

HUDSON, NH BOARD OF SELECTMEN
Minutes of the December 9, 2014 Meeting

1. CALL TO ORDER - by Chairman Coutu the meeting of December 9, 2014 at 7:01 p.m. in the Selectmen's Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE - led by Chief Jason Lavoie.
3. ATTENDANCE

Board of Selectmen: Roger Coutu, Rick Maddox, Pat Nichols, Nancy Brucker

Absent: Ben Nadeau

Staff/Others: Steve Malizia, Town Administrator; Donna Graham, Executive Assistant; Fire Chief Rob Buxton; Elvis Dhima, Town Engineer; Bernie Manor; Police Chief Jason Lavoie; Dave Morin; Linda Kipnes; William Benson; Lt. Jeffrey Ice

Before Chairman Coutu begins this evening, I'm going to go a little off the agenda because I think this is a matter that's very important to us as a community. We've all been exposed for quite some time now with a police matter that's been going on around our country. When I see the media reports and I think about our community, I think about how blessed we are that we are not involved in the matter of discrimination, in the matter of excessive force, but rather we have a police department that we can be exceptional proud of. Every three years for probably the last 9 anyway, we've been awarded accreditation by the CALEA Board which examines police stations across the country. The objective is to make sure that we meet with all of the standards and policies that are in our books and that we are conducting ourselves in a manner which would be of dignity to our community and to our police department and for that we receive national accreditation.

A couple of days ago, Chairman Coutu said the accreditation team came to Hudson, New Hampshire, and they've been putting in some long hours the past few days. It's an extensive process. Former Selectman Massey is here. Selectman Massey you've been involved in the CALEA process. You went down to Jacksonville, Florida. He represented the Board of Selectmen. Three years ago the Town Administrator and I and the CALEA team headed by Chief Lavoie had the distinct privilege of going to Mobile, Alabama. It was a fun time and it was an exhaustive two days for us. When the process finishes here, they will be leaving I believe late in the afternoon you said. They have a lot of work. They have quite an agenda again tomorrow. The process doesn't end here. We will be going to Reno, Nevada, this March to give testimony before the full panel or a panel that is selected to review the Hudson Police Department as well as other departments and then we wait to see whether or not we get our accreditation.

Chairman Coutu noted yesterday evening I had the distinct pleasure of meeting both of the members of the team who are here this evening and I will introduce them in a little bit and have them come up and speak to you a little bit about CALEA, what their role is, and why they're in the Town of Hudson. I had the distinct pleasure of meeting them yesterday evening and gave public testimony about our police department and the opportunity was made available for the public to give that testimony. There was one other person who gave testimony. This morning I had the opportunity to meet with them at 8 a.m. and we were together for another hour or so for some photo shoots and an opportunity to chat some more. We took them out to one of our finer restaurants - I hate to pick one out over the other because we have so many fine restaurants but we took them to Valentino's this afternoon for lunch. We met with the entire CALEA team, the Town Administrator and I. It's been for me anyway as it was three years ago a pleasurable experience. So with that and before - and I know that you gave testimony too today Mr. Malizia. I would like to first offer our senior board member Selectman Maddox an opportunity to speak about the police department and to address the CALEA team that are here.

Selectman Maddox thanked the CALEA team for coming in and doing this process. As a Selectman, we get to see a lot of interesting things. One of the nice things that everybody knows that I'm one of those people that have to kick the tires Mr. Chairman. I've ridden along with the Fire Department to see how all that operates. I've gotten to ride along with the Police Department. I've gone on a snow plow run. That's a good time. All of the various departments I've tried to get a more hands on and see what goes on. My time riding with the Police Department is always interesting. This is not Mayberry. It's not Chicago either but it is a town made up of 25,000 people. A lot of people that come through Hudson and the crime that comes with that. So I have seen our officers perform the job professional to a standard that, again, you don't expect because you see so many of these things on television. Our department day in and day out do a job for us that is probably guided by the CALEA requirements because they have a guideline to follow. It is nice to see you come in and see us. I want to thank you for having that program in place because, again, years before I became a Selectman you had all these things in the paper about the Hudson Police Department and all the bad things that were going on. I think Chief Gendron turned a lot of that around but having a set of guidelines and somebody who's following up on those is just a good thing for us as a community. I want to thank the CALEA and the Chief for continuing to put it forward and for all of officers. Thank you Sir.

Selectman Brucker was very proud of our police, fire departments in terms of emergency services, feeling safe in this community, the streets and roads are very safe, patrolled well. I just think we have an excellent, excellent police department and I'm really very proud and thankful. Thank you also for coming to evaluate them for this.

Selectman Nichols wanted to say thank you again too because you're just the greatest. I'm very proud to say that we have one of the best police department, fire department in town - around the area. I have nothing bad to say. You're always there. If we need you, we can pick up the phone can call. Whenever there's a problem, you're there. You never, never, never stop doing your job. None of your men every stop doing their job yet they're as polite and as nice as can be. They're never fresh, bold, or

anything. They just take care of you like your part of their family and I want to thank you for coming up and checking them out. They are wonderful. They really, really, really, really are. Thank you.

Chairman Coutu qualified that by saying not every situation you're in a family situation. It is a pleasure for me and an honor to introduce our team leader from CALEA Chief William Benson of the Wheeling, Illinois, Police Department and Lieutenant, now retired, Jeffrey Ice of the Connecticut State Police. If you would gentlemen and Chief Lavoie if you would join them. I'm going to ask them to speak to the audience here this evening both in house and on television about CALEA assessment and gentlemen it's yours. Thank you for coming. We appreciate you being here.

Chief William Benson thanked Chairman Coutu and the Board of Selectmen. I will tell you it has been truly an honor to be here and what I've heard just in this last 5 minutes, we've witnessed over the last couple of days. The professionalism of the Hudson Police Department, the leadership of Chief Lavoie and his staff has been second to none. The support by the community has been nothing short of excellent. You see from the officer to the police management. We've witnessed nothing but professionalism. We've been welcomed here by the community. I've had an opportunity to spend time with some of the leaders in this community both educational, your business community, the legal system, Administrator Malizia. The support that the Hudson Police Department has earned has been witnessed and has been well deserved. CALEA as you all know is a voluntary process and this agency wants to not only demonstrate internally that they're professionals but they want to show it on a national level. I commend them for their commitment to the process time after time. I commend the Board for the support of the Police Department. I commend all the men and women of the Hudson Police Department. I can honestly say that the way we've been treated, what we've been able to view in the short time we've been here has been nothing but outstanding and exceptional. Again the support the community, the support of the elected officials, the support of everyone that we we've come in contact with has been nothing short of impressive. I think that Chief Lavoie should be commended for his dedication to professionalism. His openness to this process. His continued success in this process and, again, thank you for everything. Proud to be a part of the team that's assessed in such a professional agency.

Chairman Coutu thanked Chief Benson. I know Lieutenant Ice you said you wanted the team lead to lead. He did. A few words if you would.

Lieutenant Jeffrey Ice said I always yield to the guy who's the team leader. He very eloquently echoed all my feelings and thoughts and appreciation for what the Town has offered to us, what the Police Department has demonstrated. When we came here all we had was some personal contacts over the phone, a lot of files to look at, and when we got on site, we were more than pleasantly surprised. We were really super impressed with the facility, the people, the openness, the understanding of the process, and how well the community embraces the department and the overall atmosphere that's there. I think the Police Department should be congratulated with the efforts they've put through throughout the whole accreditation process and they're looking forward to making even more improvements. Hopefully some of the suggestions we bring they'll take advantage of and it will be in there. It's not that they did anything bad with standards or anything else. I think I would say that their compliance is exceptional but we always look for best practices. When we visit another agency, we like to bring something away from it. If we bring something away, we like to share it with whoever we meet with. We've had the opportunity, and we will be meeting with them tomorrow, and we hope that we'll be able to give him some more guidance and suggestions. Maybe it will improve. Maybe it won't but it's up to the department to evaluate some of the comments that we have. By and large, we have found nothing but an excellent review here. We're still in the process of reviewing the things and the Chief has to write his report. It's still a work in progress.

Chairman Coutu told the Lieutenant accept what you say nothing is perfect. No matter how good it is, it can always be better. We welcome advice obviously and I know the Chief does. I know that he has a good working relationship with his team and that's imperative in order to have success. They certainly understand the chain of command. I find that it's well in practice here in the Town of Hudson. If there's no respect from the top, there will be no respect from the bottom. We find that there's that cohesiveness that makes this unit gel and works very well. Again I thank you for being here. I know the process isn't over. It isn't over when you leave tomorrow. We still have to go out there in March. You still have to make your reports to the Committee. I appreciate your time here and I'm glad that it's been a good experience for you. Gentlemen thank you so much.

Chief William Benson wanted to add just one thing. Usually when I go on sites you'll pick out one or two superstars and I always kid that if I could steal somebody, don't start making your missing person's report right away. I'm telling you if it were this agency that I was going to steal from, I'd need a big bus. A lot of good people. Everyone one I've met nothing but top notch.

Lieutenant Ice said super team work. I think we all agree that the whole agency embraces it and they all worked with a common goal. That was prevalent. You should be proud of it.

Chief Lavoie said I kind of compare this whole situation to Christmas time being part of CALEA. At Christmas time the store fronts are getting all their windows dressed up three months in advance. The Hudson Police Department with CALEA and accreditation, we're not doing this three months in advance. We practice it every single day. When we chose to become part of CALEA, we were basically making a promise to the community that we're going to hold ourselves accountable and to higher standards. Through the process of reaccreditations, that allows us an opportunity to see if we've affirmed that promise. That's what I look forward going towards Reno is to see that we've kept our promise. Chief Knight that we've all known had mentioned and made that comment to me a number of years ago and I've never forgotten it because I think it's important. I'm

very thankful for the staff that I have as well as the community support both from the governing body, as well as from the business leaders, and the residents, and the school officials out there, as well as my peers and the department heads that help me out all the time. Whenever something comes up, I'm always being asked can you use this for accreditation. Again I'd like to just say thank you to everyone. The two member team that's been here has been excellent. Not only have we talked about how we can improve ourselves via the CALEA Standards but also some things that we can address on the outside of CALEA for better police practices. So I'm grateful that I've had the opportunity to learn more to hopefully help make our agency even better.

Chairman Coutu wanted to also take this opportunity to tell you Chief, and I hope that you will pass this on, the CALEA team that we have in place here in Hudson did an outstanding job. When you consider that the lead of that team, John McGregor resigned about a week ago or a little more than a week ago and we had a quick transition. Sergeant Dave Cayot did an outstanding job picking up the pace, and stayed in pace, and was able to work with the team. I think you were favorably impressed based on conversation we had last night with Sergeant Cayot. An outstanding young man. Please pass down to the CALEA team how grateful we are that they were able to assist these two gentlemen and will continue to do so through tomorrow. Thank you so much. I wish you both a very safe trip back to your respective homes. We may see you out in Reno, Nevada in March. Thank you.

4. PUBLIC INPUT

Chairman Coutu asked does anyone in the audience wish to address the Board on any matter which we have control. If so, please come forward and state your name and address for the record.

Brad Seabury spoke to the Board and told them I'm here for my annual presentation about saying good things about the members of my Board who wish to continue. I started this practice many years ago when some of your predecessors sitting here were under the impression that what we should do is have nothing but new people on the boards each year. That may work for some boards, but not for the Zoning Board of Adjustment. The Zoning Board of Adjustment is a quasi judicial board. Memory is extremely important. We have to have people on the Board who recall what decisions were made in certain circumstances under certain conditions. It is certainly true that every case has to be decided on its own merits but there's a lot involved. There's a lot of case law involved. The members of the Board regularly go to Municipal Law Lectures. They are a steeped in this sort of thing. The people who are here for renewal tonight have regularly been attending the Law Lectures. The attendance at the meetings has been very good. I say that despite the fact that I haven't been there for 6 months myself. I'm back alive again and I will be there this week and from now on. I just came because I wanted to remind you that these people have the experience. They have demonstrated good ability and I highly recommend their renewal.

Chairman Coutu thanked Mr. Seabury. We respect that the fact that you take this opportunity every year to come forward and speak for your board and I appreciate it.

Ken Massey commented I was going to do this later but I think this would be the appropriate time to do it now. Mr. Chairman and members of the Board for those in the viewer land who want to know what CALEA is it's the Council on Accreditation for Law Enforcement Agencies. One thing that I think we ought to be really proud of with our police department is there are only 7 agencies in the entire State of New Hampshire that are CALEA accredited. There are something like 260 plus agencies in the State. It is not a recognition that comes lightly. It takes a lot of hard work and what these two gentlemen saw for two days is what Chief Lavoie and his team do day in and day out. Starting the day after their accredited, they continue to hold it. They don't wait until the last minute to get everything in order. I think it's really a credit to not only the Board of Selectmen who have continued over the last I think 12 years to support this because it is not something that you take lightly when you go into it. They are held to a very high standard which as you can see with only 7 agencies in the entire State, we are in a very select company. So I think we should applaud Chief Lavoie and his officers for a job well done. I look forward to you coming back from Reno with an additional plaque. Good luck. Chief Lavoie is off camera but I would like to just tell him and his staff job well done and I'm glad to see us going for another 3 years.

Chairman Coutu noted Selectman Massey you having been on who's been through the process, I bet this is my second opportunity. You've been through the process and you know what's involved. You're either going to do it right or you're not going to do it at all. I know you and I know your work history. I know that you got as involved in the process as we did so you had first-hand knowledge of what this is all about and what it entails. I certainly appreciate your coming up and endorsing what we were saying. I appreciate it very much. Thank you Sir.

5. NOMINATIONS AND APPOINTMENTS

a) Recognition of Steve Gannon - 25 years of service

Before we get into the nominations, Chairman Coutu wanted to seize on this opportunity that's given to me once in a great while or to a Chairperson and not just to me - whoever sits in this position. We have an employee who has been serving us for 25 years and we want to recognize Captain Steve Gannon. Come on up please if you will. He's also my Facebook friend and keeps me laughing.

Chairman Coutu read: "Captain Steve Gannon was hired on December 15, 1989. Steve was promoted to Lieutenant in April of 1997 and to Captain in March of 2002. During his 25 years of service to the Town of Hudson, Captain Gannon has obtained certification as a Level III Firefighter, EMT - Paramedic, Fire Officer I & II, Hazmat Technician, and Fire Instructor. Captain Gannon has also received training in Incident Command and the National Incident Management System. Captain Gannon is currently assigned to Group 4.

The Town of Hudson appreciates the service and dedication that Steve has provided the Town over these past 25 years. The Town would like to congratulate Steve on reaching this milestone in his years of service and wish him the best in his future years." "This Certificate of Appreciation from the Town of Hudson Board of Selectmen is presented to you Steve Gannon of the Hudson Fire Department in recognition of your 25 years of dedicated public service." With that, we have a small token of our appreciation. Thank you so much.

b) Resignation of Vincent Russo as a member of the Planning Board and Building Board of Appeals

Chairman Coutu indicated I received a letter of resignation. "As many of you know, my attendance on the Planning Board over the past year has been minimal due to an unforeseen change in my personal circumstances. I have been trying to maintain my residency in Hudson but unfortunately was unable to acquire a new residence upon the sale of my home. It is with great sadness that at this time I must resign from the Hudson Planning Board and Building Board of Appeals not meeting the board membership residency qualifications. I would like to say thank you for the privilege of serving the Town of Hudson and only wish that I could have given more back to the Town. I am looking forward and am hopeful to one day return to serve once again the town as I was so proud to live in and call my home for the past 24 years. Until then, I will miss working with so many who have strived to make Hudson one of the best communities to live and own a business. Best wishes to all and happy holidays. Vincent A. Russo, Jr."

Chairman Coutu added that you may want to have some comments Selectman Maddox but Vincent Russo has served us exceptionally well.

Selectman Maddox noted he was our Chairman of the Planning Board for a number of years and as all of you that have watched the Planning Board knows that's a lot harder being the Chairman of the Selectmen. It is a bigger group and it is a much more personal agenda when you're talking about people's homes and all of that. Mr. Russo did a fine job of balancing that need for formality and being able to get all of the input that we needed to the Board. So he will be sorely missed and I hope that he keeps up with his hope to come back because he was a great asset to the Town of Hudson. Chairman Coutu noted he was a friend as well so it makes it even tougher.

Motion by Selectman Maddox, seconded by Selectman Brucker, to accept the resignation of Vincent Russo as a member of the Planning Board and Building Board of Appeals, carried 4-0.

INTERVIEWS

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

Cheryl Cummings
Sarah Hill (not in attendance)

Chairman Coutu stated to Cheryl Cummings we received an application from you of interest. You're interested in serving on everything except the Board of Selectmen it appears. That's because that was not a choice on here. You've listed in order of priority three committees - (1) Recreation, (2) Planning, and (3) Benson Park Committee. Obviously you want to partake in doing something volunteering your time for the town and that's certainly appreciated. Why don't you tell us your name and address for the record and if you would a little bit about yourself.

My name is Cheryl Cummings. I've been a member of this community since 1997. I live at 17 St. Francis Place in Hudson. I have two small children. They're 9 and 10. They attend Nottingham. That's a lot of the inspiration behind getting involved in the community. They are starting to notice. They're starting to ask questions when we attend community events. They go oh can help do this or that? So it's sparking my interest as well. That's why I see over eager with everything. Also I do have an MBA background from Rivier University, contracting experience with federal and State government. Quite a bit of business. I'm also a realtor with Harmony our local real estate office. So my name has been popping up a lot lately in the community - business wise as well. That's a little of my background. As far as recreation and Benson's, it seems that that has been more of an interest because Benson is a great place to go. There's quite a bit up and coming in that area also. I'd like to be a part of that and help. There's a lot of work that has been put into especially Benson's in the past couple of years. It's amazing that it's a small team who has done that. I'd like to help them out.

Selectman Maddox had his standard question - have you ever been to a Planning Board meeting. Cheryl Cummings indicated no. I have read. I've Googled this. I've gone to School Board meetings. I've now gone to a couple of Town Hall meetings. It is scary? Selectman Maddox said it involves some homework. Our packet for this meeting is thick. Cheryl Cummings indicated that's actually another strong point as I love to research and figure things out. I can imagine there's no shortage of that in any of these meetings. That's great.

Chairman Coutu asked if there were any other questions from Board members. Thank you very much Cheryl. We appreciate you coming forward.

Chairman Coutu called upon Sarah Hill. Is Sarah here? She did not call? Ms. Graham said no.

Chairman Coutu indicated in the past we've applied two standards. Committee members up for renewal we wouldn't customarily suspend the rules to appoint and nominate. People who are new if I remember historically we would extend it out to the following meeting give consideration and allow a person who wasn't present one more opportunity to come. Is that fair? Is that the wish of the Board? Selectman Maddox said yes Sir. Chairman Coutu told Cheryl what we're going to do is we're going to give the other candidate an opportunity to present themselves at the next meeting. We'll notify them and then we will make a decision I would think at that time. Thank you very much.

- d) Conservation Commission - (6 vacancies, 1 member term to expire 12/31/15, 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)

William Collins
Sarah Hill (not in attendance)
Michael Tranfaglia - attending 12/16 mtg

Chairman Coutu called William Collins to step forward please and state your name and address for the record.

William Collins, 5 Locust Street. Chairman Coutu noted that Bill's wife is the leader at the Chamber of Commerce - Brenda Collins. I'm glad you're stepping forward. Bill why don't you tell us a little bit about yourself.

Mr. Collins was a lifelong resident of Hudson with two children. One through college and the other one a senior in college. I'm a 28 year employee at BAE Systems where I work on antenna systems. I'm here today looking at the Conservation Commission and the Planning Board as a way to improve my understanding of the Town and see where things are going.

Chairman Coutu knows that Brenda is happy. She wanted you to get involved and get out of the house I guess. She's dragging you along on other activities that she's been involved with. Bill Collins indicated it's something I've been considering now for about a year. To me it's a commitment issue. I feel that if I'm going to do it, I'm ready to commit to it. It's just something I'm not pondering. I'm really serious about what I want to do here. Chairman Coutu indicated I've seen you showing up at more and more functions and you're more visible. That's important to in the community. Like you said, you've been a lifelong resident so you know the players.

Selectman Maddox asked have you been to either one of these committees. William Collins indicated I haven't been to the Conservation Commission meetings. I did look into it. It looked like the last time they met was somewhere in August or October. Selectman Brucker said no. Mr. Collins was looking at the minutes. I've actually watched a few of the Planning Board meetings on Hudson Community Television. Selectman Maddox asked and you still want to sign up. Mr. Collins said yes. I watched the one with the Dairy Queen. I thought that was very interesting and how the Planning Board worked with the residents around Dairy Queen and try to come to some understanding about the business itself and their right too. That was interesting.

Selectman Nichols asked you are also interested in the Planning Board besides Conservation. Mr. Collins indicated when I applied the Conservation Commission had quite a few openings and the Planning Board from what I've seen had one alternate opening at that time.

Selectman Brucker indicated I'm the liaison for the Conservation Commission. The members frequently do site walks, go out and look at areas where there might be an impact - wetlands, buffer zones, and that sort of thing. They do make decisions about how much of an impact some building project might have in a particular area. So they do do important work. Also they maintain trails, and the Town Forest, and other areas. That's the kind of thing that they do.

Bill Collins noted I do know that the Town does have quite a bit of land other than just Benson and Musquash Pond. It's kind of scattered about. It's something that wouldn't be a problem with me. I used to hunt in the Town of Hudson. It's kind of gotten away a little bit because of the development in town. I know the area pretty well.

Selectman Brucker noted they've also been the responsible for Robinson Pond and Ottarnic Pond being sure that these invasive species are minimized or obliterated completely. That sort of work too.

Bill to expound a little bit upon a question that Selectman Nichol's asked, Chairman Coutu said if the opportunity were available are you saying that you would consider serving on both the Conservation Commission and the Planning? Mr. Collins stated yeah I actually would. Chairman Coutu said if you don't mind because we have so many vacancies on the Conservation Commission and I don't see a flock of people coming in here, I will try this.

Motion by Selectman Brucker, seconded by Selectman Nichols, to suspend the rules and nominate and appoint William Collins as a member to the Conservation Committee with a term to expire 12/31/2015.

Chairman Coutu wanted to say that the reason why I wanted to do this as I said there are 6 vacancies and there are only two applicants. The other applicant is not here. If she shows up next week, we'll probably give her one of the other vacancies. I'd like to get this board filled. I know Mr. Collins well enough to know that this was done with a great deal of thought because I've talked to Brenda about getting involved in the community. I suspect that you will do an outstanding job representing us regardless of what board and how many boards whatever you think you can handle.

Vote: Motion carried 4-0.

- e) Planning Board - (4 vacancies, 1 member term to expire 12/31/15, 2 member terms to expire 12/31/17; 1 alternate term to expire 12/31/17)

Chairman Coutu indicated that Mr. Collins you've already expressed your interest in the Planning Board so we won't be calling you back for that. Cheryl you've expressed your interest in the Planning Board. We won't be calling you. We have two incumbents - Tim Malley will not be attending because he is also at the fundraiser. He's a member of the Board of Directors of the Chamber and the other member is former Selectman Ken Massey and we know he's here.

William Collins
Cheryl Cummings
Tim Malley (incumbent member) cannot attend mtg
Ken Massey (incumbent member)

Good evening Board. For the record, my name is Ken Massey. I live at 20 Fairway Drive and just as way of experience I was 8 years on the Zoning Board, 10 years on the Trustees of the Trust Funds, 8 year as a Selectmen, and recently 1 year on the Planning Board. I decided I would ask you to reup for the 3 year term on the Planning Board. Chairman Coutu asked have you ever attended a meeting. More than most. Tomorrow night as Selectman Maddox has indicated, Mr. Massey said it's a very heavy agenda. A lot of things that are going to affect the Town with what we're seeing there.

Chairman Coutu said Ken I have to tell you. You know I watch almost every meeting. I'm impressed how you dove right into this and you got involved. I thought you were done and here you are back willing to serve your town, and you've been doing it for the past year, and you're willing to continue. There's a lot that you add that's very meaningful. You ask some pertinent questions and sometimes say I should have thought of that. I wouldn't have thought of that. It's great.

Selectman Maddox had a couple of things. As you know at election day one of my functions is to hunt down the potential candidates and former Selectman Massey, former Planning Board member as his duties as a Selectman graciously humored me and went off. I think the toughest sell was convincing his wife Barbara that he wanted to get back involved. I appreciate that, again, the knowledge that Ken Massey has in regards to not only the Planning Board side but the Selectman side because that sometimes comes into play. Again we did not have a lot of ramp up time. You were able to come in and like you said understood a lot of the minutia that is sometimes the Planning Board. We get into sometimes parking calculations to the nth degree or whatever. Again the experience and the fairness. I think the one thing that Ken Massey brings in my mind is the fairness. He is not left, not right, not business, not anti-business. He is fair right down the middle. Again Mr. Chairman I would ask that we suspend the rules and appoint Ken Massey to the Planning Board with a term to expire 12/31/17.

Ken Massey said I did not write those points down for him by the way. Selectman Maddox said I'm getting better.

Motion by Selectman Maddox, seconded by Selectman Brucker, to suspend the rules and nominate and appoint Ken Massey as a member to the Planning Board with a term to expire 12/31/2017, carried 4-0.

Chairman Coutu thanked Mr. Massey again. Looking forward to your service to our community once again.

Motion by Selectman Nichols, seconded by Selectman Brucker, to suspend the rules and nominate and appoint Tim Malley as a member to the Planning Board with a term to expire 12/31/2017.

For the record, Chairman Coutu stated that Tim Malley has served for how long now Selectman Maddox. Selectman Maddox indicated 5 years. Chairman Coutu thought he has matured greatly in that position. I remember when he first started and we first appointed him. I think Selectman Massey may have been Chairman at the time when we appointed Tim Malley. It was a learning experience for him and now he's totally involved. I think he's service as Clerk most of the time. You miss a meeting you get elected Clerk of the committee. I don't think he'll ever miss another meeting. This is two consecutive meetings that he's missed and he's gotten elected.

Vote: Motion carried 4-0.

Chairman Coutu indicated that we have another full term and an alternate. Do you want to hold off? What is the wish of the Board? We could postpone this for the following week or we can make the appointments now. We have an alternate and a permanent.

Selectman Maddox said I voted for Mr. Malley but again I think that once every 3 years they should come in. Again, I think that if not even for us it is for the citizens to know who those people are that we are appointing.

Brad Seabury asked to speak. I'm not all that sure but I believe the RSAs set a limitation that one member of the Planning Board can be on other boards but I don't believe two members of the Planning Board can be on the same other board. I could be wrong but that's sticking in my head as soon as you mentioned what you said.

Chairman Coutu indicated we're talking about the Planning and the ZBA. If Mr. Seabury understood what you were saying, you have appointed two people to the Conservation and now you're going to put them on the Planning Board as well. Chairman Coutu said no. Mr. Seabury missed that. Chairman Coutu commented we appointed one to the Conservation and its conceivable the same person could also serve on the Planning Board. You say that's not in order? We can't have more than one to serve on both. Mr. Seabury said that's my understanding but one can be on another board. I'm still recovering. Chairman Coutu said you're recovering well. Keep eating that ice cream.

Selectman Brucker asked will that fill all of the Planning Board vacancies. Chairman Coutu said it would.

Motion by Selectman Nichols, seconded by Selectman Brucker, to suspend the rules and nominate and appoint William Collins as a member to the Planning Board with a term to expire 12/31/2015.

Selectman Maddox noted I am not going to vote for this motion. I think we filled the positions we had as open and as members. I would like to give people a chance to come forward before the next meeting. I think we're just filling this where we don't have an absolute need to do so. Nothing against the applicant. I just think I'm hesitant to rush into filling these.

Chairman Coutu said I hear what you're saying. We don't ever have to fill the positions. We can let them vacate. It's our prerogative. However, we have 4 vacancies and only 4 applicants. We gave a time frame in which for people to apply. We told them what the deadline was. We've had 4 people apply for 4 vacancies and I don't see anything out of the norm to offer the 4 people who have applied. Two are incumbents are two other people who have indicated an interest and know others. I don't think delaying this one more week is going to get us a sudden influx of new candidates. I hear what you're saying.

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

Chairman Coutu asked Cheryl if I were to make a motion to appoint you as an alternate to the Planning Board because of the things that you applied for. That's the only thing that's remaining. It's a good learning experience. It's a good way to learn.

Motion by Selectman Nichols, seconded by Selectman Brucker, to suspend the rules and nominate and appoint Cheryl Cummings as an alternate to the Planning Board with a term to expire 12/31/2017, carried 3-1. Selectman Maddox in opposition.

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

Joseph Cannava (not in attendance)
Sarah Hill (not in attendance)

- g) Zoning Board of Adjustment - (4 vacancies, 2 member terms to expire 12/31/17; 2 alternate terms to expire 12/31/17

Maurice Nolin (incumbent alternate)

Maurice (Moe) Nolin, 41B Street here in town. Native NH resident. In Hudson for 52 years. A Veteran of the US Air Force. I'll let you do the math to figure where the other years come from. They're all NH. I've been involved in the town with the youth in softball. I was founder of the Cub Scout Pack out of the Lyons Club back in the '70s. Did girls softball. Spent a 45 year career with Ingersol Rand in manufacturing, procurement, and management. I've been on the Zoning Board for two years and I've been to a few meetings.

Chairman Coutu said Moe you've been on the board for a couple of years. I'm one of the people that Chairman Seabury refers to as an observer who probably sits at home and yawns but I don't. I find it interesting. Tell us a little bit about your two year experience. I've seen you become more and more active and participating in a lot more since you got your feet wet. Mr. Nolin indicated it is a learning experience and you don't come in and do the job like yesterday. My feet are getting really wet. It's enjoyable. People that are on the Board are all very well knowledgeable about zoning regulations and laws. I'm getting there. I'm going through the law section seminars in Derry every year. Chairman Coutu noted you have a great mentor. Mr. Nolin agreed. He's got a big pair of shoes to fill. I'm not trying to say that I'm trying to fill his shoes. I'm trying to walk in his shoes.

James Pacocha (incumbent member)

Chairman Coutu noted Jim you've been doing this for a while now.

Jim Pacocha 14 Edgewood Drive, Hudson. I've been a member of the Board now for 20 plus something years. I'm here just to renew and I'd like to continue my small commitment to the town. My community service side. I'm retired now. I was a mechanical engineer. I worked for Paper Box in Nashua and when I retired I was working for Goss Industries in Durham.

Selectman Nichols said I guess we don't have to ask him if he's been to any of the meetings. Chairman Coutu indicated he misses a few too because he and Brad are traveling partners and sometimes they go off on vacation together. Somebody has to take care of him. I'm glad it's you. Your service to our community is to be applauded. I appreciate your 20 years of service.

Selectman Maddox commented I don't watch the ZBA but I occasionally visit. I'll be in signing something and it's a Thursday night and I'll go downstairs. What I like about Mr. Pacocha is he is the epitome of the strong, silent type. He just sits there until the last second and he comes. When he raises his hand to speak, I can't wait. Thank you Sir.

Donna Shuman (incumbent member) cannot attend mtg
Marilyn McGrath (incumbent alternate) - late filing but wanted to come to mtg

Chairman Coutu indicated I have been advised by Chairman Seabury that Mrs. McGrath had intended to come this evening but because of the weather she won't be here.

Motion by Selectman Nichols, seconded by Selectman Brucker, to suspend the rules and nominate and appoint Maurice Nolin as an alternate to the Zoning Board of Adjustment with a term to expire 12/31/2017, carried 4-0.

Selectman Maddox noted that there is another name on the list. Steve Malizia said Ms. Shuman is not here tonight but she's on the list.

Motion by Selectman Brucker, seconded by Selectman Nichols, to suspend the rules and nominate and appoint James Pacocha as a member to the Zoning Board of Adjustment with a term to expire 12/31/2017, carried 4-0.

Motion by Selectman Nichols, seconded by Selectman Brucker, to suspend the rules and nominate and appoint Marilyn McGrath as an alternate to the Zoning Board of Adjustment with a term to expire 12/31/2017, carried 4-0.

Selectman Maddox commented again I think we're getting into a practice that I'm somewhat uncomfortable with Mr. Chairman. We don't need to appoint these people but I guess that's the way the Board's heading. I'll guess we'll head that way.

Motion by Selectman Nichols, seconded by Selectman Brucker, to suspend the rules and nominate and appoint Donna Shuman as a member to the Zoning Board of Adjustment with a term to expire 12/31/2017, carried 4-0.

Chairman Coutu wanted to make a point of reference here relative to Marilyn McGrath and Donna Shuman. Granted neither of them came. Ms. McGrath is not always in the best of health but I think tonight it was the weather that kept her home. Her record of service to our community is to be recognized and is to be applauded in my opinion. I had no reservation in doing this. I know that in the past we had talked about people at least having the courtesy to show up so that people know who they are. I can understand with the elements.

Ms. Shuman - Chairman Coutu said I can say that I have to agree with Mr. Seabury that I would expect that his overall observation of his commission is that those people who have been appointed to the ZBA and who have served on the ZBA go above and beyond and have dedicated themselves to not only learning the process but dealing with it with a great deal of integrity in making decisions that are well thought out at the end of the night. Ms. Shuman I think has proven herself based on my observations anyway to be an absolute workhorse. For me to want to delay appointing what I think is going to be the inevitable, these people commit to meet on certain nights of the week and sometimes it is a little taxing to ask them to come in an additional night. Not that I'm making excuses for them but I hear where you're coming from. I'm familiar with their work ethic and their work product. I'm proud to get this behind them and not have to force them to come in.

6. CONSENT ITEMS

Chairman Coutu asked if any Board member wished to remove any item for future consideration.

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

A. Assessing Items - None

B. Water/Sewer Items

1) Water Abatement - W-UTL-14-06, 333 Fox Run Road, w/recommendation to deny

C. Licenses & Permits - NONE

D. Acceptance of Minutes

1) Minutes of the October 23, 2014 meeting

E. Calendar

12/10 7:00 Budget Cte - BOS Meeting Room
12/10 7:00 Planning Brd - Buxton CD Meeting Room
12/11 7:30 Zoning Brd of Adjustment - Buxton CD Meeting Room
12/16 7:00 Cable Utility Cte - HCTV
12/16 7:00 Board of Selectmen - BOS Meeting Room
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 November 25, 2014

- 1) *Motion by Selectman Maddox, seconded by Selectman Nichols, to hire Ryan Houle and Justin Stickney as Interns in the Land Use and Inspectional Services Departments at the rate of \$12.00 per hour for 40 hours for a time period of not to exceed 3 weeks over the winter break, carried 4-0.*
- 2) *Motion to adjourn at 9:26 p.m. by Selectman Nichols, seconded by Selectman Maddox, carried 4-0.*

8. NEW BUSINESS

- A. Acceptance of a donation from Princeton Technology Corporation to the Recreation Department in the amount of \$500

Chairman Coutu recognized Town Administrator Steve Malizia.

Steve Malizia stated you have in front of you a donation from Princeton Technology in the amount of \$500. This has become an annual donation that Princeton Technology is a business on Constitution Drive and for the last several years they've generously donated money for recreation in the community. I would recommend you accept it with the Board's thanks and appreciation.

Motion by Selectman Brucker, seconded by Selectman Nichols, to accept a \$500 donation from Princeton Technology Corporation to be placed in the Recreation Donation Account with the Board's thanks and appreciation, carried 4-0.

- B. Building Fee Proposal for LEED Certification

Chairman Coutu recognized Linda Kipnes. Good evening Linda.

Good evening. Linda Kipnes, 23 Nathaniel Drive. I am proposing a reduction in permit fees for LEED certified buildings. LEED is Leadership in Energy and Environmental Design. There are four levels of LEED certification having to do with energy saving and environmental work on buildings. The proposal is that the reduction be 5, 10, 15, and 20 percent for the increasing levels of LEED Certification. It would be I believe not a major financial impact and it would possibly encourage people to build LEED certified houses or buildings in town. There are numerous towns and cities that have done similar things. It is a part of Nashua's building code in their building fee structure.

Chairman Coutu asked is this where you got those numbers from the Nashua..Ms. Kipnes indicated these are the same numbers that are the reductions in Nashua. There are other towns and cities that have considerably larger permit fee reductions. Some as high as 100 percent for platinum certification. I am not proposing anything like that. These are fairly modest reductions in permit fees. I don't believe there are any LEED certified buildings in town right now that I know of. I don't know whether there would be any. I think the Sustainability Committee would like to encourage somebody and if this would be a small encouragement to somebody to get LEED certification, then that is the purpose of it.

Chairman Coutu watched the meeting Linda when you proposed this. As a matter of fact it was the last meeting. You're coming now before us. I believe you're asking us - I don't know what you're asking us except that you asked to be here.

Linda Kipnes believed it would have to be a warrant article. Chairman Coutu said that's where I was leading. Your purpose is to put together a warrant article. Ms. Kipnes' understanding that it would be a warrant article. Yes if you support it, I will rewrite it as a warrant article to be submitted.

Selectman Maddox asked why would it be a warrant article Mr. Chairman. It is a fee and the Board of Selectmen designates the fees for building permits and all that. Correct? Steve Malizia said you designate the fees for permits. You can adjust up or down. Selectman Maddox didn't see how it's a warrant item Sir. I guess my more thing is of course me into the mechanics, how would this work? Would they submit the full permit fee and after certifying that it did meet whatever criteria we would then issue them a credit? Again I think there's some mechanics that maybe the Fire Chief or whoever is taking a handle of the permitting could give us some guidance. I think if we double check...

Chairman Coutu asked the Fire Chief to be here this evening specifically to talk to this and he's done some homework. I'm aware of some of the things that he's going to present. Selectman Maddox didn't believe we need to go to the warrant for this. I think it's something that we set the fees. Chairman Coutu thought that the citizens have a right to petition for a warrant article but I think the attorneys - I'm not going to speak for the attorneys but I think it would come back as...

Steve Malizia indicated there are two ways an article...it's advisory. Chairman Coutu said it would be an advisory warrant article. I don't think they can tie the Board of Selectmen's hands on fees. I would agree with you. I think it would be an advisory but we'd have to get that from the attorney. It would be an advisory warrant article. The Board can do what they want

with the fees. Chief Buxton we had spoken this past week or over the weekend as a matter of fact relative to this proposal coming to us. I asked you if you would be here and if could address whatever research you could come up with on LEED buildings since this is all new to me.

Chief Buxton said first to the Sustainability Committee thank you. I think the work that they do is outstanding. When I look at our fee schedule in the Hudson Town Code, we haven't gone through the formal updating process for our building permit fees since somewhere in the realm of 2005. So our permitting fees are already what I would consider to be behind industry standard. I do have a couple of concerns. We're supposed to be collecting these fees to take in the review process and the inspectional process through the billing permitting process. With a reduction in that area, we know lose that piece. I would agree that I don't believe this is going to be a heavy financial burden because we don't have a lot of LEED buildings that are being proposed in town. We had put out a quick survey to a building officials group in the State and the Building Officials Support Group in the State we received 16 replies back to that since Friday. Today is Tuesday so. The only other community other than Nashua that I could come up with that had something was Keene. The way that they actually have approached this is through an ordinance in their zoning. What they did is they came up with an overlay for their downtown district and talked about creating a sustainable energy efficient development overlay. What they were trying to do is they adopted a section of town that they were really trying to push redevelopment in. They proposed it within that development.

Chief Buxton said I can assure you that my next comment probably isn't the goal of the Sustainability Committee but the incentives that they provided to contractors in that area was more in the lines of increased height, increased density, and increase use. So mixing increase use. They didn't offer any reduction in fee structure. I guess I would ask that if this is something that the Board is considering that maybe it's time we look at a complete fee structure review and come in with that and make it a piece of what we're looking at and see if we can bring the two parties together and get that accomplished. I'm not necessarily sure and I'd have to lean to the Town Administrator in regards to the warrant article, non warrant article advisory on how that all needs to work. That would be my recommendation as I sit here from the research I gather.

Chairman Coutu appreciated Chief Buxton's time to do that.

Selectman Maddox thought we just need to have some criteria Mr. Chairman. A builder comes in and says oh I'm LEED gold certified. Well a lot of the building is now sealed up and a lot of this comes from the inside the wall type of technology. How are we going to know? I think we need to have some criteria as to what they're looking for in the upfront and then how we can inspect it to make sure that what we're giving as this abatement or reduction is justifiable.

Chairman Coutu thought one of the things that you said to me Chief was that with regard to LEED buildings, the criteria is so stringent to quantify that the Inspectional Services might have to put more time in inspecting. Chief Buxton said it actually would be more inspections than the actual inspectional process. To answer Selectman Maddox's question, the LEED certification is actually an additional engineering stamp that would go on a set of plans when the building is proposed. So the builder would be up front proposing to us what the criteria was going to be and what level they were going for. At that point, there would be no alterations in the building materials allowed because then they would put in jeopardy the certification that the building is going to. The one building in town since I've been back since 2007 that I can remember this was even thought about was the St. Joe's facility at 208 Robinson Road. They fooled around with talking about some LEED certifications and then as the building process went on, the cost just started to skyrocket. You start talking about blinds that are automatically controlled by the time clock in regards to how much sun it lets in during the day. So there's a lot there.

Chairman Coutu noted they have to consider the upfront costs before they get into it. I think that where I think it would be effective is a municipality like Keene where they do designate an area that they wish to have redeveloped and then if they're going to have a criteria on height but they extend the height limit. Ours is what two stories in this town - 38 feet. If they go 60 feet like a 6 story or a 7 story building, it might be worth it to consider all of the energy conservation as much as they can get into a building. For a single story or a two story building it's so cost prohibitive, I would hope that in the near future you'll come in with a proposal on the fees because I had been looking at our fee structure in our book and I noticed it hadn't been done for some time and with what's going on, we should seriously consider it.

Chairman Coutu applauded Linda as always your involvement and the things you're trying to do. I don't know that this Board would go on record without seeing the warrant article. Usually a citizen's warrant article we don't pass...Steve Malizia said she's asking if you'd sponsor it if I believe that to be the case.

Linda Kipnes assumed that it had to be a warrant article. If it doesn't absolutely have to be a warrant article if it could be part of a fee structure redoing, then that would be fine if it would be considered by the Selectmen as part of an overall restructuring of fees. I am happy to make it a warrant article but if it doesn't have to be, then that's one less warrant article for people to vote on.

Chief Buxton indicated if your direction for us to review the fee structure, I certain can reach out to Linda and work her piece in and bring a formal proposal back as a fee structure review if that's amendable to the Board. We may be able to accomplish two goals I don't know. Chairman Coutu said you're the one working on the fees. If you're happy with it, I'm happy with it. Chief Buxton said I'm more than happy to work with the Sustainability Committee. Ms. Kipnes said I'm reaching back. Chairman Coutu asked Chief Buxton and Ms. Kipnes if you can work something out and bring it back to the Board, then we'll review it and we'll make a decision. We eventually have to approve it or deny it. So we'll look at it. Fair enough? You

accomplished more this evening than you thought you would. Ms. Kipnes said yes that's great. So the decision is not a warrant article because...Chairman Coutu commented that's your decision. We will not propose a warrant article. We're trying to minimize our warrant articles. Linda Kipnes knows that there's a deadline for warrant articles and I don't know how this is going to fit into it. Chairman Coutu said you have the right to file a citizen's petition for a warrant article and the deadline is January 13. Chairman Coutu noted it would require 25 signatures of registered voters. You still have that option available to you. I'm not going to discourage you from doing it. We are trying to keep our warrant articles down because the more warrant articles, the more confusing it gets and people say no to everything. We want people to look at the warrant articles and vote on each one independently.

Chief Buxton asked what is the first meeting in January. The only reason I ask is that would give us a sometime in a few weeks to work together around the holidays and make a proposal to the Board in January prior to the 13th date so they could make a decision if they wanted to do a warrant article at the last minute. Chairman Coutu said it's your workload. Chief Buxton said we're going to have staff. We can get it done.

Selectman Maddox didn't know where we're racing to but it sounds like a cliff Mr. Chairman. I think the Board is in general agreement that if there is a - this is not a bad idea but I think the fee structure needs to be looked at. I don't know why we're racing and pushing the Chief with all the things that he's got to get this done for this date. I don't think a petitioned warrant article to tell us to reduce these fees is something we want to start with. Once you start that, you're just going to start down a path we don't want to do. Chairman Coutu said that's not our choice. Selectman Maddox knows but I'm just saying they see that the Board is in favor of doing something. The warrant article how would that cover how the whole process works. I just think this is a logistical issue that would be making us more confusing than we sometimes already are.

Linda Kipnes said I would certainly prefer it not to be a warrant article for lots of reasons. It's cumbersome and it's one more warrant article for people to vote on. I would like to see it move forward.

Chairman Coutu indicated the Chief has said that he would work with you and propose a fee structure and try to incorporate this into it. There are no guarantees. He has said here publicly that he is willing to work with you and the Sustainability Committee. All right. Thank you. Thank you Selectman Maddox.

C. Senior Center/HCTV Center Standby Generator Request for Bids

Chairman Coutu said you have before you this evening a draft request.

Bernie Manor stated this is one piece of a pie over there that hasn't been finished. We kept it out of the original bid because we didn't think we were going to have money enough to build the building. As it now stands, we have money left and we've done all the work we could do with the construction of the building to get ready for this standby generator. So the conduits are in place. The transfer switch is in place. Now we have to buy a generator and get it installed. So that's why you have that spec before you. I'd like to get it done before we get too cold this winter.

Chairman Coutu wanted Mr. Manor to know that I've had the opportunity to speak to both the management team at Hudson Cable Television and several of the seniors. Without reservation they're in support of this 100 percent. It gives us an opportunity to have a warming station. I gives us an opportunity if the power is down in certain sections of the town and that happens to be one of them if we have a generator from what I understand, this generator will sustain the ability for them to continue any live programming they might want to do or programming they can do from the facility in case of an emergency. I know that in this last storm we did lose power in a few sections of town. Areas most adversely affected where the Gowing Road area in the south end and certain sections of Route 111 area because there was structural damage to - there was integrity issues with some of the power lines. I know that on that day which was Thanksgiving I had planned on being at Fish and Game. I was on the phone with the Fire Chief. We were on the phone back and forth several times. I was on the phone with the Police Department. I stayed close to home. My wife and I were very fortunate that we didn't lose power but I wanted to be sure that the Chief was keeping abreast of what was going on because it's part of the Chairman's job as emergency management and we stayed in close contact throughout the day. We stayed in contact. The Chief kept in contact with PSNH throughout the 4 or 5 days and kept me abreast of what was going on. I passed on the information to all of you that day. I know that Mike O'Keefe had called me that morning and was willing to put a group of volunteers together to open up the community center, and the senior center, and the HCTV facility for anybody who needed a warming station. Apparently the Chief and I in our conversation we were going to do it regionally and I think a shelter was opened in Nashua and Londonderry. There were very few takers so I guess everybody was especially during the holiday people were kind to their neighbors or their relatives and friends and took them in. I think especially with a brand new building like this to want to put in a generator and I saw that the cost was very reasonable and is not going to use up all of the rest of the money. I think we'd be foolish not to want to go ahead and provide that generator to the facility. Comments or questions from any members of the Board?

Selectman Maddox was having some angst Mr. Chairman with the balance which is significantly driven by the \$40,000 that we received from PSNH. I'm just making a question as to whether the Board's intent is to allow the rest of it to fall back into the unfunded balance.

Steve Malizia indicated any money you don't spend after this year would go to surplus. Chairman Coutu said I can't see us spending any more money than this if we were going to do this.

Selectman Maddox didn't think this is not a bad idea but again you've heard me say I'm a little uncomfortable with that \$40,000 appearing in this account so we can spend more money. I thought that was to, again, help pay those bills as we went with a higher grade of - you know we have heat pumps in there as opposed to the standard heating and all of that. There's going to be costs down stream that I would like to cover. Again, I think this is not a bad idea. I think we should also look at something for the community center because you could hold a lot more people in the community center than you could in this building.

Chairman Coutu said it's not as energy efficient as this building. The community center is a huge building. I don't say that down the road we should consider that. I agree with you. I think this one here everything is in place except the pad and the generator. It's just a matter of wiring it all up and they throw the switch.

Bernie Manor said he didn't have the gas upgraded when we built the building so it would accommodate the generator. I think we've got everything in place. We just need to buy it and get it installed.

When Chairman Coutu read this proposal, I don't know if I made a notation but I was looking at it this weekend, oh it's right on the front that's why I didn't make a notation. Who put the proposal together Mr. Manor. Mr. Manor said I had a little help from Chief Buxton. Chairman Coutu asked there was a team effort to put this together. How did the \$45,000 number come up? Is it your experience with generators now Chief Buxton? Chief Buxton indicated we actually used the bid from the Central Station. Chairman Coutu asked is this going to be the same type of generator we put at Central Station. Mr. Manor said it's the same size generator. Chairman Coutu asked that's what we paid for that \$45,000. My recollection 46. Mr. Malizia thought less than 45. Chairman Coutu indicated that's a good generator of the one they just built over there.

Selectman Nichols liked the idea of the generator. You need one for the senior center for the seniors. It only holds like 200 and something people. What happens if half the town is out and they want to go there? You've got to let children in. This is seniors. I don't know what to do.

Chairman Coutu indicated we've had that experience Selectman Nichols. I think Chief Buxton could respond to that. Back when Chief Murray was Fire Chief we had a major - the storm of 2012. How much of the town was out do you remember? Chief Buxton said there's 3 main grids that come into town. We had lost 95 percent of the grids. Chairman Coutu said we had a dozen people at the community center at the most.

Chief Buxton said the one thing regarding sheltering and we started learning in the ice storm of 2008/2009 and then we seem to get a couple of ice storms underneath our belt here in this part of the country. The State of New Hampshire has redeveloped how they deploy shelters. We learned from our mistakes in history where communities were opening up shelters in everybody's back door. Hudson had one. Pelham one. Londonderry had one. They've gone to a regional approach and what they did is the Red Cross actually organizes all of that. So that takes a huge burden off of local community and the regional shelter. They're all set up to file the paperwork to get the funding, to get the volunteers paid, to make sure the utilities are covered, to make sure that you're creating a sleeping facility, a bathing facility, a showering facility, and an animal controlled facility. So the warming shelter that I envision being utilized at the senior center is really a warming hut. We're not looking at overnight accommodations or anything like that. We're just looking at a warming spot to be utilized and to be able to get messages out to the public from downstairs and stuff like that.

Selectman Nichols asked to speak again. Maybe for a small warming center which is fine but who is going to control the behavior if they have children in there and everything. There's so many things that have been bought brand new for the seniors and you don't want to see these things destroyed. Is there going to be someone...

Chief Buxton said there's always some sort of controlling mechanism and somebody monitoring that. Even when we opened up the community center in 2011, we had somebody there staged to take the information of who was coming in, who was going out, and monitoring those types of things.

Chairman Coutu noted it's all part of the emergency management mechanism as well. We have a team ready to go at any given time. We have an emergency management team. As Chairman I serve as the Chairman of the emergency management. The Police Chief obviously and the Fire Chief are the ones that hold the reins. I serve strictly in an advisory capacity or they give me advice or tell me what to do and that's what I do. If they need me here, I remember the last big storm with Chief Murray, I was out spending a lot of time with former Superintendent Bell in the back of a cruiser going up and down the streets to see whether or not we should open schools, what streets we were able to get to and clear out as quickly as possible. It was an ordeal for a good week as I remember it in and out of that cruiser almost every day.

Selectman Maddox said the other thing that this does provide us is the cable facility. One of the things that is becoming more prevalent is the social media and all of that. I think that we have now a facility that is up and running to be able to broadcast information that is up to date. One of the always confusing things are you watch Channel 9 it's trying to cover the whole State. If you have power, you could at least see what's going on in Hudson and we can update our citizens locally as opposed to just Channel 9. I think this is not a bad thing Mr. Chairman. I keep saying that I just want to make sure we have that money put back into our surplus the balance.

Motion by Selectman Nichols, seconded by Selectman Brucker, to approve the Request for Bids for a Standby Generator for the senior center/HCTV facility, carried 4-0.

Chairman Coutu thanked Bernie Manor and Chief Buxton for their input.

D. Bid Recommendation - Pelham Road over Second Brook Bridge Replacement

Chairman Coutu recognized Town Engineer Elvis Dhima.

Good evening Mr. Chairman and members of the Board. Elvis Dhima noted as you are well aware the Town has been working on this project for quite some time. We had it out to bid about a year ago I believe or 6 months ago and we had one bid. It was pretty high. Our consultants recommended that we send it out to bid a second time and get more contractors. We did do that and recently we received 8 bids. They varied from just under \$1 million to the lowest bidder of \$567,000 using his estimate was approximately \$720,000. We had about 3 bids close to that. Most of the bids came close to an engineer's estimate. The lowest bidder George K. Cairn & Sons are a State qualified contract that's done similar work in the past. They worked with our consulting firm in the past and only have good things to say. Based on all of that, I'm here in front of the Board to require a preapproval so we can take this to the State and get their okay as well. Once that's done, I'll come back to the Board and ask for a final approval of work to the contract.

Chairman Coutu told Mr. Dhima when I first started reading the proposal, the first thing when I got through the first page, the second page, and then I looked at the bids, I got to the third page and I never got to the fourth page. I wrote on the front "has the company been vetted"? The reason why I asked is because when I look at the comparisons in the bids, the high bid is \$400,425 higher than the lowest bidder. I'm saying this company I don't know about it. Then I finally read the CLD letter and saw the vetting process on the contractor evaluation. I felt a lot better about it. I guess the guy who bid \$992,000 just really didn't want the job and that happens sometimes. I'm glad to see that we've got somebody that is within our means. I was a little concerned about that and has been vetted.

Selectman Maddox had one clarification. The Town Engineer said that upon recommendation of our consulting engineer, I believe it was the Selectmen who said no way to the price that was presented before us the last time. To that end, these people know that the construction will happen during the summer of next year when school is out because of the school bus and all of that. Is that in the spec? Mr. Dhima said yes. They have a certain window to do this. Just so everyone is aware, we are planning to close this particular location. There's going to be routes and detours. Everyone is going to be aware of all the changes. The contractor will be making all these traffic detours. All the school routes will be aware of that. They have a certain window to do this. They cannot go beyond a certain amount of time or there will be major fines to it. There are penalties built into it - significant penalties too. The biggest thing is this contractor has done similar work in the past. He's aware of what he's against. He's very familiar with it and one of the reasons I believe he came in much lower than the rest of the contract is because he's done enough of this to know what to look for, what to do, and what not to do. I'm scheduled to meet with the contractor and our sub this coming week to go over the utilities making sure we are on the same page with that. It will be the first step as we're working towards getting the State approval and coming back to you for the final approval. Everything seemed to be in order.

Chairman Coutu asked so we have with this bid we have the funds to cover it with a slight surplus as opposed to the last one. We were going to have a little collection here to build this damn bridge. Steve Malizia noted it's an 80/20 project with the State paying 80 and we're paying 20. We have our share and then a little bit more.

Motion by Selectman Nichols, seconded by Selectman Brucker, to award the bid for the Pelham Road over Second Brook Bridge Replacement Project in the amount of \$567,912.35 to George R. Cairn & Sons, Inc., the lowest bidder, as recommended by The Town Engineer and the Finance Director, carried 5-0.

E. Real Estate Services - Town Owned Property

Chairman Coutu recognized Town Administrator Steve Malizia.

Steve Malizia stated recently the Board approved sending I believe it was 18 properties that were taken by tax deed and put them up for sale. The Board asked that we contact qualified realtors to represent the town. A request for proposals was direct mailed to 34 Hudson realtors, firms, or individuals that have licenses in Hudson. It was advertised in the HLN, posted on the Town's web page, HCTV. Five proposals were received by the deadline. One came in after the deadline so it was disqualified. What you have in front of you are basically the proposals. I've done a couple of spreadsheets. I believe the third page is a spreadsheet that just sort of shows the proposed commission rate. It identifies the realtor if there's a particular agent that was identified. They're all licensed in New Hampshire. Some specified an exclusive listing. In other words, they'd like to have the contract with the Town for a period of time. A lot of them said a year. Some said 6 months. Several of them reviewed the property and provided a value - a recommended listing price. In particular, two did that. I've got another sheet. I believe the fourth page that shows you what we have as an assessed value and what those two firms and there were two firms that gave us a value up front for the properties as well as they did they have marketing plan and most of them have some sort of a marketing plan is how they're going to do it. It's really up to the Board to decide would you like to hire one of these realtors to represent the town in selling these 18 properties.

Chairman Coutu remarked Mr. Maddox you being a senior member of this Board, I'm going to recuse myself as I've done business with at least one person on that list. I don't want there to be any conflict. I don't want to be involved in this discussion at all. I didn't know who was submitting the proposal. If you at this chair Sir, I'm going to recuse myself and step down. Thank you.

Selectman Maddox asked questions of Board members of the proposals you have before us.

Selectman Brucker asked about individual property review. Exactly what does that mean? If you look, Steve Malizia said two of the proposals or two of the realtors that submitted there's actually submitted documentation that's in their bids. They actually went to the property and gave you what they believed to be the market value or what they would recommend you list the properties for. So that's what I was trying to say there. They specifically at this juncture they've gone out to the properties and said we recommend you list this one for \$80,000 or \$50,000. I just tabulated that also because it was just another piece of information to give you. When I look at the list, it's kind of curious. There's one firm with it looks like two different offices that bid on it. They're both out of town. There are two in town firms or in town realtors and 3 out of town realtors. Whether that qualifies or disqualifies certainly they're all qualified realtors. They're all licensed and I believe are able to do this. It really comes down to who does the Board like to work with? Would the Board like to conduct interviews at a future meeting? It depends on how you want to do it.

Steve Malizia noted there are several ways to sell property. We could sell it by sealed bid which is put out an ad, people submit a bid, we tabulate them. You could do it that way. You could hire an auctioneer for example to do a public auction of the properties. The Board at this point in time believes its best to maximize the values by using a realtor. That's how we got here and that's why we're here. The question is who do you want to work with? Is commission important to you? Is there something else that's important to you? Is local important to you? They're all local in the sense that they're all in this general area. You can see I've given you a package. I've given you exactly what they've submitted in response to our request for proposals. So you can decide based on what you've seen what you think is in the best interest of the town. I would recommend if you do pick someone, it's probably best to go with at least a 6 month agreement. It will certainly get you into the spring market and certainly gives them some opportunity to really work. You don't want to give them two weeks or two months. That's not enough time to really get going. There's a lot that goes into selling property. It's not always that easy. Some maybe very attractive. Some may not sell through this process. It's something we'll have to evaluate. They don't all have a value to everybody. That's where we're at and that's what I've come back with.

Selectman Brucker asked do you think they work harder at selling it if they have an exclusive listing or is it just an advantage for them? Mr. Malizia said well obviously they're going to represent you. I mean we sold a house on 98 Derry Street. I believe we had an exclusive listing with a realtor for that. Now I believe there might have been some co-broker fees. That doesn't preclude them from bringing somebody else in and sharing a commission. It's just you've given a commitment that you're not going to pull it away after 2 months or 3 months. Certainly 6 months is very reasonable for an initial term with someone and I suppose if things were going well, you could always renew or extend. I think in fairness to anybody you pick that they get an opportunity. There may not be a lot of property sales this time of year. I don't know. I'm not a realtor. I'm not in the land market. Maybe it doesn't make any difference because these are more likely they're going to be developable pieces of property or they may be somebody who's an abutter. It may not be like selling your house which it has a different market. Again I'm not an expert in any of this. I've tried to give you the information that I received.

Selectman Nichols liked the idea of the 6 months, at least 6 months. I don't care to go for two years. Steve Malizia said that would seem like an excessively long commitment. Selectman Nichols said you have one of the six months they would prefer a year but you can do the six month. They have a commission of 4.5 percent. Steve Malizia said what that basically means if you sold it for \$100,000, you'd pay \$4,500. Selectman Nichols said we'd keep more of the money right from this property. Mr. Malizia said the lower the commission percent, the more you would retain with all things being equal. Selectman Nichols didn't mind that one.

Selectman Nichols noted there is also one that is 5 percent commission rate. They're licensed again in New Hampshire but none specified. Steve Malizia indicated they didn't say there was nothing that I gleaned out of their proposal that indicated they wanted a certain length of term. I would presume sit there and probably at this point dictate what the term would be. Selectman Nichols stated maybe if you said 6 months..Mr. Malizia said if that's the Board's prerogative or wish, then they didn't take it, then you probably wouldn't sign up with them. Again, there could be multiple factors. It depends on, again, the only one that we've had direct experience with is All Day Realty. They were the realtor that did 98 Derry Road which is a town owned house. We had it priced aggressively. As you are well aware, it flew out of here pretty quickly. We sold it. Obviously there's always issues with title when you're looking at a tax deeded property. Sometimes the titles aren't clean because of the way that folks basically walked away from it and sometimes there can be other clouds on the title. We have lawyers to help us do that. You may not sell every property on this list. There are some but at least this is the first effort. For example if you don't sell them all here if the Board still wishes to sell them, we could do an auction or a sealed bid. Again to maximize it seems to be using a realtor that would expose the properties would be in order.

Selectman Nichols had one more question. This All Day Realty you said you've used them before. Steve Malizia said the Town has. For 98 Derry Street which is a tax deeded property, there was a home right next to Walgreens. The Town used All Day Realty to sell that. That was a physical structure with a house on it and a garage. We sold that using their services.

Selectman Nichols asked fairly quickly. Mr. Malizia though the first weekend it was out there. It was priced pretty aggressively. I think we had it at \$99,900. There's not a lot of houses for \$99,900. I think we ended up realizing something like \$115,000 which is what we ended up selling it for and then we kept a certain part of the proceeds. Because that was less than 3 years, I believe we had to share the proceeds with the previous owner. Everything above our cost. That certainly benefitted the town but it wasn't a money maker. These properties, you keep the money. There is no to my knowledge after 3 years there is no - you don't give the money to anybody else other than a commission or other expense you may have in legal fees. Other than that, it's the Town's money. Selectman Nichols said other than the proposed commission rate, then it's the town's period. You don't have to hand out anything anywhere. Steve Malizia said we're passed the 3 year period of time where there's any kind of share.

Selectman Maddox noted the back Chair has a couple of questions in regards to - I know that the first 3 are the only ones that were vetted when we made this motion to sell these properties. Number 4 I'm hearing is not a buildable lot. Steve Malizia said we are not making any representations as to what the buildability is of these lots. They are as is where is. I am not going to sit there and make any representations. We will make any files available. For example if we have a file on the property, it will be available to both the realtor and anybody else who wants to look at the property. We are not representing that these are buildable or that they are anything other than tax deeded property that the Town wishes to sell.

To follow up on that, Selectman Maddox asked how come there's such a variation between the assessed value and the offers that were - again - some are higher than the assessed value. Number 1 is \$17,000 assessed value and it's looking at 75,000 or 50,000 yet number 4 is at 107,000. One is 90 and one is 70. These are just their estimates? The way Steve Malizia read it; it looks like what they recommend for a listing price. For example if you're going to list these properties it would appear that the two folks who submitted numbers for the properties it would appear that they recommend you list them for those numbers. You can list it for another number. You're the client. If you want to say hey we want \$1 million, let's list it for that. You may not get it but you can certainly do that. This is what their recommendation based on their review analysis of the property would be a listing price. It doesn't mean you can't deviate from that and I would presume that if you hired someone who didn't give you all those values, you'd want to sit down or have them come in with a listing price. You're not going to just do it in a vacuum.

Selectman Maddox said number 15 is 50 acres and we value it at \$180,000. There's no price listed in the other one is \$100,000. Again I'm just trying to get a grasp of where we're headed with this. Its tough sitting here as Chairman because I keep wanting to say Mr. Chairman. I just don't know where we're headed here. If we list these with these people, I guess we have to decide are we going to take a minimum. If somebody comes in with the number one. Mr. Malizia would presume that any offers that are tendered would come to the Board for your consideration. So if somebody wants to come in and offer you \$5,000, you can sit there and say no thank you. If somebody wants to offer you \$200,000, you can say thank you we'll take it. You have that right to sell these properties as you deem in the best interest of the town and I would presume that individually you're not selling them as a lot or as a group. You're selling them individually. You evaluate any bids received on any of the properties. Obviously you have to list something. You've got to get some idea of what the properties would bring in a market. An assessed value for a tax deeded property isn't really important. We're not taxing them. It's just a number that the assessors put in there. I don't think we spend a lot of time assessing town property. We have some idea of what it is and maybe it had a value at some point in time that held over. A real estate value or a market price is different. It's probably many different factors depending on what the market is to build houses, or in some cases it may be an abutter that wants to buy it. It may have no value to somebody because it may not be buildable. Again we're not representing that they are or they aren't. We're saying that they're town owned properties that the town has deemed to be surplus and we'd like to sell. I'm just trying to say that's what I perceive that we're doing.

Selectman Maddox guessed I was just looking to sit here and say I don't want to every meeting get an offer for one or any of these 18 for \$8,000. We're keep going this way. With the assistance of the Assistant Assessor, we at least set some minimums because otherwise we were just going to have a plethora of offers that are just going to tie up time and paperwork. Again I have considerable concern with that 50 acre parcel and where that's going to take us. I just think that we should probably do some homework before the first bid comes in. Where would the Board like to go?

Selectman Brucker didn't want to go with the Londonderry listing there - the Berkshire Hathaway one. It's so low. I don't think they have a very high value for our property here. Steve Malizia said I would probably say one thing not to defend them. I'm not promoting or dissuading them. One of the key things is these were tax deeded. Presumably somebody who owned it may have felt there wasn't any value there. In other words, I don't know what the value is. The value is what the market is willing to pay. Obviously if you don't ask, you're not going to get something. I can't speak for all these properties. Some may be very attractive but I would hazard to guess at least a couple of them probably aren't. Hence that's why we got them. It's probably a lot for somebody to give up their property to a tax deed. It's just not real common. They may not have been able to do anything with it. They the former owner may not have found a value. They may have gotten into financial trouble. I don't know. If you want, we can do something with the Assessor to work on what we would recommend a listing price to be. You are the client whoever you pick presumably. It's within the realm of your right to sit there and say we'd like to this. Now are you going to be ridiculous and say we want \$5 million? Probably not. You're here to represent the best interest of the Town of Hudson. If using the Assessor to give you what he thinks a minimum would be, that's another place you can start. It's up to the Board. Again, those two proposals came in with some sort of information that said hey this is what we this realtor thinks that's probably a listing price. I don't believe that's an absolute and the other three didn't do that. Presumably they'd either work with us or if they were awarded it, they'd probably work on all of them and come back with here's what we think the value is. The value is what somebody is willing to pay in the end.

Selectman Maddox said how it's marketed is also. If you're just going to put a sign out front and hope somebody driving by says I want to buy that, that's not a marketing plan. Again, I think we need to look at all the factors.

Selectman Brucker said having bought and sold a few houses, I think we need to look at their record as far as how many houses they successfully sell for people. Steve Malizia added that these are all unimproved properties. There are no houses. These are all vacant lots. So there may be a different market than if you're selling me a whiz bang house with 5 bathrooms. I believe they're all land. There are no structures. Perhaps it's a different skill set, different market. They're not maybe marketing to the family with two kids or the retiree looking to downsize. It's a piece of land. It might have a value to someone who might want to come in and develop it. It might have a value to an abutter. It might not have any value if nobody makes a bid.

Selectman Maddox's recommendation would be that we pick the top 3 and invite them in to tell us how they're going to market these properties. This is going to be a program where hopefully ongoing. We have many more than these 18. I don't want to see it fail because it gets lost in the minutia that these particular the realtor we pick we're trying to get the lowest rate but didn't get any value for that. I think we need to kind of kick the tires and see what we're going to get. This is nothing we don't have to do tomorrow. Again this is something we want to succeed from the get go and as we're trying to take all these spreadsheets, and all these offers, it gets a little confusing. I'm just looking to say who's the person behind it and what are they going to do for us.

Selectman Brucker suggested the fourth person - a Hudson person. I just think it would be good to have the two Hudson people on here. Selectman Maddox indicated so you're saying you're going to take the two Hudson people at the top 3. Again, that was just my suggestion. Selectman Brucker said no. One through four - just drop the last one.

Selectman Nichols said I would go with that.

Selectman Maddox asked the Board if it was the Board's desire to invite these people in at a workshop - and I think this is something we should probably do for the workshop rather than tying up a meeting because this could get all over the place.

Steve Malizia said as I look at the calendar, you have a meeting next week. That's not enough time for these people to respond. Selectman Maddox was saying the workshop. Mr. Malizia said it's the 6th of January which right now all we have is possibly discussing the building fees. Selectman Maddox asked is that something the Board wishes to entertain.

Selectman Brucker said yes.

Steve Malizia said we could certainly extend an invitation to the top 4 that you've designated to come in to talk to the Board about their proposal and have a...Selectman Maddox thought, again, I think we need to kick the tires a little bit. This is going to be a program I hope is going to carry forward and I just don't want to see it oh yeah we'll give you this low percentage and all they're going to do is just say we have this property. Are they marketing? How are they going to market? I think as the Town Administrator said, selling a house you market it a certain way. These are scattered properties. It's not a big parcel that they can develop. It's going to be a different arrangement in my mind.

Selectman Nichols liked the idea of hearing their marketing plan. They have to have one not just a sign like you said stuck out in the middle of the street somewhere. I want to hear what their process is to go and try to get rid of this property to sell it. I'd like to hear that.

Selectman Maddox indicated the will of the Board is by consensus to request that they be invited to the January 6th workshop.

Steve Malizia noted we will extend that invitation.

Lisa DiBernado indicated I am one of the bidders in that real estate. I don't know protocol so I don't know exactly. Chairman Coutu didn't think it was in order. The Board has already...

Acting Chairman Maddox said you're all going off of which list that we talked about the top four just so that we're all in agreement. The Londonderry is the one that's not...Selectman Nichols said right. Selectman Brucker said the Innovative Realty - the bottom one.

Chairman Coutu looked at the list. The one that was eliminated was the person I had done business with. Mr. Malizia indicated it makes it easy. You don't have to recuse yourself.

Chairman Coutu had a question posed to me while we're on the subject of the property sales. A person that I know who abuts one of the properties and it's a sizable piece of property and I believe it's on this list. I'm not sure. Regardless of whether it's on the list or it's an upcoming on the list, wanted to know that if they - I think what the person would be willing to do is if they could subdivide a portion of a parcel of land that they immediately abut would the Board consider accepting a bid if they did all the work and subdivided and what not. From what I understand the parcel involved is quite large and it would not affect access to the property. He just wants privacy and he's willing to buy wetlands. Would we be willing to entertain such a thing?

Selectman Maddox indicated this is why I didn't want to jump into this thing at the get go. I think there should have been some sort of procedure if abutters wanted to buy the property so that we'd put it back on the tax rolls but it may not be a house. It may be just increasing the size of their lot. I think this is going to be a challenge inasmuch that we've now put this out there. If they want to buy the property, they have to buy the property. If they want to subdivide it, then they have to go to the Planning Board and do all of that. Where that takes them, I don't know. If it's the parcel with 50 acres, then they can certainly resell. For us to get into - I just don't know how we're going to do that mechanism.

Chairman Coutu said they just wanted to buy a piece of wetlands that immediately abuts their house and they know then that they're controlling...

Steve Malizia noted if you read the Town Code which has been in place for I think at least since the '60s on this particular issue, you basically originally had two ways to get rid of property - sealed bid or public auction. You cannot just sell it to an abutter because they're an abutter. You have to do a process. We've now expanded the process to include using a real estate agent. That's the three choices. Pardon me there's a fourth choice. You can give it to somebody with a charitable transfer but I'm not aware that we've ever done that. I'm not aware you'd do that here. Basically you could have all the abutters and they have oh I'd like to buy that. Okay that's nice but you by Town Code can't do it that way. I think that's in there so that there aren't any perceived sweetheart deals out there. As well meaning as people are, hey why did you sell that one to Joe for \$5 or \$5,000. That had market value. They are more than able to go through the process if they want to make an offer and they want to put conditions on it, the Board would evaluate the offer with whatever conditions they have. We're here to sell property. I'm assuming to maximize or to provide value back to the taxpayers and to either return those to the tax rolls or again maximize that value. If it was just as easy as selling it to somebody next door, that would be great but that's not what we're permitted to do. I raise that because there are a prescribed set of rules. They are certainly welcome to work with whatever realtor we pick with. Again if somebody wants to attach an offer that has some sort of conditions, that's fine. Again, we're not going to sit there and say that's a buildable lot. I don't know if it's a buildable lot. I'm not sure we want to get into representations of that. If the Board wants to do more work, we certainly could try to do that but are we going to be designing the site plan for people? We're going down a slippery slope.

Chairman Coutu wanted to advise the person what you said. I'm going to say once we've selected a realtor, that he can communicate with the realtor and make us an offer.

Steve Malizia said I would say this. If for example you have some properties on here because I don't think all of these are crown jewels. You may get some of these that pop up at the end that maybe because of an issue like a wetland or some other reason they don't. At that point, the Board can then look at the process and say hey let's either go out with a public auction or sealed bid. That would be an opportunity maybe for somebody to put in a bid to buy that property. If you've gone through a market process and you got no takers and you still want to sell it, those are certainly acceptable ways to do that. Again if somebody at that point wanted to submit a bid or bid at a public auction we held, they're certainly welcome to do that too. Our job, your job as I see it is to maximize the value. That's what our responsibility is. We've always tried to do things up front and above board. As messy as it is and as painful as it is, sometimes it's difficult as it is I think that's where we're going. Your idea of interviewing I think is certainly a good recommendation because this isn't like we're buying 5 widgets. You're selling property. You've got to be able to work. You're in a relationship for at least some period of time with someone. I think it's a prudent step.

Selectman Maddox thought that again ask the Assistant Assessor to maybe give us some guidelines. Again I just don't want to have - I think there should be some minimums on these properties. Again you just don't want to have every meeting coming in with a \$3,000 offer. Selectman Nichols stated and then have to say no. Chairman Coutu agreed. Selectman Maddox said he should be able to give us some guidelines on this. Chairman Coutu asked to have him get that ready for us for the workshop. Steve Malizia said I will direct him.

Selectman Maddox thought it would be nice to have maybe some numbers so that they can see them as well. Steve Malizia was sure we'll be working with them outside of this room. Chairman Coutu said we'll be deferring that item until the workshop.

F. Revenues and Expenditures

Town Administrator Steve Malizia didn't want to short shift anybody. I know we're deep in budget right now but we are through the month of November which is approximately on a percentage basis 42 percent of the year. Again looking at this, we seem to be hitting a majority of our targets. Obviously as I've said many times, we'll encumber the trash contract so that looks like it's all spent but we've got a contractual obligation there. We seem to be doing well on some of the key areas like legal. I would note that the automobile registration even though we've bumped it up is still running ahead of as a percentage what we bumped it up. It looks at this point in time that there are no major areas of concern. As you are well aware, we are looking at things through the budget process which improve some actuals in that too.

Chairman Coutu said the one question I have is on the interest on property taxes page 6 - interest on property taxes. We estimated a \$290,000 revenue and we're only at 25 percent as opposed to where we should be 42 percent. Steve Malizia said it always doesn't come linear. As you're well aware, our taxes get billed twice a year so I'm sure in the second half we'll really pick up some steam for people who are not paying their taxes. Again they just got their final tax bill for the year.

Chairman Coutu thought that was it because I was primarily concerned with the revenue. Expenses I know that you pretty much manage that and we can control that.

Just to make a note, Mr. Malizia said you'll look at the rooms and meals tax which is on page 7 - there's a \$1.182 million estimated revenue. We won't get that until later in the year. They do not pay that in 12 month installments. They pay it pretty much all at once. Again these are not always 1/12th percent. Chairman Coutu was aware of some of them but that one there jumped out at me and now I have a better understanding. Any questions or comments for the Town Administrator on revenues and expenditures?

9. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Maddox - I have a couple of items. Number one, it's nice to see one of our own move ahead. I want to congratulate Speaker of the House Shawn Jasper. I spent many an interesting evening in this chamber arguing, cajoling, agreeing with Selectman Jasper. I think he will be a great parliamentarian up there. I think he will bring the House is probably challenging with 400 members. I know sitting at the front of this room with just 5 members it's a challenge. I can't imagine 400 but I think his knowledge of the parliamentarian and his passion will do him well. I wish him the best of luck in his new position.

Next item. Selectman Maddox noted the senior center. I did get a chance to talk to Selectman Nichols at some point and I actually did talk to Ms. Bowen in regards to this. Mr. Chairman as we have seen there is a good amount of interest in the senior center. Their membership is up to skirting 500 probably now. Selectman Nichols said oh no. It's over 500. Selectman Maddox repeated over 500 members who have signed up and go on any number of regular basis. I think one of the things that is holding that entity back she is part time is the requirement that seems to be placed there that she is the security guard for the facility. She has to open and kind of close it. I would ask that we submit to the Senior Affairs Committee a request that they look at and I'm calling them "gate keepers". Three or four long-time members that we issue a key to that can open and close the facility. When they were at the Community Center, they had the run of the building. I think this is proven that, again, this is their building. I think to have a specified number but they're able to open and close the facility will give her more time to do other things. We've talked about grant writing. We've talked about outreach. All those things that I think she's kind of handcuffed by not being able to do those other things because of this requirement.

Selectman Maddox asked that the Board through our liaison to the Senior Affairs Committee ask them if that is something that they would be willing to look at. Where I'm heading with this Mr. Chairman is I know that the budget is still ongoing but with the kind of response we've had, I would like to see us open up this facility not just another day. It's open up Tuesday through Thursday but that kind of locks out a certain percentage of our senior population. I'm thinking of the Chairman and myself both working still full time that aren't able to go during the hours that it is open. I'm looking to see if this gatekeeper program allowed her more flexibility to be able to open this facility say on Saturday morning or Wednesday night to be able to again bring them a different demographic if you would of our seniors. At over 500 you're now clearing 10 percent of the senior population in Hudson but I think there are still those other people that if they had the availability to see and use the facility would do so. I'm asking the Board's consensus to send that off to the Senior Affairs Committee.

Selectman Nichols liked that idea especially maybe even be open on a Saturday morning or an evening. There are so many seniors that are eligible but still work. They have to work so they can't take advantage like I can when I get a chance I can go over there. I can play Bingo or I can do whatever I feel like. I'd love to see Lori spends a lot of time. She's constantly running around when she can to different places. Right now she's on crutches. She's in and out of every kind of thing that's going on. She's in the back room watching them do the knitting and whatever and she's watching the library things and she's trying to keep track of everything. The phone there's nobody there sometimes to answer the phone. There should be someone sitting at that desk. You can have someone maybe - one of the older people that have been going for a while sit there for a couple of hours or even an hour to answer the phone while she can do something else. There's a lot of things that she takes care of. She does the newsletter. She does the flyers. She does the decorations. She does get some help with that thank god but there's a lot that goes into that center. She loves it. The seniors love her. She's warm and she's fun. They get along with her and she's so kind to everybody. Before we'd go into the center and there was nobody there just the girls and the volunteers. I think that could be a big, big help to her. She's great but she needs some help at least I think so. That's my opinion.

Chairman Coutu asked to put in my two cents. We've talked about this Selectman Maddox and I agree wholeheartedly. I'd be more than willing to bring it to the Senior Affairs Committee but we have a serious problem. The problem is is that we have no backup or management plan for the senior center. We hired a part time person and said open it 3 days a week here you go and threw it in there and told the Recreation Director to supervise it. We've received no recommendations from the Recreation Director. I think Mrs. Bowen is shy to want to come before the Board and make a recommendation without going through her supervisor. I've expressed my concern about the management of the senior center and I feel that we ought to doing it in a different manner but I don't want to just jump at it like we did at jumping at opening it. If something should happen to Lori Bowen tomorrow morning, we're going to lock those doors. There's nobody and I don't want to assume a liability of having somebody going in there whatever number of hours and keeping it open and they're not vetted by us or hired by us to do it. I think we need to look at the management structure and hours of operation. I think that I will broach the subject with the Senior Affairs Committee to see if they have any recommendations. I don't know if that they will but I certainly will ask them. I have my opinion but I would rather get it - I'd like to be on the receiving end like the rest of you are but sometimes when you're at your committees you render your opinions and you try to guide them sometimes. I get accused of interjecting too much but sometimes it's - some of these people have never been on committees before and they don't know what the process is and

what they can and can't do. Sometimes they need a little bit of guidance. We have several committees that certainly know how to do it. The Senior Affairs Committee is one that needed a little bit of guidance and I tried to provide them that and I understand that one member of this Board in particular is pretty critical of that and I could care less. Honestly I could care less what the Selectman thinks about how I present myself at committee members because at least I attend my committee meetings. I don't even want to hear it from that Selectman.

Chairman Coutu told Selectman Maddox that we need to put together not just a core group of volunteers, we need to put together a better plan on how we're going to move forward with the operation. Without any objection beyond this request which I think I agree with you, we've said we'll probably bump into each other on a Saturday morning if it was open on a Saturday morning. Go and have coffee and give us an opportunity to chit chat with the seniors on a Saturday morning. They might like that. We don't have the luxury that you and Selectman Brucker have of being able to go at any time you want to go and I would like that opportunity as would Selectman Maddox. Believe it or not, he would like to go. Having it open like a Thursday night or a Sunday night - if somebody is willing to volunteer to do it and if you open it Thursday night and nobody shows up, we gave it a try. If people show up and then they say you ought to be open a couple more nights because I can show up on Wednesdays. I can't do Thursdays. I understand that Lori Bowen is overwhelmed right now. I understand she is overwhelmed. I don't know how she's doing it. I think that I mentioned to her to speak to you about that job corps. That's available where we can get free help.

Steve Malizia indicated she has not spoken to me about that.

Chairman Coutu told Ms. Bowen to get on that right away because that will be a big plus. I don't think she has the time to pick up the phone to talk to you. I mentioned at the last Senior Affairs Committee meeting I had received several complaints phone calls and e-mails that no one was answering the phone there and there's 3 phones in the building. If they're calling in the kitchen and there's only one person working the kitchen and she's trying to get all the meals ready and somebody is calling to cancel a meal or she's already got the meal, you can't cancel it as it's already there. It's going to go back to Nashua I guess to the food kitchen or whatever. I think that we seriously have to sit - I will bring this to them and ask them if they can work on developing a plan or have them come into a workshop with us. We need to figure out a plan what do we do if Lori Bowen can't open that senior center. We have no plan in place. We just figured oh part time hardly anybody is going to show up and it's become a lot more popular than we really anticipated it would. I think that as the numbers grow, spacing out that opportunity will give us a little more leverage to serve a greater number. It's not our intent not to serve the population. If you're speaking in favor of expanding hours, that's a clue to everybody that you're certainly in favor like we are of expanding operation to reach as many seniors as we can and if need be if we get to the 1,000 or 1,500 number, we have to really sit back and think this over very carefully. I'd rather be proactive. I will broach that subject with them and see if we can come back with some sort of a plan. If we don't then we'll take it upon ourselves to meet with the Recreation Director and Lori Bowen and see if we can design a plan that would service the needs of our senior population.

Selectman Maddox was just trying to take baby steps Mr. Chairman. I think that, again, until we get a budget that has that line item in it we're always dancing on the margins here. I thought this was one way that we could do it in limited resources requirement.

Selectman Maddox knows all of you have read the Annual Report. It's just scintillating but I was looking at the Recreation Department. For the third or fourth year, there has been a section in the report by the Recreation Director saying that the Town needs to hire a full time program director to run all the programs that presently are run by all of the softball, men's group, and the basketball, and the summer program. So we have all these people that work part time - \$1,500 here, \$800 there, and that type of thing. He has put in there repeatedly. I am asking tonight Mr. Chairman that we ask the Recreation Director to come in and give us some facts. Give us some costs. What does it cost today to run the programs as they are and what would it cost if were to hire a full time program director. If he is putting this in the book for a number of years and it has not - it came before this Board I think 4 or 5 years ago. We're not I don't think in terrible support of this but I want to know what it entails if he is going to be putting it in the annual report. I am asking that he come in and give us the numbers and the justification for that Sir.

Chairman Coutu believed he was due to come in with a rate restructuring for all of the activities. There's going to be minor adjustments. He's going to recommend the Recreation Committee is sending it down to us. I think he's due to come in at the next Selectmen's meeting. Steve Malizia stated we haven't received anything. I'm just saying I don't know that. Chairman Coutu thought he was on top of that one too but apparently...Mr. Malizia was not trying to throw him under the bus. I just haven't seen it. I don't know if there...Chairman Coutu asked has he make a request to come before the Board on the rate restructuring. Donna Graham said he has not but he still has until Thursday noon time to put something on the agenda.

Chairman Coutu said Selectman Maddox your recommendation was to have him come in. Selectman Maddox stated to have him come in and justify that statement in the Annual Report. I figured as long as he was in Mr. Chairman he could then present to this Board something that he's alluded to is the program to increase the attendance, the marketing plan if you would for the summer program. Again two items that get forgotten about after budget cycle and then it's too late by the time we ask them what the numbers are. He said he had one and he was going to bring it. Again I think it's now time to kind of say what is that program so that we can get started with this. It would be nice to increase that program to where it is revenue neutral. Chairman Coutu asked where are the numbers he said he was going to give us before the budget this year that we never got. Selectman Maddox said I have list there that he knows what we're looking for.

Chairman Coutu asked by consensus of the Board to bring the Recreation Director in. The Board said yes. Selectman Maddox asked for it to be in our packet. Chairman Coutu noted no last minute hand in. It has to be submitted for our packet. I agree. Stuff coming in last minute - not him - everybody.

Steve Malizia asked do you have a date specific that you were thinking about. Chairman Coutu said he supposedly has all the numbers so next meeting.

Selectman Maddox noted as long as he's coming in for - he says he's had them so again I think it's just a matter of just pulling them together and getting them to Donna to put them in our packet. Chairman Coutu indicated so he has to have it in your hands by Thursday.

Finally Mr. Chairman, Selectman Maddox said kudos to all of those people in the Highway Department. We thank the police and fire but again police and fire don't go anywhere unless those plows are clearing the roads and they do a hell of a job. To them working on Thanksgiving they even gave up their Thanksgiving event because they were plowing all night. Again kudos to those guys that are just unseen. They drive by in the plow. Wave to them once in a while.

Selectman Nichols - I want to thank you too to the Highway Department just for today alone where they paid attention to what the roads were like and recommended to the school that maybe to keep the children home a little longer in the morning because they're out and they knew they wouldn't be out to sand those roads where they were so slippery. So they were thinking safety of our town. To me I put them in the same category as the Fire Department and the Police Department. We're very, very, very fortunate to have the town crew that we have.

Another thing, Selectman Nichols said the school budget is finished. I don't know if I did a whole lot but it was interesting and it was a learning curve. I'm hoping that it will be okay. The town will have to read the warrant articles and vote on them and I hope that they do. I hope they read every single little nuance and make their decisions that way to keep it down. I want them to read ours because we really need it badly. That was interesting but that's about all I've done. I haven't really done a whole lot. I stayed in on the stormy days so I didn't go out so I don't know what it was like outside.

Selectman Brucker - I do want to add my congratulations to Shawn Jasper. I do know that he knows the legislative process very well and that he'll conduct things in a very professional manner. Also it's nice to know that we have someone from Hudson who's risen to this high position. Congratulations again Shawn.

Selectman Brucker wanted to compliment the Highway Department. I always think of them when the weather is kind of an emergency. You get all the warnings that it might be terrible and that I know that they're working hard. Also as miserable as it was tonight driving here, that Library Park just looks so wonderful. It was really cheerful to see that and to know they've also had a hand in that especially painting the soldiers. I just want to encourage people to drive carefully over these awful, miserable winter days that we're having right now. That's it.

Selectman Coutu - Speaker of the House Jasper and I have communicated on a couple of occasions especially right after his election. I was following the process all day. He had called me shortly after he was elected to be the Speaker of the House and asked if he could come this evening in public input. Well obviously is a special guest and would not necessarily be public input. We certainly would like to hear from the Speaker. He wants people to know that he's still a Hudson representative. He's still a local boy and he's still here to help us. I told him that I welcomed his coming this evening but his wife had other ideas and they're good ideas. She's actually dragged Shawn over to the Chamber dinner this evening to help raise funds for the food bank at St. John's. I applaud him for going although I think he'd rather be here that political blood stream that he has. He will be to let us know that he's going to serve out his term as Chairman of the Budget Committee and we both come to a consensus that maybe this is not the year for him to run for Selectman. I think he's agreed that he won't be running for Selectman because his plate is full. We've had our tiffs. We've had our battles. We win a few, we lose a few but you can't help but admire his knowledge, his professionalism, and his ability to when he wants to pull people together. He can do it. He has it in him. He knows he has a tough job ahead of him. He explained to me the two people that he's appointed immediately to his staff. Very impressed with their credentials. I think they're going to help and guide him along the process. He's invited me to come up to visit him. It's a huge empty office so I think he's looking for gifts and stuff to hang on the wall. I'll try to remember to bring something if I go. I'm looking forward to it. Congratulations to him.

Chairman Coutu agreed with everything that all of you have said about our municipal employees. Especially at this time of the year you've got police and fire out in icy conditions and of course we've got the Highway to get it as un-icy as they possibly can. Kudos to them.

Say what we want about the Hudson/Litchfield News, Chairman Coutu said it's good that when I come home and my wife says oh you've got to read the story on the front page. The front page of the Hudson/Litchfield News has for as long as I can remember been dedicated to pretty much feel good stories. To come home and see the story about the Hudson Fish and Game Club and everything they did at Thanksgiving time, he does it every year. He does an outstanding job. Len goes out himself to the Club and talks to people. Unfortunately that was the day of the storm and I couldn't make it because the phone rang early in the morning and I was on the phone quite a bit through the day with the Fire Chief. Dave Bianchi was the command officer at the police station and he told me he would keep be abreast of anything. When the Chief finally told me they got everything pretty much under control, they knew where the power outages were going to be, then we left and we

joined our family in Lowell for Thanksgiving dinner. I felt bad not being at the Hudson Fish and Game but it was one of those things. I was very happy to be able to loan my generator to somebody who was less fortunate to me that didn't have power in the south end of town. I was glad to do it. That's it.

It has come to Chairman Coutu's attention, and it should peak your interest and I don't know what you heard Selectman Nichols that we have a calendar that we approve for Deliberative Session. I heard that we agreed to change the calendar. We talked about it and agreed to change the calendar. I don't ever remember having that discussion and neither does the staff remember our having the discussion. We are scheduled to begin our Town Deliberative Session on February 7th at 9 a.m. The school is after that? Steve Malizia said they're the 31st of January. That's our schedule. Chairman Coutu noted they scheduled for January 31st and they said that we agreed to swap off with them. I know that it was mentioned to me briefly but no formal request was ever made. I think they're planning on taking February 7th. I have nothing formal so I'm not going to make any speculation. I think I know why they're moving it. I think it's because some organization is having a fundraiser and they want to participate in that fundraiser and they want to change the date. Other than to say that unless we get a formal request, I would expect and then we vote on it to change it if we decide to change it, that we are still going to be having our Deliberative Session on February 7th. Agreed?

Selectman Maddox didn't believe it's ours to decide. I think it's actually the Budget Committee's isn't it? We've traditionally swapped. One of us went first and the other the next year. Steve Malizia noted every other year it switches right. That has nothing to do with the Budget Committee. Selectman Maddox believed that is of the purview I believe of the budget. Steve Malizia said no it's actually the law. The law tells you when you have to do it. The Budget Committee doesn't get to pick that. Never has. Selectman Maddox asked how can we switch them back and forth if it's the law. Mr. Malizia indicated because you have to have your meeting no earlier than this Saturday and no later than this date. Basically there are two Saturdays. You could do it during the week if you wanted but we've traditionally done it on Saturday. When I say we switch, one goes the first week. The other one goes the second week. That's how you switch. Does that make sense? Again Selectman Maddox asked who makes that switch I think Mr. Chairman...Steve Malizia said you do. By approving this, you've agreed to the second Saturday. Selectman Maddox thought this is one of those we're making a mountain out of a molehill. If the School Board would like to swap what difference does it make? Mr. Malizia said they haven't asked. They just assumed. That's all he's saying. Did you get anything? I didn't get anything. Selectman Maddox guessed just a note to them saying at your request.

Chairman Coutu said why should we be sending them notes. Selectman Maddox said it doesn't matter what Saturday. Chairman Coutu said this is a public body. We're on television and we let it be known that if they want to swap, please send us a formal communication to do so. It's the proper way to do things. I like to be formal about it, it just mentioned to me casually. I don't have that say. They should send a formal request and it didn't come from the Chairman of the School Committee either.

Selectman Nichols indicated I have another piece of paper at home that has all kinds of things on it but I never read all the way down.

Steve Malizia said that any schedule we've produced has been consistent. This schedule that you have in front of you was what the Board approve back in August when we set out to start our sessions. Subsequent to that, the Budget Committee has done a schedule and I believe they've taken our schedule and incorporated it into their schedule. If somebody wants to change, I would agree with Mr. Maddox. There's no reason to fight about it. Generally it's appropriate to say something, to ask, or to at least make a request. We're hearing or this has at least been stated according to the Chairman in public we have no idea. We have to advertise. We have to do certain things.

Selectman Nichols asked who did it first last year was it the school committee that went first or was it the town. Mr. Malizia said it was the town. Selectman Nichols said by law...Mr. Malizia said the practice has been...not by law but the practice has been they've alternated between the dates that the law prescribes.

Apparently Chairman Coutu said the way I understand it, this fundraiser is going to take place the same time every year. So this would be ad infinitum because the way it was presented to me. Until they submit something formally, I would expect that we will hold our Deliberative Session as prescribed and what we approved.

10. NONPUBLIC SESSION

Motion by Selectman Maddox, seconded by Selectman Nichols, to enter Nonpublic Session pursuant to: RSA 91-A:3 II (a) The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted, and RSA 91-A:2 (a) Strategy or negotiations with respect to collective bargaining, carried 4-0 by roll call.

Chairman Coutu indicated Nonpublic Session is being entered into at 9:36 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 noted open session is being entered into at 10:29p.m.

11. ADJOURNMENT

Motion to adjourn at 10:29 p.m. by Selectman Maddox, seconded by Selectman Brucker, carried 4-0.

Recorded by HCTV and transcribed by Donna Graham, Recorder.

HUDSON BOARD OF SELECTMEN

Roger E. Coutu, Chairman

Benjamin J. Nadeau, Selectman

Richard J. Maddox, Selectman

Nancy Brucker, Selectman

Pat Nichols, Selectman