

HUDSON, NH BOARD OF SELECTMEN
Minutes of the August 12, 2014 Meeting

1. CALL TO ORDER - by Chairman Coutu the meeting of August 12, 2014 at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.

2. PLEDGE OF ALLEGIANCE - led by Leo Bernard.

3. ATTENDANCE

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

Staff/Others: Steve Malizia, Town Administrator; Jim Michaud, Asst. Assessor; Leo Bernard, Chairman of Sustainability Cte; Paul Inderbitzen, Town Moderator; Patti Barry, Town Clerk/Tax Collector; Police Captain Bill Avery

4. PUBLIC INPUT

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

5. NOMINATIONS AND APPOINTMENTS - NONE

6. CONSENT ITEMS

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

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

Selectman Nadeau had a question on here why we always put the map, lot, and number here. Is it possible to put the address with it? If you could do that from now on, that would be much appreciated. Trying to look these up are...Chairman Coutu indicated it's a fair point. It always comes to mind when I'm reviewing the packet and I never think of it at the meeting. It's a good point. Not a problem Mr. Michaud? Jim Michaud indicated no problem.

Vote: Motion carried 5-0.

A. Assessing Items

- 1) Current Use Lien Release - Map 115, Lot 3-11, w/recommendation to approve
- 2) 2013 Tax Abatement - Map 128, Lot 10, w/recommendation to approve
- 3) 2013 Tax Abatement - Map 204, Lot 70, w/recommendation to approve
- 4) 2013 Tax Abatement Settlement - Map 209, Lots 2 & 3, w/recommendation to approve
- 5) 2013 Tax Abatement - Map 209, Lot 6, w/recommendation to approve

B. Water/Sewer Items - NONE

C. Licenses & Permits

- 1) Raffle Permit - St. Kathryn Church
- 2) Raffle Permit - St. Kathryn Church
- 3) Raffle Permit - Hudson Girls Softball League
- 4) Raffle Permit - Hudson Historical Society
- 5) Raffle Permit - 3moms 1mission
- 6) Request to Solicit Funds - One World Center
- 7) Petition & License for 1 new pole (BH1) - Bush Hill Road

D. Acceptance of Minutes

- 1) Minutes of the July 22, 2014 meeting

E. Calendar

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| 8/07 | 6:30 | Recreation Cte - BOS Meeting Room |
| 8/07 | 7:00 | Benson Park Cte - Buxton CD Meeting Room |
| 8/11 | 7:00 | Conservation Cmsn - Buxton CD Meeting Room |
| 8/12 | 7:00 | Board of Selectmen - BOS Meeting Room |
| 8/13 | 7:00 | Planning Brd - Buxton CD Meeting Room |
| 8/14 | 7:30 | Zoning Brd of Adjustment - Buxton CD Meeting Room |
| 8/19 | 7:00 | Cable Utility Cte - HCTV Center |

8/20 5:00 Municipal Utility Cte - BOS Meeting Room
8/20 7:00 Senior Affairs Cte - Buxton CD Meeting Room - CANCELLED
8/21 7:00 Benson Park Cte - BOS Meeting Room
8/21 7:00 Budget Cte - Buxton CD Meeting Room
8/25 7:00 Recycling/Energy Cte - BOS Meeting Room
8/26 7:00 Board of Selectmen - BOS Meeting Room
8/27 7:00 Planning Brd - Buxton CD Meeting Room
8/28 2:30 Trustees of Trust Fund - Buxton CD Meeting Room
8/28 7:30 Zoning Brd of Adjustment - Buxton CD Meeting Room

Chairman Coutu wanted to bring to everyone's attention that the Hudson girls softball league is represented here for a Raffle which starts tomorrow August 13th. I think the raffle is going to be held in September. They've also submitted for August 14th through the 17th, they're going to have another raffle for the Kiwanis field renovation. If there's no objection, I'll entertain a motion.

Motion by Selectman Brucker, seconded by Selectman Nichols, to allow the Hudson Girls Softball League to have their Raffle Permit for tickets to be sold between August 14 and 17. The raffle will be held at Old Home Days this weekend, carried 5-0.

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on July 22, 2014

- 1) *Motion by Selectman Maddox, seconded by Selectman Brucker, to deny the Step 2 Grievance filed by the Hudson Police Employees Association for the termination of Police Dispatcher Erica Crawford from the Town of Hudson Police Department for the reasons set forth in the Town Administrator's letter dated February 14, 2014 and no evidence to the contrary has been presented to the Board by the grievant, carried 4-0.*
- 2) *Motion to adjourn at 8:13 p.m. by Selectman Brucker, seconded by Selectman Nichols, carried 4-0.*

B. Votes taken after Nonpublic Session on August 5, 2014

- 1) *Motion by Selectman Nadeau, seconded by Selectman Nichols, to terminate Town Engineer Laurie Stevens effective August 6, 2014, carried 5-0.*
- 2) *Motion to adjourn at 11:36 p.m. by Selectman Maddox, seconded by Selectman Nadeau, carried 5-0.*

C. Public Hearing - Amendment to Chapter 317-30 Stop Intersections; installation of a stop sign on Friars Drive, west bound, at the intersection of Executive Drive

Chairman Coutu recognized Town Administrator Steve Malizia to speak on this matter.

Steve Malizia indicated this is the first of two required hearings. As you recall at your last meeting, you forwarded this to this meeting and the meeting of the 26th. You are required to have two public hearings. There's a certain time frame. The purpose of this public hearing is to take comment if there is any regarding a potential installation of a stop sign at Friars Drive where it meets Executive Drive. As you recall at the last meeting, there was a rather extensive discussion about stop signs in that park. You've already approved the removal of some and the addition of others in that park. This one is necessary and it needs to be supported by an ordinance. Friars Drive where it meets Executive Drive, we're seeing a lot of traffic down in that area. Per the discussion that you had last week and the recommendation of the Highway Safety Committee, they're recommending the installation. Therefore you must hold two public hearings before you enact it. So this is the first of the two hearings.

Chairman Coutu opened the public hearing unless any member of the Board of Selectmen has anything they'd like to say before we open the hearing. Seeing that you haven't, I would declare the public hearing open at 7:07 p.m. Does anyone in the audience wish to speak on this item? Seeing there is none, I will close the public hearing at 7:08 p.m. We will be conducting the next public meeting on August 26, 2014. Thank you.

8. NEW BUSINESS

A. Sustainability Committee - Roadside Cleanup

Chairman Coutu recognized Leo Bernard, Chairman of Sustainability Committee, to speak on this item.

Good evening and thank you. Leo Bernard said I'm here on behalf of our Sustainability Committee. We have picked a date for a cleanup and we would also picked two streets and we wanted to make sure they were okay with the Board of Selectmen. The two streets that we picked were Burns Hill and Pelham Road. The date that we're planning on doing the cleanup is September 27th with a rain date of October 4th.

Chairman Coutu indicated I saw the meeting and I saw the discussion. No comments. I'll entertain a motion.

Motion by Selectman Nichols, seconded by Selectman Brucker, to approve the roadside cleanup of Burns Hill Road and Pelham Road on Saturday, September 27, 2014 with a rain date Saturday, October 4, 2014.

Selectman Maddox asked they're going to do as they have done in the past with the road signs and the vests or whatever. Again, these are busy roads. I just don't want anybody in the middle of the road. Chairman Coutu indicated they discussed that at length. Selectman Maddox wanted to make sure that it was covered.

Vote: Motion carried 5-0.

Chairman Coutu had a couple of things for Leo before he left. Number one, I think you're taking every step appropriate to keep the meetings in order but you still have a lot of people talking out of turn. I ask that you ask the Committee to show respect to the Chair and have them go through the Chair. That's number one.

Number two, Chairman Coutu said don't throw Selectman Maddox and Selectman Nadeau under the bus on public television. I don't appreciate it.

With that, Leo Bernard wanted to also say one more thing. I won't see you tomorrow. I wanted to wish you a happy birthday and I hope you have a great day. Chairman Coutu thanked Mr. Bernard. Please bring this message back to the board. Even though they get a little out of control, I understand their work ethic and how much they want to put into it. We're very proud of the work that your committee is doing. They're doing an outstanding job. These road cleanups are not an easy task. I know that they're all volunteering their time to go out there. In this instance as Selectman Maddox alluded to, these are dangerous roadways and these people are out there trying to clean our roadways and it's greatly appreciated by this town. It's outstanding work Leo. Keep up the good work. Just don't throw those two guys under the bus.

B. Election Procedures for State Primary

Chairman Coutu recognized Town Moderator Paul Inderbitzen to speak on this item. Good evening Paul.

Good evening everyone, ladies and gentlemen. Paul Inderbitzen said I don't get a chance because you meet Tuesdays to come in and see you because it's usually one of my work days but I happen to be off today. This is just to brief the Selectmen. We have two elections actually coming up. The first will be the September primary on the 9th and then the General State Election November 4th. Of course one of the responsibilities of a Selectman is to attend those elections if at all possible. It's a requirement by the NH Constitution. I don't anticipate a huge turnout for this primary. I looked at the last one we had - the State Primary was about 2,400 showed up - 1,600 on the Republican side and 800 on the Democratic side. So it was about 2,400. The general election will probably be a little heavier although it's not a Presidential so I had to go back to 2010 to look at what a State Election was. We're overburdened. However, we are going to be prepared.

Mr. Inderbitzen indicated there's been some changes in the law. The biggest change of course is you're probably aware of is the absentee ballot that was signed by the Governor finally. I went to the first session of the Secretary of State's training for these elections. They announced it there that the Governor had just signed it so that's now official. I will be posting - I will get together with the Clerk and figure out what we have to do to start opening absentee ballots early. It won't be a big deal for this and the general election; however, it will be a big deal next year when we get into a Presidential primary or the following year really. I'll have to post a notice in a couple of places and announce it at the beginning. We're kind of thinking we're going to shoot like around for 9 o'clock in the morning to start opening those absentee ballots. We'll have to go through the process. I haven't got an actual copy of 271 yet since it's been changed. We've been following that pretty well so we'll be in good shape.

Paul wanted to touch base about the circulation since that's also your responsibility around the building. Anything that you have a concern about, I don't think we need to limit access because this is going to be like I said a fairly not light turnout but we're not going to be overburdened like we were in 2012 when we have 15,000 show up. That was with the Presidential election. So that was good. What did we have about 83 percent of the registered voters show up? I wish we could get them that way all the time but unfortunately that doesn't happen. I anticipate not having to have a one way circulation or anything like that around the building. I don't anticipate needing police presence. I will touch base with the police department whoever will be in charge there to discuss things that we need to know or do ahead of time and how to get in touch with them if we do need them.

The other thing Paul wanted to discuss was the set up. I'll be down there Monday morning setting up with the highway crew. They do such a fantastic job for us. They really, really do. All I have to do is bring them coffee and donuts. They also do the cleanup which I don't see afterwards since we're usually there pretty late. I did send an e-mail to all of you about the meeting on the 28th of this month - a Thursday evening down here to just go over the procedures that we're going to be using with the ballot clerks. There are a few minor changes. The ID law has been refined a little bit if you want to call it that. I think most people are now comfortable with it. There are a few that don't want to do that and they can sign an affidavit. That's fine.

Mr. Inderbitzen reiterated that the meeting was on the 28th. We're going to look at procedures. I rely on the Selectmen a lot to pull ballots and get them counted and put away ahead of time so that we don't have such a lengthy process at the end of the

night. That seems to work pretty good. Now of course we have two sets of ballots with the Republican and the Democratic. It will be a little different. We're going to separate them by machine and hopefully it will work. We have a crew coming in again at the end to do the book tallies. That's a little bit more of a problem during primaries because you have to tally the Republicans that check in, the Democrats, the undeclared who took a Republican, the undeclared who took a Democrat, the undeclared that took a Democrat that were absentee. The State wants all this good stuff. Then the Supervisors have to also keep track of which ones switched back. With the election net, that part of is more cumbersome for them but they just put it in the computer and that helps. We're going to have a table set up for that for people that want to switch back. The photo ID like I said was slightly modified and we still maintain the ability for the Moderator, the Town Clerk, or the Supervisor of the Checklist to do a visual identification if someone doesn't have ID if they know who they are. Those are the only 3 officers that can do that. No one else can. So we're going to have a setup where we're going to initial that if that happens. We get a few like that. People forget their ID which you wonder when they drive there. They're driving without ID but I suppose that's acceptable.

Paul Inderbitzen said we anticipate like I said a fairly smooth day. Hopefully my ballot clerks they're pretty comfortable with that. We'll go through training and the sign up and how that all works. If the Selectmen have any questions at all about the process - and if you would just let me know if you can't be there all day, what part of the day you can be there and I can make adjustments. I can appoint temporary Selectmen for that process.

Chairman Coutu wanted to say that before you leave that to have only 17 percent of our voters show up in a primary is painful for me. I take voting very, very seriously. Every election is important whether it's a primary or an election. People get upset at the choices but if you don't go to the primary and make the initial choice, you have no say. I think it's very important. I wish it were an obligation to vote because I'd like to hear the voice of the people. The minority of the population in this country are running this country because we let them. Those who don't show up to vote are in essence casting a ballot for whoever gets elected because it prevented their opponents from getting any votes to be able to overtake. If the person gets elected you don't like, you didn't vote for it, you didn't go and vote. You helped elect that person. I wish everybody would take it seriously and go out and vote especially our young people. Take pride in your country. Take pride in your government and the institution of government and go out in vote. Are there any questions for Mr. Inderbitzen at this time?

Selectman Maddox had a comment and it's probably in line with what you just said. There are people willing to risk getting shot for the privilege of voting. I think we take this way too cavalier. We truly don't understand the privilege that we have and to not take advantage of it as much as we all love standing there counting ballots in piles of 50 at the Selectmen's table, it is just truly, again, the right to vote is amazing. Thank you Sir.

Paul Inderbitzen also brought to the Board's attention that on the Secretary of State's website there is an update, a summary, and then the laws that have been changed relative to town meetings, school district, and all of that. A couple of them relate to the Budget Committee process which about submissions and stuff and the Board may want to look at that. Chairman Coutu asked if they abolished it. Mr. Inderbitzen said no but you can look at the summary and you can look at the ones then if you want to see what the law actually changed, you can go to the other document and look at it. Chairman Coutu was unaware of any changes to the Budget Committee but I'll look at it. Thank you. I appreciate that information.

C. Zach Attack 5K Fun Run

Chairman Coutu recognized Town Administrator Steve Malizia and Mike Carbonneau.

Steve Malizia deferred to Mr. Carbonneau. I think he can explain and talk about the event more. I will say that this is the 3rd or 4th year we've done this.

Chairman Coutu welcomed Mike. It's nice to see you. We see you annually. I try to see you more often than not. We communicate back and forth now and then. Welcome. Why don't you give us a brief rundown about the Zach Attack 5K Run that you're going to run this year?

Mike Carbonneau thanked the Board for having me. On behalf of the Zach Tompkins Memorial Fund, I'd like to have permission to run what we call the "Annual Zach Attack Family Fun Walk/Run". We hold it over at Alvirne High School. Typically we get anywhere from 500 to I think we've had almost 700 in years past. Hopefully this year we have a big turnout so it people watching tonight, we really need you to come out and support the event. It's a good cause and raises money for a good charity. I'm sure everybody here knows but in case there's people watching that don't know, we're raising funds to build a stadium in Zach Tompkins name. That was his last wish. He actually made a plate before he had passed. On it it said "Zach Stadium Home of the Bears". It's been our goal to fulfill his last dream. Just recently we got some approval to actually go on the property and start actually constructing the field. There's been a lot of talk in town. What's going on? Is thing going to happen? It's going to happen. It took some time but thanks to events like this and the upcoming golf tournament; we have a motorcycle ride coming up. We need the support of the community and we need your support tonight to pass this so we can have this event.

Chairman Coutu was glad Mike brought it up. I'm not going to get into a lot of detail because I don't know if - I would surmise that Selectman Maddox might be talking and I will join in later about it. Yes Mike it is important to know as a result of the setbacks that we've had relative to getting the field constructed, we've all kind of laid back on fundraising. Of course the 5K run and the golf tournament event are ongoing. We've been generating a lot of money. Your event has always been very

successful right from year one when I never ran a race. The first race I ever ran in my life. We want people to know that it's full steam ahead. We're going to make Zach's dream a reality. We had an excellent meeting. I won't get into the details. I'll leave that up to Selectman Maddox. I hope people do come out. It's a great event. A lot of people participated. It's this Friday, August 15. On your way to Old Home Days, stop. If you haven't already signed up, you can register there. The race starts at 6:30. What time are you going to have registrations Mike? Mr. Carbonneau said 5 o'clock. Chairman Coutu said if you're going to Old Home Days, stop, register, just walk with everybody. It's all the roads down behind Alvirne High School. You're not going to be a bother to traffic. Then you can get into your cars and go up to Old Home Days and get on the rides and make it a full night. Do something for the community. We are going to make this stadium a reality and it's thanks to people like you Mike who have taken a lot of - I know you're a busy man. To organize this, you just don't snap a couple of fingers and things happen. You have to put a lot into it to get it done. I appreciate on behalf of the executive committee for the Zach Tompkins Foundation the work that you've done every year to do this. Any further questions or comments? Seeing none, I'll entertain a motion.

Motion by Selectman Nadeau, seconded by Selectman Brucker, to approve the Zach Attack 5K Fun Run on August 15, 2014 at 6:30 p.m. (registration at 5 p.m.) at the Alvirne High School. The Police Chief has approved the race route, carried 5-0.

D. Request for Additional Sewer Allocation - 66 & 68 Derry Street, Map 165, Lot 145 & 146

Chairman Coutu recognized Town Administrator Steve Malizia.

Steve Malizia stated this is a request for additional sewer allocation at 66 and 68 Derry Street. Mr. Webster has reviewed the request and is recommending the allocation. Basically there's an allocation request here of 362 gallons for 66 Derry Street and 383 gallons per day of sewer allocation for 68 Derry Street. Mr. Webster has reviewed the calculations, reviewed the allocations that are permitted for that area, finds these to be acceptable, and is recommending approval of these allocations for 66 and 68 Derry Street. It's the old Hogan garden property if you're familiar with the area.

Motion by Selectman Nichols, seconded by Selectman Brucker, to approve a request for 362 gpd of sewer allocation for 66 Derry Street, Map 165, Lot 145 and a request for an additional 383 gpd of sewer allocation for 68 Derry Street, Map 165, Lot 146, carried 5-0.

E. Lower Merrimack River Local Advisory Committee

Chairman Coutu to recognize Town Administrator Steve Malizia.

Steve Malizia indicated I received correspondence from someone over at the DES regarding the Lower Merrimack River Local Advisory Committee advising us that Mr. Barnes has resided as a member. That was effective immediately. It appears that they're looking for one or two names to be forwarded over to them for someone to represent Hudson.

Chairman Coutu had a question of Selectman Maddox. I see on the list that you are a member. Selectman Maddox indicated I was a member. I thought it expired after 5 years. I thought I've been gone since 2008 or whatever. Mr. Malizia indicated this is the last list we had. We scoured the books.

Chairman Coutu asked how often do they meet Selectman Maddox. Selectman Maddox believed it was once a month but I'm not positive. Chairman Coutu indicated that this communication came from the Department of Environmental Services from Commissioner Tom Burack relative to a copy of a letter accepting Mr. Barnes' resignation. Mr. Malizia indicated that you want to advertise this on the Town's web page. Chairman Coutu indicated if anyone is interested in serving on the Lower Merrimack River Local Advisory Committee - Selectman Maddox I understand what they do. Do you want to give a little more info. so people know what they're getting into if they're interested in serving.

Selectman Maddox said I'll give it a shot. I think we should contact NRPC who I believe is the people that run the day to day. They look at any project that will be within and I think a quarter mile of the Merrimack River. They look at no only just Hudson but Litchfield, Merrimack, and Nashua. These people take a look at the interest of the river and its watershed type of thing. Chairman Coutu said if anyone is interested, we will post this on the...Mr. Malizia said I will call NRPC and get more information as to what the meeting schedule is in case somebody calls us and what their basic purpose is.

Selectman Nadeau asked to remove Mr. Stan Kouslaskas off the list. He has passed away. Selectman Maddox said none of these people are on there. That's when they're appointed but...Chairman Coutu asked to call the Commissioners office and find out exactly who - no NRPC should know who the members are. Mr. Malizia indicated they're telling us nobody is. That's the point. This was the last list we had from the Town of Hudson. Yes we'll remove his name but right now with Mr. Barnes' resignation, it is my understanding we don't have anybody. They're looking for 1 or 2 to represent our town.

Chairman Coutu asked Selectman Maddox if he was interested. You've done your fair share? Selectman Maddox thought the meetings conflicted with one of the other boards. Chairman Coutu said fair enough. You attend a lot of meetings so I'm not asking you to extend yourself any more.

F. Hudson Police, Fire and Town Supervisors Association Contract - request to negotiate for a new contract

Chairman Coutu said as you know this is the one that didn't pass last year. Steve Malizia interrupted and said it did pass. It was for a one year prospective. We staggered the list for a one year contract. They're under contract right now. This fiscal year, their contract will expire at the end of June and what this is is a request to negotiate. The reason it's here is a) this is one of those groups that doesn't have a natural liaison like police, or fire, or highway. So we need to appoint the liaison to the negotiating team and b) authorize that we'll enter into negotiation with them.

Chairman Coutu said I noticed that Captain Avery is here and when I said it didn't pass, he was reaching in his pocket and he was going to give his money back but it did pass. Any questions or comments?

Steve Malizia said I might recommend and I don't want to say anything without seeing it but as a new select person, it probably would be a good opportunity to understand how negotiations work. Everybody generally gets a group and I know Ms. Brucker did it so maybe Selectman Nichols might be available. We meet not frequently but during the daytime. We schedule them in advance at everybody's convenience. Basically there's a Selectman Liaison assigned to the team to act with myself, the Finance Director, and whatever negotiator we're using to sit at the table and to bargain for contract. It's a good experience and given that there isn't a natural liaison, I might suggest if she's willing. She might be the perfect person.

Chairman Coutu agreed. It's an excellent idea. I agree wholeheartedly. This is not a difficult contract to negotiate. What it will do, it will give you an opportunity to see how the negotiation process is. There are people on both sides of the table. There's obviously the union and then on our side of the table our liaison. You report back to us how the negotiations are going. Obviously that's done in nonpublic until we reach a contract. The Town Administrator is there. KC is there going over the numbers. We have Steve up front? Mr. Malizia said he may come back for this or we may get Attorney Broth at Steve's rates. Chairman Coutu said we'll have an attorney there representing our interest. There's a little going back and forth and then if you feel that at any point during those discussions during the negotiations there's a request that you feel that needs to come back to the Board, you would advise their side of the table until I discuss it with the Board of Selectmen and see whether or not they would agree to it. I can't agree to it and of course you have the advice and counsel of not only an attorney but our Town Administrator who's been through this for many, many years so he understands. I think this is easy. You could have had a tough one like the Fire Department, or the Police union. The bigger unions are a little tougher.

Selectman Nadeau indicated the Highway Department. Chairman Coutu said you all sit down and had lollipops and said okay let's go. I'm not putting down their union. They're a great union but they work hard and they ask for little. They do an outstanding job. That's the one you always want Ben the easy ones.

Selectman Nichols indicated I'll accept this one. Chairman Coutu said good. You'll represent us at the negotiations. Any comment by anyone about this particular contract? Seeing none.

G. 9/11 Observance

Chairman Coutu recognized Town Administrator Steve Malizia.

Steve Malizia said times go by. It's time to discuss or think about the observance. Presumably the Board would like to do it. I just wanted to get that on your radar. If that's the case, I would recommend that we hold it actually on 9/11 which I think this year is a Thursday. It's not a Selectmen meeting I know that. It's at 6:30 p.m. The typical 15 or 20 minute observation over at Benson Park at the 9/11 Memorial. If that's the case, you see the draft agenda. It's pretty typical of what we've done. I wanted to put it out here, get the consensus of the Board we're going to do it, we'll make the arrangements.

Chairman Coutu said historically it lasts about a half an hour. We're in. We're out and pay our respects in remembrance. It's very near and dear to my heart. I hope we all go.

Motion by Selectman Nadeau, seconded by Selectman Nichols, to hold a 9/11 Observance on September 11, 2014 at 6:30 p.m. at Benson Park, carried 5-0.

H. Permission to advertise for Town Engineer position

Chairman Coutu recognized Town Administrator Steve Malizia.

Steve Malizia said I've prepared this after the last meeting anticipating that we would need to discuss where we go forward with the Town Engineer. So I put it on the Board's agenda for discussion. For your information, I showed you what we did the last time, i.e. this was the ad and then again this is the job description. I put this on there for your information. Interesting - I had some conversations with some folks in the organization, get some input, give us some conversation regarding maybe we're not advertising this right or maybe we're not looking for the right person. When I say that, we're saying that person needs a PE, a license. Maybe that's preferred but maybe that's not what we need. Maybe we need somebody who's more of a manager of all the projects we have that has an engineering background. We're not engineering a lot of stuff. We go outside. We manage things. It was part of a discussion that some of the department heads had. I bring it to your attention. I do think we do need to have a Town Engineer. Someone to quarterback those efforts. I think I've said it before that I think

sometimes the requirement to supervise a bunch of other folks over there might be impeding us getting maybe the right person for that job. I don't know. I know that it looks like it's been an issue for at least one of them. I just bring that up for discussion purpose.

Before we go into discussion, Chairman Coutu said this gives us an opportunity before we go out to advertise to look at the job summary for the Town Engineer. We look at the salary range and we seriously discuss at this time and not wait until after we hire somebody and say we made a mistake to make changes that we felt were relevant or necessary in order to 1) acquire the most qualified person we can find, and 2) setting up the job so that it consists of engineering and those things directly related to civil engineering. Unless you want to agree to continue as we have in the past or as we certainly did with this last job description, allow all kinds of supervisions then so be it. I would entertain or hope that at this time this Board will look very seriously at this before we go out and advertise and make any appropriate changes in order for us to acquire the best qualified candidate who can be a good mix for our town to get the job done.

Selectman Maddox had a couple of items for this agenda. I didn't vote for the last Town Engineer because I felt that the Board did it backwards. We advertised with this range that's once again in the description for the Town Engineer and then we were willing to pay more than the minimum that we have in here. I think we need to decide what that number should be. I believe that the number that we paid the last one was \$80,600. I think that if that is what we were willing to pay for a Town Engineer, then that's what we should advertise the job for. I think we caused a shallowing of the pool by putting in that 74. I think that, again, the Town Engineer should have a PE. There's no sense having a Town Engineer that's not an engineer that can't stamp drawings, can't...Steve Malizia indicated Mr. Webster doesn't have a PE. I point that out not to be disrespectful. He served us well as our Town Engineer for a number of years and the actual role and I don't believe he has a PE.

Chairman Coutu thought what Selectman Maddox is saying is that we recognize that. I can't speak for Selectman Maddox but I think what he's saying is he would like us to consider having a PE regardless of who had one or who didn't. Steve Malizia stated it's been the job description. That's been the qualification that we've used for the last two advertisements and for the last two engineers.

Selectman Maddox said I'm more driving Mr. Chairman to say that the salary is \$80,600 or whatever we paid the last one. Chairman Coutu said for 6 months plus a step. You understand it's going to go up. Selectman Maddox said absolutely but what I'm trying to stop Mr. Chairman is...Chairman Coutu didn't disagree with you. I just want to make sure we remember that. Selectman Maddox said we're either scaring people away by the lower number or we're exciting people that we can't make happy with the higher number. So this is the price that we feel the job is worth and that's what we're willing to pay.

Chairman Coutu asked Selectman Maddox so you're recommending we advertise the position at...Selectman Maddox said the salary at whatever...Steve Malizia stated either step 2 or 3. Step 2 is \$78,579. Step 3 is now \$81,709. We've had a contract that changed. Again, you're looking at the last ad. I did not update this. Chairman Coutu asked would the \$81,709 be the number you'd want us to advertise at you're recommending. Selectman Maddox stated that's my recommendation. Again, I think that we saw that we had a very small pool of candidates. So I think that this is one of the items and I think the other one is the supervision. I think that we need a Town Engineer. I think we have more than capable personnel to do other things. I would hope that as part of this the Board would re-examine the code enforcement and where that's going to end up. I think that having the Town Engineer supervising only because - and the only reason that became is that was the highest paid position out of all of those jobs over in Community Development. Again, I think that we need to get a Town Engineer. We need to get some stability in there. We need to get someone that can perform the job and not have to deal with some of the other issues that have dragged down others.

Chairman Coutu asked would you suggest then that under supervision exercised that provides supervision to all employees in the Engineer Department? Selectman Maddox said correct. In the ad, it says supervising the Land Use Division staff, it would be just the engineering staff. So that would just say the engineering. So that would be the Civil Engineer and interns as we may have them.

So far Chairman Coutu asked does anybody have any objection and if so please voice it of advertising the position at \$81,709 per year. Selectman Nadeau said no. Selectman Nichols had no objection. Chairman Coutu asked does anyone have any objection to removing under supervision exercise we will go up to provides supervision to all employees IN THE - we'll remove that language and we will just put in the words "Engineering Department". Selectman Brucker said yes. Selectman Nichols agreed. Selectman Nadeau agreed. Chairman Coutu asked if there were any other changes, or comments, or suggestion you want to make relative to the position.

Selectman Brucker said I just heard from someone that they wondered if we could use an engineering firm and have consultants when we need them. I didn't know if that would work at all. They were just suggesting it.

Chairman Coutu said that's also been brought to my attention. Steve Malizia said we've used engineering consultants for a multitude of specialized projects. For example our IDA program which is industrial discharge we use CLD. Our engineer monitors that and makes sure that they keep true to that project as we've seen with other projects. We will use engineering expertise. Now for managing a bunch of engineering consultants, we're going to be going out maybe for different expertise, different specialties. I'm not sure whose going to manage all the consultants. I don't say that disrespectfully but I would think someone with a technical ability has to be able to do that. I don't know who that technical person would be.

Selectman Maddox said that's exactly where I'm going Mr. Chairman. I think we have seen digging of the hole. Getting a price to do a job. We need somebody who works for us. Consulting gets paid by us and I think they have our best interest at heart most of the time but they're not looking at the big picture. They're looking at the particular part that they're working on so I think we need to have a Town Engineer. Yes we need to sub out where we need to bring in expertise but we need somebody that has that general knowledge to protect us and to guide us. To have someone come into a meeting at night to explain the whatever in a various application could be \$1,000 to bring somebody in there to sit and explain something to us at night. I think that, again, this is a position that is well served between the sewer, water, and the town itself.

Motion by Selectman Nichols, and Selectman Brucker, to authorize the request to post for the Town Engineer position as amended, carried 5-0.

Before we go into other business/remarks by the Selectmen which is the last item on the agenda, Selectman Maddox I think we need to do a little bit of housekeeping right now relative to the other two positions. I think we need to clearly define - we have two positions now that we have hanging in limbo. That would be however we appoint as the new Code Enforcement Officer/ Zoning Administrator - that's one position. The other one would be our Town Planner. I have my opinions but you've expressed your opinions to me Selectman Maddox. I personally feel that I've had discussion on several occasions with the Town Administrator and asked him if I felt that we would burdening him...that's not fair. In the past when he had been supervising those two positions whether he felt that there were a lot of times when he was being bothered with items that they could have done on their own and he didn't need to be bothered with and he said no. When they usually come to him, it's for something that's relevant and he needed to give some direction, or get advice from counsel, and that he didn't feel that it would be a problem for him to take responsibility for supervising those two employees as well as all of his other functions. That's the direction I'm going into but I suspect that you may have another proposal and I certainly would be willing to listen to it and hear it discussed tonight and hear how the other members go. I could go either way. I'm just saying that had always been my preset but after you made your proposal to me, I said you wanted to engage in other discussion with other parties before you brought it before the Board. I would hope that by now you have a feel for how you'd like to see it done and I'm willing to listen to that. I will give you the floor.

Thank you Mr. Chairman. Selectman Maddox thought that first the easy one is the Town Planner reports to the Town Administrator. I think that is...Chairman Coutu asked if everybody agreed with that. Selectman Brucker said yes. Selectman Brucker said yes. Chairman Coutu told Mr. Malizia we'll get out the message that the Board by directive.

Motion by Selectman Maddox, seconded by Selectman Nichols, that the Town Planner reports to the Town Administrator, carried, 5-0.

On the Zoning Administrator/Code Enforcement, Selectman Maddox said it is my opinion that we put that under the Fire Department and here are my reasoning. Number one, that person is really an inspector. I think that as we go forward, we're going to need another part time inspector with all of the work that they are now getting with new construction and all of that. So here's a chance to have a Zoning Administrator that does X amount of hours per week. Again, the job is going to decide how much that takes but also able to be an inspector. Doing zoning of course but I think the alienate that position and have it kind of sitting out in nowhere if he says oh we want to deal with signs, well there's other inspectors in the Fire Department that he could work in conjunction with if you would. I think that being able to have the structure which is the Fire Department rather than this person just reporting up to the Town Administrator makes more sense. There's a network of support if you would for the Inspectional Services. I just think that if we're going to do it, I think now is the time because if we're going to put it under the Fire Department, I think they should have input as to who we ultimately hire.

Chairman Coutu stated so what you're suggesting is that that position will report to Deputy Chief O'Brien and the structure that we have down there now. Selectman Maddox indicated yes. Chairman Coutu asked just to make me feel warm and fuzzy about the idea and I'm sure other members of the Board have you had a discussion with the Fire Chief and Deputy Chief O'Brien? I know I've had general discussions with both of them. Selectman Maddox said I've had a discussion with the Fire Chief and he's just making sure that one of his concerns was that he would have input into hiring this person. Again, I think that as we've seen zoning is a ubiquitous cloud sometime. We need zoning determinations and that might be 5 hours a week. It could be 30 hours a week. What do you do with that person? How do you utilize their time best with them reporting to the Town Administrator? As being part of Inspectional Services, they will have that group to be able to a) help when there's vacations, there's a backup of work to be able to help with the inspections. On the other side, the other inspectors would be able to help this person with zoning issues. So I just think that having this position just dangling in mid air doesn't make a lot of sense. I think it makes more sense Mr. Chairman to put it under the Fire Department.

Selectman Brucker always associated the zoning position with the town planning more so than inspections. Also wasn't part of that job the Health Officer? Chairman Coutu said yes it was. Selectman Brucker asked what do we do with that? Chairman Coutu said we are the Board of Health and we can appoint Health Officers. I believe we have 2 or 3 now.

Steve Malizia asked to trace the evolution. Mr. Oleksak in his various roles here at some point picked up the designation of Health Officer. Probably when he was building inspector or whatever the job was. As he moved up through the ranks, he always held that title even if it did or didn't make sense being the Zoning Administrator but we've had other folks appointed to deputy. More than likely, the Chief and I will be coming in with a recommendation to make someone in the organization - it

could be the Deputy Chief to actually be the Health Officer with Deputies underneath. This position could be a Deputy Health Officer but more than likely it's probably not going to be the Health Officer. That was basically an evolution that Mr. Oleksak had because he had the skill set and he had just done it for years. We just kept it with him whether it made sense or not, it actually makes more sense to be in Inspectional Services type of position because they're the ones inspecting things. They're the ones that are more than likely going to see a health violation or if somebody reports a health violation. They're probably going to call an inspector. They wouldn't think to call the Zoning Administrator necessarily. I think the answer to your question is that position will be more than likely assigned over to Inspectional Services probably at a high level rather than have deputies underneath it of which the Zoning Administrator could be one of them.

Chairman Coutu said technically the job position, his job obligation - that is not in that job description. We are the Board of Health. We can appoint whomever...Steve Malizia indicated you can appoint whoever you want to be deputy. Chairman Coutu said we could appoint Leo. That's our purview. The bonus of that is that as health officers I don't think that any one of us somebody should Ben maybe - call any one of us and say we have a problem and this is a health issue. You need to get out there. I guess we could if there was one member of the Board of Selectmen who wanted to do that on a regular basis and be available for those kinds of calls. We could that do but as the Town Administrator suggested, you would think immediately when you think health issues somebody has to inspect this. We're going to be looking for an inspector to go out there and look at it. I would hope that we could find somebody in the special services division whether it's the new person we hire or a person who is already on board who could go out and certainly ascertain that yes this is a health risk. We need to call the State in here immediately to come in and do the final inspection because we have to abide by State rules and make a determination of what the cleanup process should be, or should there be a shutdown. We haven't had any of those major issues but it is not part of the Zoning Administrator's job description.

Selectman Maddox stated most of the time because we're not self inspecting community, it's when there's a fire. There's a small fire at a grocery store how much food has to get thrown away. It's already the Fire Department/Inspectional Services anyway.

Chairman Coutu indicated that he inherited it and...Steve Malizia said he just always just kept possession of it because it's just something he did and it just worked. Chairman Coutu said it was off our plate. We didn't have to worry about it. We can still do that. Any other questions or comments?

Selectman Brucker asked what kinds of problems and issues come up for the - I don't know what kinds of things come before the Zoning Administrator. Could anybody give me an example? Selectman Maddox indicated you see in general read. You see people ask a question of can I do this? Does this meet within zoning? You'll see the letters that are pretty much - some of them are cookie cutter. You're going to have to do some research. It depends on the parcel and what they're asking. It's really determining what the zoning says and does it apply to that particular case.

More often than not Mrs. Brucker, Chairman Coutu said a lot of the work in zoning is as a result of citizen complaints. A citizen will notice that a neighbor is cutting down a whole bunch of trees in the back yard and they notice that that is well within the setback of pond or their property line. They will call in and say hey look this guy is cutting trees and destroying the beauty I had in my backyard. The Zoning Administrator will go out and make a determination whether or not he or she had violated any zoning ordinance. They cannot go on property that we don't own. You can't just walk on a person's property. They can ask permission to go and inspect and if they refuse to allow them, we have subpoena power from the courts to allow our Zoning Administrator to go on the property and see. That's one example. Somebody will call about a simple thing because we've had these kinds of calls. I know you know Selectman Maddox and Selectman Nadeau you'll get a call from somebody about a misplacement. What they feel is a misplacement of a dumpster. It's too close to an abutting property and the odor is affecting the neighborhood, or it's situated in such a way that it's a hazard to traffic going through a parking lot. You get that kind of complaint. Someone will call and say this guy is putting up a sign on his lawn. It's too big. It's advertising a business. They have to go out. You're going to have things like Selectman Nadeau and I, we've been doing it for the past couple of years complaining about getting sick and tired of businesses that don't even exist in this town whether they did or didn't, putting up signs all over town advertising their goods, their wares, their services. We don't allow our businesses in town to do it. We certainly aren't going to have other businesses coming into town like selling mattresses in Nashua, or a furniture sale across the bridge, or somebody Joe McGillacudy handyman services call me and signs all over town advertising that. I wasn't allowed to put signs up all over town advertising come to Roger's 95 River Road. It's against the law and I'm sure if I had put up 20 of them, they would have been down the next day. In the meantime, all these other signs are showing up everywhere. Ben and I were counting every day to see how many we could find on Lowell Road, 111, and the major roads. That's an issue.

Chairman Coutu indicated there's issues with Inspectional Services going out and finding that someone didn't get a permit to build a deck. Why didn't they get a permit to build a deck? Maybe the deck in order to at its completion would be in the setback. So the Zoning Administrator has to go out, measure, make a determination, and bring that. Then he has to prepare the agenda for the Zoning Board. It isn't a full time job. There are other duties. There's a lot of that work. He can incorporate as Selectman Maddox suggested with the Inspectional Services Division. If he's inundated with inspections on one thing, he could sit down with the Deputy Chief and say look we've got an abundance of signs out there that need to be taken down. Can you have your guys when they're out in the field just go over with their truck, pick up the signs, throw them in the back of the truck and dispose of them. We'll throw them in the dump. We'll do whatever. I originally thought that maybe if we extended a courtesy call to people who put their phone number on the sign to say you're going to remove them or we will. They're illegal. They should be removed. At one time I can remember years ago when I first came to the Town, inspectors going up on

ladders and pulling signs off of telephone poles, trees. There is an awful lot of work. You don't see it that often. There are a lot of phone calls that come in. I think we can make the position work if we have it under the Fire Department. I really do.

Selectman Brucker thought that it does sound like there's a lot of very similar kind of work. Chairman Coutu said with the interacting with Inspectional Services. It's not going to diminish the quality of the job. The job is still going to be in the Supervisors Union. I don't want the guy to be treated - the person whether it's a male or a female - be treated as a subordinate to the inspectors. I think that they're going to have to work and coordinate very closely with the Deputy Fire Chief. The Deputy Fire Chief is going to have to have an understanding - and the Fire Chief I should say because he'll designate. The Fire Chief will have to have a clear understanding. I think he does. He knows what the Zoning Administrator does. Rob's been around long enough. He knows what the Zoning Administrator does. I think that we all know the Fire Chief and we all know that he's going to make sure we get good value for the money that we're going to pay for the position and he's going to make sure that that person does a good job because ultimately the Fire Chief is going to have to report back to us on that position. I would say that at this time I would certainly support having that position realigned and come under the Fire Department and tie it in somehow with the Inspectional Services Division. Is there any further discussion on this matter? If not, I'll entertain a motion.

Motion by Selectman Nadeau, seconded by Selectman Maddox, that the Zoning Administrator's position will report directly to the Fire Department.

Selectman Brucker said this person will be reporting to the Chief. Chairman Coutu said he reports to the Chief or we always go to the department head. It's the Chief or his or her designee. I'm not picking on the Tax Collector. The Tax Collector is here. She has a Deputy Tax Collector. The person may work directly for the Deputy Tax Collector but she is the head of the department so we refer it to her. If she wants the Deputy to supervise, she will designate the Deputy to supervise. We will always have a Fire Chief. You never know how many Deputies we're going to have at any given time the way we change things around here. The person will obviously - the Fire Chief has other things to do than supervising Inspectional Services. He does have a Deputy Fire Chief that supervises that department. It's out of respect for the Fire Chief. It's his department and it will be in his budget because the money will be transferred to his budget. So it will be under the Fire Chief.

Selectman Brucker noted that the Zoning Administrator is not on the same level with the inspectors correct? Chairman Coutu would say he's a level above the inspectors and will continue to be that way. For the majority, Steve Malizia said they're in different associations or unions. So this particular Zoning Administrator as the Chairman said is in the Supervisor's Association. There is a Fire Prevention Officer that's also in that but the Fire Inspector, they're in different unions.

Selectman Maddox was going to say the Fire Prevention Officer is in this association also. I really think that the Zoning Administrator is a title but I think he's going to be doing inspections as necessary. I think that we need to utilize our personnel as best we can. If there's nobody complaining about zoning and there's a backup of 40 inspections to do, then this person is going to need to kick in as part of that department and get those inspections done.

Chairman Coutu indicated a job, is a job, is a job. You're getting paid to do work. You do what you're told to do unless it's a violation of your contract and that would not be a violation of the contract. Any further questions or comments? Seeing none.

Vote: Motion carried 5-0.

Chairman Coutu wanted to make note that Captain Avery is here from the Police Department as well as our Town Clerk/Tax Collector. Welcome to both of you. At this point we will have other remarks by the Selectmen. Now there is an order that's defined in here and I'm going to make something that's a little unusual. I don't normally do this. In light of the conversation that we had, Selectman Nadeau would you like to be first? Selectman Nadeau said no.

9. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Maddox - Thank you Mr. Chairman. The talk earlier tonight about Zach Field. We have met with the Alphabet soup; we've met with the engineers. It is ongoing. One of the things we recognize after meeting with the Executive Committee from the Zach Foundation is that we're getting close. I think it's getting to the point where we're going to be able to work on that site. We've got the clearance to be able to start putting people on there. I believe they're going to be cutting trees this weekend or next. We're going to be able to start moving earth around. One of the things that's been in the back burner if you would is a couple of companies in town that are willing to build a field somewhere else but still wanting to build a field. I think that I would ask that the Chairman and myself be able as part of a subcommittee of this board to meet with these companies and see how we can push this forward. I think that, again, we keep seeing the edge of the cliff. I think it's time to finish this off. There's a number of items as far as the fill that we trucked off. We need more fill. A whole bunch of things going on. The real key is the permitting to utilize that land is coming and coming quickly. So I would just ask that Mr. Chairman that we be able to go out and meet with some contractors that might be interested and be able to talk to them and then bring it back to the board for approval.

Chairman Coutu asked if everyone understood. We're not giving specifics but there are people who are interested in assisting with fields and Selectman Maddox proposed that perhaps when we had our executive committee meeting this past week - last Friday - suggested that perhaps he and I because we know the parties could probably go out and I won't say arm twist - a better term would be to negotiate with them to see if we can get them to come on board for the Zach Field and see if we can

get - this is a very expensive project in the end. Though we've raised a lot of money, we need a lot more money. The more in kind contributions we can get from the community and from local business will ease the financial pressure on building this field. Selectman Maddox and I are more than willing but we want to go as agents and representatives of this board with your permission. We didn't want to do it without your permission and have your permission to go out and negotiate with these people and try to get them to come on board and help us with the Zach Field project. If you will do that, Selectman Maddox and I will arrange to meet with them. We will not make any decisions without your input. We will come back to the Board and let you know what the offer is and we are not taking anything with strings attached. We want the community to know that this project is alive and well and we are going straight forward. No more side tracks. We're going straight ahead with this project and we want to get it done and hopefully with a little bit of other persuasion we'll be able to with any luck we'll have the Kraft Foundation on board with us to assist us with some of this. We're also working that angle and see what I can do at that end. Is there any further discussion? If not, I'll entertain a motion.

Motion by Selectman Maddox, seconded by Selectman Nichols, to have the Board of Selectmen authorize the Chairman and Selectman Maddox to meet with interested parties in the proposed Zach Tompkins football stadium, carried 5-0.

Selectman Maddox said I had a chance on Saturday to go to Benson Park. I haven't been there in a while and I was pleasantly surprised by how the volunteers are continuing to beautify, redefine the park. I did see one thing that I know that Mr. Burns and the Highway Department did which was the old red barn site where they filled it in with rock so that it wasn't a big open hole. Well at some point they have filled it in with earth, seeded it, and it is absolutely gorgeous. If you're sitting at the 911 Memorial, you're just now looking at this great looking slope. If you're at the top of this, you get a panorama of the good portion of the park. It's just a very nice location. So just kudos to them and to all of the volunteers that continue to persevere in the bugs, the hot, and everything else that will keep that moving. I know this is going to get me a phone call tomorrow from Mr. Jasper but I think we ought to leave that stupid train depot right where it is. The money that we've spent and the circles we've gone on that. Just put the foundation underneath it and call it a day. Chairman Coutu said that's what I say. Put a slab and lay it down. Selectman Maddox indicated we probably won't be able to do that because there's some form we must assign and checked off that we'll have to move it.

With that said, Selectman Maddox stated the last thing Mr. Chairman is I want to be the second one to wish the birthday boy a happy birthday tomorrow. You're looking robust. You were at the open house we had. Chairman Coutu said I had a good time. I had a real good time. Selectman Maddox said it was amazing to see the amount of people that turned out. It's a new business that moved to town - Tri-State Fire. They're in that building that was always gray on gray behind the Subaru Dealer. Now you can see those red stripes from Lowell Road. Chairman Coutu said kudos to you. You had a lot to do with getting that up and running. I had a great time. It was one of the best grand openings I've ever been to. I had a good time. The picture that she published on the Chamber. Selectman Maddox said the people that said we were surprised. Most times when you have a ribbon cutting, it is the Governor, the Selectmen, Vice President in charge. Chairman Coutu noted it was all about his employees. Selectman Maddox said everybody from the company got up and did the ribbon cutting so it was just a great time. Again, happy birthday Mr. Chairman.

Selectman Nichols - Before I go onto anything, I did want to say I find phone and text messages should be prohibited during our meetings. Our goal is to plan for the Town of Hudson and texting and phones are a detriment to our business. I don't mind anyone having a phone, emergencies, whatever but I find it very annoying. The Town doesn't see it but when you see somebody taking a message or passing it along, it drives me crazy. I'm sorry but it does drive me crazy. That's my one thing that I would like to see changed. Chairman Coutu asked what are you proposing Selectman Nichols. Selectman Nichols said I would like to see that texting and phones be banned while we're having a meeting.

Chairman Coutu stated I will agree with you that I think the more correct word is that it is unprofessional behavior that during a meeting when we're discussing town business that we - and I have been guilty of it in the past. I'll get a text message from somebody who's watching and I'll respond to the text message. Some of us do. I'd say the majority of us don't. I've done it in the past and I can understand. We've had this discussion you and I that it is unprofessional behavior. We should be giving full attention to those people who come before us and express a concern about something that has to do with the town and we should give them our undivided attention as much as matters that even though we read our agendas and we read our packets every day - don't smile at me Selectman Nadeau, don't make me go there - these matters that are on our agenda deserve that same amount of attention that we should be giving our citizens because these are decisions that affect in the end how we govern our municipality and the decisions we're going to make relevant to the direction that we want the governance to go in. I would agree with you and if you...before I even ask about a decision, I will ask are there any more comments. Just raise your hand if anybody has anything to say.

Selectman Maddox indicated as nice as it would be, this is not Mayberry. It is not 1954. Many of us, that is our method of communication. My job requires that I answer the phone if there is a problem at many number of job sites that I'm involved in. As much as we try not to, it does happen. I think just to say we're going to ban phone calls and text messages is impractical. Mr. Chairman you got a phone call one night while we were having a meeting that directly involved...Chairman Coutu said I explained to Mrs. Nichols...Selectman Maddox continued to say that directly involved your business and...Chairman Coutu said a robbery at my store. Selectman Maddox stated we still have to run our lives. I think it is impractical. I think we should watch what we're doing but if somebody is going to text us, again, we don't know who it is until we read it.

Selectman Nadeau - Selectman Nadeau said a prime example - I just received a text probably about a half hour ago. We have the wrong date on here for the Trustees of the Trust Fund. They're meeting on August 14th at 1 p.m. We have it as the 28th on the calendar. I just got it and I'm passing it along to you. Chairman Coutu asked is this already out in the public - the agenda is in the public. Now I know where that message came from. The Trustees of the Trust Fund will be meeting on the 14th at 1 p.m. in the Buxton Meeting Room. Selectman Nadeau noted sometimes I will ask a department head a questions who's not here. The Road Agent sometimes will ask me a question that I forgot to bring forward. He'll text it to me at the last minute and I take care of it. It's like Selectman Maddox said. You can't be living in the dark if you can't get your information that you need. Sometimes I'll look on the town website and look up the piece of information while I'm sitting here. We don't have laptops in front of us but a lot of people have laptops at some of the other meetings. They're getting their instant messages and they're asking questions to a board member sitting right across the room from them. Banning it is in my mind not the right thing to do. Nashua tried it. It didn't work. The aldermen - 4 or 5 of them get together and tried it and they found that it was illegal to do that. It just might be your personal preface that people don't do it but it's still going to happen.

Chairman Coutu asked if there were further comments, any rebuttal?

Selectman Nichols can understand in a way you're getting your messages and whatever but it is to me you could take it at the break. If it's that important and it's an emergency, the Fire Department is right next door. They can run over. I don't say ban it. It's just I think it is poor planning and poor policy to be sitting here texting when you're trying to solve business. If somebody wants to get you that badly, they can get you on a break. They can text you. You can just read it later or you can excuse yourself from the room. That's my feelings. I have to say what I feel and it's just how I feel about that. I don't accept calls. I have my phone with me all the time but when I'm here, it is on vibrate. If somebody calls me, I will get the message when we have a break or when we're done. That's how I feel about that. I just don't feel as though I should be getting messages from someone outside when I'm in this meeting. This meeting to me is very special. I worked hard to get here. I don't want people to feel as though I am ignoring what they want. I just don't feel as though...that's how I feel.

Chairman Coutu appreciated and I accept and understand where you're coming from. I told you that in our conversation and I told you that - in fact I did think and I stated publicly that I thought it was unprofessional. Selectman Nadeau did just bring up a very interesting point and I love having - I like it when we get involved in a discussion because it illicit other ideas and other opinions. Let's say for example next week we decide as a Board, and this could conceivably happen probably within the next two years - I don't see this Board doing it, that we decide that we're going to get rid of this. Honestly I hate the amount of paper that's put out. We should have everything put on laptops. It should all be scanned and we could just go on line and we could sit here and pull it all up and read it. The School Committee most of them I think if not all of them do it now. A lot of boards and commissions do it. If we were doing that right now and somebody were to send me something on instant messaging, you wouldn't even know that there's an instant message. You might think I'm just looking up the Budget Committee for the most part all use laptops now. You don't know if I'm sending him a message back and forth. This happens in every legislative body. It's very difficult to control. I do know that some legislative bodies, the chairman of the body will ask that all phones be shut off because they want full attention. I think that we could request that but I think that in light of the personal incident with me, I needed to get to the store. One of my employees was threatened to be killed by knife point. I needed to know as quickly as possible. I can't wait for a police officer to rush over if he's over at 111, or at an incident at the other end of 102, or they're all in the south end to have to run all the way up here to come and tell me because there's no way of getting a hold of me. I feel more secure and comfortable knowing that you and I most of us because I'm going to look at this side of the Board are older and I want some assurance that if something happens to my wife they can get a hold of me immediately and the best way to get a hold of me is through the cell phone. I like having the comfort of knowing and like you, I have it on vibrate. I have to think at the beginning of the meeting to make sure you shut your phone. I can feel it if it's vibrating and I will look at it. If it's my wife, then I know I have reason to be concerned because she wouldn't call me in the middle of a meeting unless there was an emergency and god forbid something should happen. I would want to be there.

Chairman Coutu felt that I have an obligation to the voters. My love and my loyalty to my wife supersedes that. I will walk off this table; I will die for my wife. This job is not really that important. My wife and my family come first. God first, my family, then politics. I understand what you're saying. I think that with all due respect you will allow me to monitor as long as I'm Chair and if I see that it's disruptive, I will tap the gavel and ask them to go out of the room with their text messaging. For the most part I know to you it seems disruptive because you can look across and you can see. I'm just going to ask the Board if you don't mind that we temper it and be respectful of other people in the room during the meetings. If it becomes even more disruptive then my all means bring it up again. Is that fair? Selectman Nichols said that's fair.

Selectman Nichols wanted to say congratulations to the Robinson Road Fire Station. They're open 24/7. So I'm excited about that. We keep hearing the sirens and we think they're coming from there so they're busy. Also the monthly report from IT was sent to everyone. I don't know if you have it all. If any questions on that, please e-mail me or e-mail Lisa and she will answer those. We had a Benson Park meeting. I will defer that to Selectman Nadeau because he was there and I just played secretary.

Selectman Nadeau - We talked about some of the questions that we had that we forwarded to the Recreation Department in reference to the toilets and stuff. That's becoming a problem down there - filling them up. They're overloaded. The park is getting a lot of use down there. We talked about some ongoing projects that people were working on. We had the cleanup on Saturday. That was about all that went on with the Benson. Mal's Pals is getting to move forward this fall with their project of building the amphitheater. It's going to be a community build so it's going to be very exciting to see just like the playground

went in all the work that goes on behind the scenes. I'm looking forward to seeing that. The TD North tree planting will be happening in October. There's a whole list of how things have to go with this day. We're going to be planting 50 trees in like 2 hours. There's going to be some serious equipment moving in there. There's going to be some serious preplanning. There's some conference calls that are going to be taking place between Harry and TD Bank North. They do this all the time. I'm assuming that it's going to go just like they planned. I look forward to that.

Chairman Coutu asked are they going to have the holes pre dug - every spot pre determined so that the trees are dropped and they're just going to be dropped right into the hole. Selectman Nadeau said yeah but these are big trees. That's what we have to find out how TD Bank wants to do that. We're bringing in - I think Dick Empey is engineering the project with them. They have to do soil amendments and different things to make sure that these because once we get these trees we own them. We're responsible for their upkeep and taking care of them. Chairman Coutu said they want to make sure the soil is compatible for the rooting system that's necessary. Being a horticulturist, Selectman Nadeau said I'll be there for the day with them. If there's any questions, I can help them. So that's going to be a fun day I can see.

The next thing Selectman Nadeau had to talk about is Old Home Days coming up this weekend - Thursday, Friday, Saturday, and Sunday. If everybody has looked at the events flyer that was in last week's Hudson/Litchfield News, there will be some more information this weekend in the Hudson/Litchfield News about the hours and all the good stuff. Unfortunately Pumpkinfest was cancelled this year. I had a very, very successful food drive at Pumpkinfest. So we're going to try to do it at Old Home Days. It's a canned food drive for St. Vincent de Paul. Some of the stuff we need - paper goods, toilet paper. It's not just food that we need - dish soap, toothpaste. We hand all that stuff out there too. If anybody has any questions, they can feel free to contact me. All my information is on the Town's website.

Another thing that has come up over the years and it's just one of those things that we keep saying that we want to do but we never do Selectman Nadeau said is interview the candidates or at least bring them in. If the Police Chief is going to hire 3 police officers, bring them in so that we can at least meet them. We get to put a name to a face. The same thing with the Fire Department and then when we're doing interviews for the Code Enforcement Officer, I think the top 3 candidates should come in. That's a very, very important job in this town. I think that we should be having all 3 of the top 3 candidates come in. He'll tell us who his top pick is but at least see what the other 2 were and see why he didn't want them or that type of thing. The same thing with the Engineer - the top 3. These are key, critical jobs and we have done that in the past. We did it with the last Engineer. I still think that any hiring that this Board does we should at least meet the top 3 candidates. It's just one of those things that we might have missed out on one of the other candidates for something else because we didn't interview them. That's just my opinion. I don't know where the rest of the Board is with it. I don't know if we need to make it a policy that we interview the top 3 candidates for the Deputy Chief's position, the Captain, and that type of thing. I don't know what anybody else on the Board is looking for or if it's just me.

Chairman Coutu asked so you're yielding on this topic right now. Selectman Nadeau said yes.

Chairman Coutu told Selectman Nadeau as you had Selectman Nichols talked to me about a matter that concerned you. I said that it's a matter that we need to bring before the Board. I'm just one member like the rest of you and I can't make decisions for the entire Board. Selectman Nadeau presented this idea to me and I said well let's put it on the table and let's have a healthy discussion and see what the majority of the Board feels. In summary what Selectman Nadeau is proposing is that pretty much for every position that we're going to hire in this town that whether it's one position or 3 positions, a part time position or a full time position, that whatever candidates are selected he's proposing that we can go through the interview process however we do it. When they come down to 3 candidates and they bring it down to 3, they can interview those 3 and come up with recommendations 1, 2, 3. He's proposing that we look at the 3 candidates. We in turn have an opportunity to interview all 3 and if we disagree after we have our discussion, we will appoint who we feel is most suited for the position. He would like it done with every single hire that we have in the Town of Hudson. That's laying it out there.

Selectman Maddox said we're going to have meet an awful lot more. I think that, again, we have department heads that are capable of bringing us the top 3 candidates on paper. Unless it's a department head - I mean a police officer. What I am going to know that the Police Chief doesn't know? I think we have questions. We always do of the department heads. To actually meet them, I just think it's going to be a logistic issue as far as nonpublic having them wait here until whenever we get into nonpublic. Again department heads, I'm there. I don't disagree. Rank and file, I just think Mr. Chairman that's what we pay good people good money to do. Thank you.

Selectman Brucker thought we're taking away the departments, the Police Chief, the Fire Chief their choice of who they want to work with. If we put in our two bits on who it's suppose to be. Either we're hiring them or they're hiring them. I don't think it works for us to be part of the interview process.

Chairman Coutu wanted everyone to know that I'm taking notes and I'll do all my stuff at the end and see where we go.

Selectman Nadeau wanted to clarify. Department heads - we should be interviewing them. The rank and file once the Chief says okay this is my 3 people I'm going to hire. I don't want to interview them. I just want to come and have them come in, meet them, that's it. I want to interview the department heads but I don't want to interview and hire the firemen and the police officers. I just want them to come in and say this is my new hire for the Animal Control Officer and the name, say hi nice to

meet you. Whether we do it 15 minutes before the meeting or whatever, I guess I proposed it wrong or worded it wrong when I said it.

Chairman Coutu asked Selectman Nadeau am I wrong that you said to me yesterday evening, for example, the part time dog officer I want to see all 3 candidates? Selectman Nadeau stated I want to see all 3 on paper but when...Chairman Coutu indicated that's not what you were saying to me. Selectman Nadeau said no you're right. Chairman Coutu wanted to make sure that you're changing your position now. Selectman Nadeau indicated kind of. I guess I worded it wrong. Like I said, I worded it wrong to you. Chairman Coutu noted that's why we have these discussions. I'm not faulting you for it. I applaud you for owning up to it. I wasn't confused. Selectman Nadeau said we get the 3 top picks on the paper and then if this is who we're going to hire for - I'll use a part time zoning inspector. I at least want to meet the part time zoning inspector the night we're going to hire him.

Chairman Coutu understood where you're coming from because I hear you Selectman Nadeau. We had this discussion last night for about an hour before you phone went dead that you'd like to put a face with a name. I've gone out there and I've seen people and they tell me they work for the Town of Hudson and I say where do you work. Oh you just hired me for this, or I got hired 2 months ago for that. I didn't know. The police officers generally I know who they are because I try to go to as many swearing in ceremonies as can be. I don't know who they are when they come here. I'm there but you, or you, or any of us may not have the luxury of being at all of these things. I understand where he's coming from but I wonder if the Board of Aldermen know in Nashua all of the employees that they hire or any other given board. Maybe Litchfield because they have 10 part time employees. I don't know what they have. Selectman Nadeau indicated we don't have that big of a turnover normally in the town. Chairman Coutu agreed but you could. I understand where you're coming from. I'd like to put a face. I'd like to be able to see a person and say oh yeah you're the guy we just hired. Didn't we just hire you for something. I agree with you with respect to that. Last night you gave me the impression because we used the part time position that we're going to hire this evening for the dog officer. As an example, you wanted to see all 3 candidates in here and in essence you were telling me you wanted to interview them. I wanted to make sure that that's not the direction you're going in now. Selectman Nadeau said no That's not the direction I'm going in.

Chairman Coutu indicated you want to see the 3 candidates. We can talk about them which we can do. We can ask questions of the department head which we normally do. We don't always disagree with the department head. There are some of us who have objected in the past and not voted to hire. The majority rules. I agree with you that whether logistically it makes sense to bring the person in that night or especially if we're going to be looking at 3 candidates, he's going to bring all 3 in but we know we're only going to hire 1. He sends the other 2 home and says the Board decided not to hire you two. Sorry we brought you in they just wanted to see your face. Selectman Nadeau said no. I want to see it on paper like we normally do. Chairman Coutu asked would a picture do. Selectman Nadeau said if a picture does for you, it doesn't for me. Chairman Coutu asked what are you proposing now. Selectman Nadeau stated that the department head jobs, zoning, code enforcement ones - not the rank and file - not the plow guys, not the firemen but the Deputy Chief, the Captains. I think that it's important that we meet the top 3 candidates on those. Chairman Coutu asked about inspectional services. Selectman Nadeau said yes not inspectional services. The Zoning Administrator, the Planner, those types. Chairman Coutu said you're talking the upper level which is department heads and second tier which would be the contract that we're going to negotiate - that level. All of those people? The Zoning Administrator is in the contract that we're going to negotiate as is the Planner, as is the Captains, as is the Captains in Fire, the Lieutenants are also in that. Steve Malizia noted Executive Secretaries. Lieutenants are in there for the police. Selectman Nadeau indicated these are crucial jobs. I would say yes. Chairman Coutu wanted to make sure there's a level in contract that we don't treat one person in that contract any differently than we treat anybody else. We have to be very careful of that as well and they say well how come you have to see them but you don't have to see them? We're all in the same contract. I don't want to be arguing with unions over something as petty as that. I do understand putting a face to a name. I do understand that.

Selectman Maddox thought as we are advertising the position, I think that's the time to have the discussion Mr. Chairman. Like tonight we moved to advertise the Engineer's position. I think that we should make it known at that time when we advertise the position that we wish to see the top 3 candidates. Again, I just think it's going to be a logistical issue to say we're going to interview everybody at a certain level. I think we just have to make that determination. Right now, we don't have anybody running that department. Maybe you'd want to bring in a person. Chairman Coutu thought that's a good way to test it with that one.

Selectman Nichols didn't know if I like that idea. I like the idea of when someone is hired, when they've gone through the process and we have faith in these people that are hiring others and they pick the one they want. That candidate - I don't want to see the others. I figure I have to have the faith in that particular candidate. If there's somebody that I'm not crazy about, then I won't vote but I feel as though I have to give them the opportunity. That's their job.

Chairman Coutu indicated I can correct you logistically. We're not putting any faith in anybody that we hire. We put the faith in the person who selected that person. You hope that that person made the right decision. If the employee is great, good for the employee because it's their livelihood and kudos to the department head. If the employee screws up, then too bad for the employee because he or she is going out the door and the department heads have to start worrying because he or she - you can make a bad decision now and then but you make too many, you start questioning their judgment. I think that's the direction you were going in. Selectman Nichols said yes. I think most of the ones that we have and department heads and whatever they have made great choices. Granted not everybody is perfect but you do the best you can and you accept - I

would like to see, meet the person that they've hired so that I have a face. Like I said, you come into Town Hall..Chairman Coutu indicated that's what Selectman Nadeau is getting to. We'd like to meet the person so that we can put a name to the face. Selectman Nichols said not three just the one...Chairman Coutu said no unless we decided individually or we decided by majority as you suggested Selectman Maddox the Engineer's job is coming up. We might want to look at the 3 but that's a decision we have to make whether or they narrow it down to a field that's 3 and we say all right score them 1, 2, 3 but we want to do the final interviews, that's our prerogative. I don't want to be micromanaging. I've said that before but I will adhere to the wishes of the Board.

Selectman Brucker thought it's appropriate that we hire the Engineer. I don't know who interviewed the candidates the last time. I wasn't here for it. Steve Malizia indicated you all did. We did the last several times through that iteration. Chairman Coutu stated and we screwed up. Steve Malizia noted that's typical. Selectman Brucker said that's appropriate. Chairman Coutu said as the ship goes down, you're one of the captains. You come down with us. Sorry we took for the ride but you're going.

Selectman Brucker indicated Deputy Chief O'Brien was hired. He was just brought to us and introduced to us. We didn't select him. The Fire Chief selected him. I don't think that a department head should be - we're undercutting their judgment if we're the ones who have to interview and choose. Chairman Coutu didn't disagree with you. I don't like to micromanage. I like to put a name to a face.

Selectman Maddox wanted to clarify - departments heads don't hire a person we do. So it's ultimately our responsibility. We've looked for the guidance of the department heads to bring the right candidates in. We are the ones good or bad that hire our employees. So I don't disagree that at a certain level maybe that particular time we want to interview that position and when we advertise it, we say we want to interview the top 3 candidates. Primarily, we're still going to rely on the department head to say this is my primary choice and we need to find a damn good reason to go against that.

Chairman Coutu asked how do we resolve the issue of trying to put in - I think that it's difficult. Ben we talked about it last night and like Selectman Nadeau, I agree that I feel foolish when someone says he works for you. Oh he does. I didn't know that. I'd like to know that I see somebody. I know he's an employee or she's an employee of the Town and I can put a face to the position.

Selectman Maddox had a suggestion. Doesn't the police, fire take pictures of their employees. They have ID cards. I think IT takes pictures of almost everybody. Chairman Coutu suggested that but Selectman Nadeau says that does nothing for him. It does something for me. I would rather see the person but I guess if I see a picture I might go out of my way to go meet the person. That would be for us for later, correct? And that is going to be the procedure correct? If the picture looks something like that, I mean that's big.

Selectman Maddox thought we need to kind of...Chairman Coutu said Selectman Nadeau had the right to bring it up. Selectman Maddox thought that he brought up a good point. I think we've got a half way point with...Chairman Coutu said it's a legitimate point. Selectman Maddox said even if I met them...Chairman Coutu asked if they wanted to try the pictures. Let's try the pictures. Again, Selectman Maddox thought we meet them and 3 months later we don't remember who they were.

Chairman Coutu indicated we're advertising. The Town Administrator wants to know what he's going to do now. Let's deal with what we have on the table. What we have on the table is the Engineer. That job is being posted. Steve Malizia said I was already going to bring that here. That's been the practice. Chairman Coutu asked that we're going to be interviewing the candidates. You're going to narrow it down to the top 3.

Selectman Nadeau asked about the Zoning one that's coming up. Chairman Coutu asked what do you want to do. We haven't made a decision on the Zoning whether we were going to do it or have the Fire Department do it. It doesn't come under the Town Administrator's purview now. It comes under the Fire Department's purview. Selectman Nadeau thought this is a very critical job that we should - this is almost like its own department and even though we have it under the Fire Department, we moved it there tonight. I think that this is one of the ones that we should interview. I just feel strongly that this person is going to be out enforcing out codes of the Town. I just think that this is one of those ones that we need to interview too.

Chairman Coutu indicated if I had my druthers about that position, I would have the Chairman of the Zoning Board sit in on the interviews. There's no one more qualified to ascertain the qualifications of a person to do that position than him. The way we restructured the job under the Fire Department, the responsibilities are going to change somewhat. You voted with us to put it under the Fire Department and now you don't want him to make the choice. Which do you think is more important a Captain in the Fire Department, a Captain in the Police Department, or the Zoning Administrator? Selectman Nadeau said the Zoning Administrator. Chairman Coutu questioned is more important than a Police Captain and a Fire Captain? Selectman Nadeau said yeah. Chairman Coutu noted we have a difference of opinion.

Selectman Maddox said if we're going to follow that logic to its ultimate conclusion, a think a paramedic is more important at my age. I think we need to be...Chairman Coutu stated that's putting it in perspective. I like that one. Selectman Maddox said we need to be supportive of our department heads.

Chairman Coutu thought that there is a consensus here that we don't want to be interviewing every single position but we've agreed I think by consensus. We're certainly going to continue interviewing the last 3 candidates for the Engineering position. The Code Enforcement Officer I believe there was a consensus we're going to allow the Fire Chief to take care of that job.

Selectman Nadeau indicated I'm okay with that if that's the way you guys want to go.

Selectman Brucker - The Conservation Commission met last night. They did not have a quorum so there were no votes taken. There was a person who actually lives in Brookline who fishes at Musquash Pond. He wants to do a weed survey. He's doing it voluntarily. The results of the herbicide on Robinson Pond has cleared almost everything. What's left is around where the boat launch is and that can be hand removed. Ottarnic of the Milfoil is down but the Fanwort is filling back in. This kind of herbicide takes 2 years of treatments. So that one should be completed next year and it will be cleared up. The other thing I talked to him about...

Selectman Maddox had a question on that item. Does that mean we don't need to do the DASH Unit this year at Robinson? Selectman Brucker didn't know. I will find out.

Selectman Brucker talked to him about the algae bloom on Ottarnic. Just trying to find out how we get notified and how we can do something about it if the citizens need to be notified. He said that DES does it. All he knows is what we know that they put it up on their website. I think that I would like to see - now if we have a Health Officer or someone here in the Town Administration - be notified and some signs put up for people who go there. I don't believe that's being done. I think that's something we could do.

On that point, Chairman Coutu said Selectman Nadeau had called me when did we first get a hint of something going on. About a week ago was very concerned that we were not aware that this was going on at Ottarnic Pond. This is our town and we should have been notified somehow. I believe that we talked about it and you said that you got the notice almost the same day the press was going public with it. Steve Malizia stated I got it on Monday morning is when I first saw it. I got an e-mail Monday morning. Chairman Coutu didn't know who the reporting agency was but I would have thought that the very first person that should have been notified is the Town Administrator who in turn should have notified us. Steve Malizia noted they notify me for every other ticky tacky thing. Chairman Coutu said like you, Selectman Nadeau had said to me people are calling me about this. What do I give them for an answer? I don't even know what it is. Channel 9 was reporting it and we knew nothing about it. You're right. I think that Mr. Malizia is there. Anybody we can get a hold of, find out who did the initial release and say would you at least extend a courtesy to the Town of Hudson. It's our town. It's our pond. We're responsible for it. Mr. Malizia said I didn't get it directly from them. I got it passed to me by somebody else. Chairman Coutu thought we ought to reach out to these people and tell them that was an error on their part. I would go directly to the Commissioner and as a matter of fact if you want to put a letter together with the Board's permission, I will chastise the Commissioner for not having the Town notified first. I'd gladly sign that letter. I won't write it because you're not going to like what I put in it.

Selectman Brucker didn't know if because Bill Oleksak was our Health Officer if he was notified but he was in the process of moving out. Steve Malizia said I didn't get any indication from Bill that he's...Chairman Coutu said he's been pretty active right up until. He's been interviewing. He's been in the building. He's been doing the job that we've assigned him to do. Selectman Brucker stated it sounds like no one knew about it. Steve Malizia stated they didn't send it to us. They didn't send it to me. I saw it secondhand from somebody else after it was on TV apparently.

Selectman Maddox thought that just opens up the can of worms of who does it go to. I think we should talk to our public safety Chiefs and see if there's a better mechanism. They're there 24/7. If they sent it to Bill Oleksak's e-mail or Mr. Malizia's e-mail at 4:35 on a Friday, they're not going to see it until Monday.

Selectman Nadeau said this is another good thing that we could have used the reverse 911 to alert the neighbors on the pond or that area that there was bacteria in the water. It's a public safety issue. I think that would be a good use of the reverse 911 or whatever the school uses. I think they use the same thing but I'm not sure. This is one of the things that we need to put into our protocol when we get a phone call like this or we get an e-mail like this that we use the reverse 911 to that block or area or to the whole Town of Hudson because there's a potential that they could use the pond even though I'm not in that area I do go down there to go fishing. It's one of those things that it would have been nice to know before I, again, get it on Channel 9 news.

Chairman Coutu asked for a consensus of the Board to send the Commissioner a letter requesting that we be notified directly. Are you suggesting that we wait until we talk to what our public safety committee?

Selectman Maddox was suggesting is I would hope that we would be able to give them police or fire dispatch who are there 24/7 and then we have an internal protocol how it gets distributed. Again, I'm just concerned that if you send it to Mr. Malizia's e-mail and he was on vacation for the next 3 days, no one is at fault but no one gets the notification. Chairman Coutu appreciated that. Selectman Nadeau liked that idea of notifying the dispatchers and then they have an internal protocol to call Steve, the Health Officer, and if we have to post something get it posted. I like that. Chairman Coutu asked Mr. Malizia can we work on that instead but still send a letter. Will you set up the protocol? The letter that we want if something of this nature should occur, we want our police and fire dispatchers notified because they are available to us 24 hours a day and they will notify the proper...Mr. Malizia said it certainly would be nice if they notified us. Chairman Coutu said we will set a profile with

both Chiefs that their dispatch units have a protocol on who they're going to notify. Selectman Maddox noted they'll work it out that's why I didn't want to make a decision which one. They'll work it out.

Chairman Coutu thanked Selectman Maddox for bringing that to our attention. Is that satisfactory? Selectman Brucker indicated that was quite good.

Selectman Brucker wanted to wish Chairman Coutu a happy birthday, Mr. Malizia a happy anniversary, and encourage people to come to Old Home Days. It's always a great celebration.

Selectman Nichols also wished Chairman Coutu a happy birthday and a happy anniversary too. Have a wonderful day.

Selectman Coutu - Happy anniversary Steve - 20 years of marriage. I had the occasion this Monday to take a friend over to the 911 Memorial. I was very, very impressed with the whole parking area, the gardens outside in the parking area. I was a little disappointed because we don't have the luxury or the funds to spray what you put on grass. We planted all that loom. It was perfect grass and now it's green but the grass is not the grass that we planted. The only reason is that we can't spray it and we shouldn't be spraying in the park anyway. I looked down as you said Selectman Maddox, the vista from that point looking down is absolutely gorgeous. I can't wait for the Mallory Gray, the amphitheater that's going to be dedicated to Mallory Gray's memory to go up. I think we might even be able to get a peak of that from the 911 Memorial looking down especially in the fall. I know that I've been working with the Grays. I've met with them privately in the past month and talked about this. I've been working with Lori Bowen. She's the Chair of the Committee and I've been working with a couple of committee members. We are so anxious to get this project up. We won't be able to do it this year but next year I think we can consider band concerts down by Swan Pond. I think it will be great and we can plan some activities for our kids. I'm looking forward to that. I want to thank all of the volunteers at Benson Park. Outstanding job! The park is absolutely gorgeous - the floral arrangements. When these trees get planted and rooted - some of them are going to be colorful. Some of them are going to be pillars in there. They're going to be so big and beautiful to look at. It think it's going to add a good blend of foliage because some of those trees are going to be orange. Some are going to be red. Some are going to be yellow. It's going to be absolutely gorgeous. Good luck with that project and I still say you should have Ben and if he goes, then I'll go and I'll bring a 5th and we'll have a good time.

Old Home Days - yes is definitely this weekend. It begins Thursday evening at 5 o'clock to 11 p.m. Also on Friday, Saturday, and Sunday. I will be there. Ben's a judge at the Chili contest. This year I bowed out because I'm judging the voice. I'll be doing that from 12 to 2 on Sunday. You'll be doing the Chilifest. Have fun with the Chili. I'm going to miss judging the Chili with you guys but maybe you can sneak a bowl over to me while I'm judging the voice. I will be at the park every day Thursday, Friday, Saturday as well as Sunday and I look forward to seeing a lot of people.

Something caught Selectman Coutu's attention before I left the house this evening and I wasn't going to say anything and I'm glad that Captain Avery is here so that he can hear what I'm about to say. I've said it in the past and as a result of the news this evening coming out of Manchester, I don't know if you saw this Captain Avery but there have been several overdoses reported as a result of what appears to be candy. This stuff is all over the place. It comes in a little package about an 1 ½ by and 1 ½ or 2 inches by 2 inches, little foil or packet. It looks like it's a candy packet. It has a cartoon character on it. I don't know what they call it. It's one word...Captain Avery stated it's potpourri. Selectman Coutu said there's another name for it. It's like flavor but anyway this stuff is available right here in Hudson. I've said before, and he's shaking his head - he knows it is, I am sick and tired of businesses in this town catering to our children hookah pipes, smoking pipes, all kinds of stuff that's being peddled as potpourri, bath salts. These are all things that kids are taking, and melting, and snorting, and injecting into their arms. Fourteen, 15, 12, 9 year olds are dying from this stuff. I'm making a special appeal to everyone who goes in and out of these convenient stores. You can see this crap on their counters. You see glass cases loaded with smoking pipes. As them to remove them or you will not shop there.

Before long, Selectman Coutu said I will propose an ordinance to have them all - it's been in other communities. We can ban them in this community if they won't do it voluntarily. I know this is a live free or die state but I care - Billy you know, you and I went to a funeral of a young man. We care about our population, our young people. We are either going to allow them to continue to pander to our children the habit of getting into drugs or we're going to remove it from our community once and for all. The Captain who has been involved with and knows what's going on in our community relative to the drug trafficking that's going on as quickly as we eradicate one group, another one pops up. We're not immune and our children in our school system are not immune. I fear for our youth if we as leaders don't become proactive and we come reactive. I don't want to have to pick up the paper tomorrow morning and find out that a 9 year old in Hudson died because he was snorting something called potpourri or bath salts. Our police department and our fire department should not be subjected to having to go to a home and finding a child dead because we did nothing. I'm asking you as parents. I'm speaking not just us - I'm sorry I'm getting emotional about it but this stuff bothers me. If you go into a store and you see drug paraphernalia or things that look like bath salts and you're seeing kids 9, 10, 11 years old because there's no laws against this stuff, no one is enforcing it because there are no laws for us to be able to enforce it unless we create an ordinance, please ask them to remove it from their counter and their refusing to do so is writing a death warrant for our children. I'm pleading with you to join with me in this campaign. I know there's been some resistance in the past but I haven't mentioned it in a couple of years but after what I saw on TV on the way out the door, I said here we go again. It's not just California. It happens right here in our own home State. Please ask these retailers to remove the products from their store once and for all or I will start a crusade if I can't get the votes of the Board of Selectmen to do it, I will do it by citizen petition.

Captain Avery stated the Hudson Police was notified early this morning from the Manchester Police Department about approximately 11 kids that have overdosed and were brought back because of Narcan which is what the Fire Department carries with them for heroin overdoses. The name that we're being told is under "bubble gum". They had smoked either bubble gum or baby bubble and it's being sold as the Chairman had mentioned it's legal to sell but obviously it has some very bad effects if smoked or used improperly - ingested.

Chairman Coutu asked how many were overdosed today. Captain Avery said over the last couple of days Manchester has had 11. Seven were awakened with ALS type therapy as well as Narcan. So these patients have been severely, severely impaired by this. Chairman Coutu mentioned it's in our neighborhood. It is in this town. It is available as bubble gum to children. Kids know what it's used for. They know what to do with it. They know how to melt it down. In California there was a product that was introduced as a stamp. Stamps that you would give a kid to stick on the paper - oh you good here's a stamp of Mickey Mouse. We'll put it up there. These kids would lick these stamps. There was a substance in the stamp. It was made in China. The stamp melts in your mouth and it give you a high. These kids took a stamp and nothing was happening. They took another stamp and said this doesn't work we'll try another one. After the third one, everything was ingested in their system and it hit them all at once. All 3 of those children died. They didn't go into overdose, they died. One gives you a high. Three kills you. What do they know? They're just candy stamps. You just lick them. So we need to put a stop to it and its reality. I think we need to deal with it. You know Billy what it's like.

Captain Avery stated we try every day Sir. I can assure you we are working around the clock to make drug arrests.

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 (b) The hiring of any person as a public employee; and (c) Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting. This exemption shall extend to any application for assistance or tax abatement or waiver of a fee, fine, or other levy, if based on inability to pay or poverty of the applicant, carried 5-0 by roll call.

Chairman Coutu indicated Nonpublic Session is being entered at 9:11 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. Open session was entered at 10:16 p.m.

Motion by Selectman Brucker, seconded by Selectman Nichols, to hire Angela Sullivan as the Part Time Animal Control Officer effective on or after August 17, 2014 with a starting salary of \$15.00 per hour. This position is not governed by a union contract, carried 5-0.

Motion by Selectman Maddox, seconded by Selectman Nichols, to appoint Gary Webster, Acting Town Engineer, at \$40.79 per hour (Step 4) of the Supervisors Association Contract for up to 30 hours per week effective August 6, 2014, carried 5-0.

11. ADJOURNMENT

Motion to adjourn at 10:20 p.m. by Selectman Maddox, seconded by Selectman Nichols, carried 5-0.

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