. Chairman Coutu stated it's at the wish of the Board. I don't think talking about our staff salaries, our non union employee staff salaries after we had a discussion for the budget and now it's all coming up again. We had the discussion for the budget publicly did we not and any modification of this if we're going to be going to the Budget Committee to modify all of this, I think should be done publicly. I feel very uncomfortable discussing this in nonpublic. That's my opinion. Opinion of the Board public or nonpublic?

Selectman Nadeau said nonpublic because I'd like to talk about names and reasons.

Selectman Brucker asked did you say nonpublic or public. Selectman Nadeau indicated nonpublic.

Selectman Maddox said at this point Mr. Chairman Nonpublic not knowing exactly what we're going to be talking about. Once it gets to a point that it should not be in nonpublic, then I will make the motion to exit. Until we know more than what we've got in our packet, I think it should be nonpublic.

With that assurance, Chairman Coutu continued. If you don't do it, then I will call it out of order and walk away. You guys can do what you want with it.

Motion by Selectman Maddox, seconded by Selectman Nichols, to enter Nonpublic Session pursuant to: RSA 91-A:2 (a) Strategy or negotiations with respect to collective bargaining; and 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, and (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 5-0 by roll call

Chairman Coutu stated Nonpublic Session is being entered at 9:49 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 open session is being entered at 11:20 p.m.

Motion by Selectman Maddox, seconded by Selectman Brucker, to allow the Police Chief Jason Lavoie to buy out 160 hours of vacation time, carried 5-0.

Motion by Selectman Maddox, seconded by Selectman Nichols, to authorize an enhancement to cover the additional 4 days of military leave not covered by the Town for Joseph Tessier, carried 5-0.

Motion by Selectman Nichols, seconded by Selectman Nadeau, to hire Rebecca Dee and Taylor Morin as Full Time Telecommunications Technicians effective January 4, 2015 at Step 1, \$17.72 per hour in accordance with the Hudson Police Employees Association Contract, carried 5-0.

Motion by Selectman Nichols, seconded by Selectman Brucker, to forward the Hudson Police, Fire & Town Supervisors Association Contract to the Fiscal Year 2016 Warrant, carried 5-0.

11. ADJOURNMENT

Motion to adjourn at 11:22 p.m. by Selectman Nichols, seconded by Selectman Brucker, carried 5-0.

Recorded by HCTV and transcribed by Donna Graham, Recorder.

HUDSON BOARD OF SELECTMEN

\_\_\_\_\_  
Roger E. Coutu, Chairman

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Benjamin J. Nadeau, Selectman

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Richard J. Maddox, Selectman

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Nancy Brucker, Selectman

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Pat Nichols, Selectman