

HUDSON, NH BOARD OF SELECTMEN  
Minutes of the April 2, 2013 Meeting

1. CALL TO ORDER - by Chairman Maddox the meeting of April 2, 2013 at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE - led by Jim Battis.
3. ATTENDANCE  
Board of Selectmen: Rick Maddox, Nancy Brucker, Roger Coutu, Ted Luszey, Ben Nadeau  
Staff/Others: Steve Malizia, Town Administrator; Kathy Carpentier, Finance Director
4. DISCUSSION ITEMS
  - A. Nominations and Appointments - Interviews
    - 1) Conservation Commission - (5 vacancies, 1 member term to expire 12/31/14; 1 member term to expire 12/31/15; 1 alternate term to expire 12/31/13; 1 alternate to expire 12/31/14; 1 alternate to expire 12/31/15)

Randy Brownrigg - 2 Little Hales Lanes, Hudson. I'm looking for a nomination to be on the Conservation Commission.

Chairman Maddox indicated that he spent 8 hours in the parking lot on Election Day with Mr. Brownrigg. He didn't get the job he wanted but he was gracious enough to say that if he didn't make it, he would come in and help us with Conservation. They are down and since this man loves the trees overhanging Musquash Road, I think he's going to be perfect. When you were in the House did you do anything with environmental? Mr. Brownrigg indicated he was on the Redress Grievance Committee. That was my only committee at the time. Chairman Maddox asked if Mr. Brownrigg knew when the meetings are and you're all set? Mr. Brownrigg indicated yes.

- 2) Energy Committee - (1 vacancies, 1 term to expire 4/30/2016)

Margaret Femia (incumbent member) - 9 Stoney Lane in Hudson. I'd like to continue working with the Energy Committee, Green Team. Especially now that we're coordinating some efforts with the Recycling, it's very good.

Selectman Coutu asked how long Ms. Femia has been on the Committee. Ms. Femia said since it's started.

Selectman Brucker asked how do you see the Energy Committee and the Recycling Committee working together. Margaret Femia said coming together on projects gives us more manpower. If the Energy Committee has a project that they'd like to work on, we can get some assistance from the Recycling people. The same with the Recycling folks who were kind of helping each other out. It's just on a trial but it's good to see people coming together and working for a common cause.

Chairman Maddox asked if the boards were to combine you wouldn't have a problem. Ms. Femia said no she wouldn't.

Uday Khatri - 63 Bear Path Lane, Hudson. I just moved here so I'm a new resident here in Hudson, New Hampshire. I wanted to be on the committee.

Selectman Luszey asked if Mr. Khatri could tell us a little bit on why you picked this particular committee. Mr. Khatri said he was always interested in recycling and when I was in college, I was part of the recycling committee in college. Like I mentioned to you, I recently moved here. It's been almost a month now and I wanted to be part of the committee and that's the reason. When I saw the opening, I wanted to join.

Selectman Coutu indicated on Mr. Khatri's area of expertise you listed environmental planning. Was that an area of study or did you work in environmental planning? Uday said not the planning per say. I work in the recycling committee in college and we started the recycling committee there. For the environmental, I don't have any background in that but I'm interested in doing something about the plannings.

Chairman Maddox stated Mr. Khatri did sign up for recycling and energy. Mr. Khatri said he just found out that they're going to be the same committee. Chairman Maddox asked if he would have a problem going to recycling one way or the other? Mr. Khatri thought it was going to be one single committee. I applied for both committees.

Selectman Luszey indicated that they should assign Mr. Khatri to recycling.

- 3) Hudson Senior Affairs Committee - (4 vacancies, 2 member terms to expire 4/30/16; 2 alternate terms to expire 4/30/2016)

Steven Porter - 35 Saint Anthony Drive, Hudson. I'm interested in participating in the Senior Affairs Committee.

Chairman Maddox asked if Mr. Porter had ever attended a meeting. Mr. Porter said no he hasn't. I saw the agenda on the website but I haven't attended any meetings thus far.

Selectman Luszey asked what Mr. Porter's interest was and what do you see you doing to help the Committee grow? It is a fairly new Committee. Mr. Porter said he understood that. I remember seeing Selectman Coutu back in July making an ad out on HCTV to try to recruit people. I think that the programs and activities that cities and towns provide to different segments and age groups is very important especially to the youth and the seniors in the community. Over the past 15 years, I've been involved in helping out with youth sports. I was coach for 10 years for my kids sports teams, and for 2 years I was the soccer coordinator, and for 5 years I was the boys basketball coordinator. I think that there's a great opportunity to make sure that there are enough programs and activities for the seniors as well. I think that's just as important as serving the youth in the town as well. I think my experience from providing some recommendation to the youth programs would also perhaps add some value to the programs that are going to be looked upon to be implemented for the seniors as well.

Selectman Coutu said he noticed on Steve's application - it's great to have a young guy like you apply to serve on the Senior Affairs Committee because it's going to lend a whole new voice and a whole different perspective if you're selected. I'm so grateful you applied because I wish more and more people would recognize its not necessarily the committee, it's the service to the community and you have served a few years at the Nashua Soup Kitchen. One of the things of interest on your application is your financial background and how you feel that will lend greatly to assisting I would imagine the seniors at a time where they're vulnerable to all kinds of scammers out there and also helping them have speaking engagements with the seniors about finances, taxes, and the right way and the wrong approach. Why don't you give us a little bit about that.

Steven Porter said he has a Bachelor of Science in Finance. I currently work at Liberty Mutual. In my department what we do is we evaluate business financial conditions because Liberty is one of the biggest insurers of worker's compensation. So we evaluate those companies like a bank would when they're making a loan. In my previous jobs, I worked for the US Treasury Department for a Division of the Comptroller of the Currency as Bank Regulator. In that capacity, we would go to the banks and make sure that they were making sure that they adhered to the rules and regulations and that we would also look at the risks and the loan portfolio. We would also evaluate management board processes. As far as individual financial planning, I have experience in looking at different vehicles and that sort of thing. My wife is a CPA and she is a tax preparer. I have some resources there as well.

*Motion by Selectman Luszey, seconded by Selectman Coutu to suspend the rules and nominate and appoint Steven Porter as a member to the Senior Affairs Committee with a term to expire 4/30/2106, carried 5-0.*

*Motion by Selectman Coutu, seconded by Selectman Nadeau, to suspend the rules and appoint Margaret Femia, incumbent member, to the Energy Committee for a term to expire 4/30/2016, carried 5-0.*

*Motion by Selectman Coutu, seconded by Selectman Nadeau, to suspend the rules and appoint Uday Khatri as a member to the Recycling Committee with a term to expire 4/30/2016, carried 5-0.*

*Motion by Selectman Coutu, seconded by Selectman Luszey, to suspend the rules and appoint Randy Brownrigg as a member of the Conservation Commission with a term to expire 12/31/2015, carried 5-0.*

- 4) Recycling Committee - (2 vacancies, 1 member term to expire 4/30/16; 1 alternate term to expire 12/31/2013)

Uday Khatri

B. Conservation Commission

Chairman Maddox recognized Jim Battis and members of Conservation Commission. This is just a chance at a workshop for these two boards to have a discussion. I think that we met over a year ago on February 7, 2012. I guess the Board is looking for some sort of update of some of the things that we talked about in 2012 such as a five-year plan for the conservation areas, the inventory, and those kinds of things. We're just trying to get a feel from you where the Conservation Committee is.

In the inventory, Jim Battis said they did submit an open space report in March of last year. The Board of Selectmen were provided with copies and also it was sent out to the Library, Community Development and Engineering Department. At that meeting in February, the former Chairman of the Committee Tim Quinn it was recommended to him that we try to enhance our stewardship of the conservation lands in town. Last year we basically started with the Musquash property and have been working on improving the trails, signage, mapping that we have, and along those lines we contacted NRPC to do a GIS mapping project with them of the trails in the town, the Engineering Department, the summer interns last year did some GPS mapping on the trails, had some volunteers out to clear trails. As you're probably aware, the Boy Scouts in town are very active in doing trail work, building kiosks, and things like that. They've been working on enhancing trail signs.

Jim Battis stepped back to the NRPC mapping effort. The goal there is to produce a good map for our website and for the kiosk so that people can see where the trails are, how far they, and also an important thing with Musquash is the topography along the trails. There are some areas when you get further away from the road that are fairly steep. At our last conservation meeting, accepted an Eagle Scout project by Dylan Quinn from Troop 20 and he will be upgrading the kiosk at Musquash property over the next several months.

Mr. Battis wanted to point out one of the things that we as a Commission were doing things to enhance the trails but as part of that, we basically have a subcommittee of volunteers which we'd like to pass off the management on a day to day basis to these people. They're primarily volunteers supporting this effort at Musquash is a former commissioner Sandra Rumbaugh and two other people who have done a lot of the work in organizing trail cleanups, working on the trail signs. Joe Undercofler and Ralph Alido for this year one of the things we're considering doing and that group is considering doing is improving the access from the north side of we're considering doing and that group is considering doing is improving the access from the northeast side of Musquash. The Town actually has a walking easement into the Musquash property off of Woodland Drive. One thing we're considering is right now the easement is there but there's no trail or no indication that there's a trail. We're thinking about possibly having this group cut a small trail in there. There's limited parking on the circle at Woodland Drive but that's one thing we're considering doing this year so that we have a second entrance into the Musquash property.

For this year, Jim Battis indicated that the Conservation Commission is sort of taking as its major stewardship task is looking at the Town Forest and seeing what we can do there. We had a forestry plan that was originally written I think in 1995 and in that forestry plan, there was a preliminary cut for firewood which was intended to just open up the spacing of trees and everything to get some of the lesser quality trees out of the Town Forest so that we could get some good growth and that was done about 2003 or 2004. In that original forestry plan, it called for a possible cut in about 2015 for actually doing a timber cut. At this point, we really haven't had a forester into the property since early 2000s and one of the things we're considering is to update the forestry plan, go back to the forestry company which did the original study and have them update it. Along with that when we do the updated forestry plan, we can apply for a certification as a tree farm, which was one of the recommendations that the Board of Selectmen asked us to consider last year. We'll investigate that.

Further along things that we'd like to do this year, Mr. Battis stated that right now there's no kiosk at the Town Forest. We'd like to look around to see if we can find an Eagle Scout or someone who would like to undertake that task of creating one. We have some trails which have been marked through the area. They have the trail makers - yellow squares with numbers on them that indicated where the trails are both at Musquash and the Town Forest. We want to improve the signage at the Town Forest and also to complete a circuit trail around the Town Forest. Right now the trails go off in one direction and don't connect up. We'd like to see if there's a way to connect things together. That's the goal of this year is to replicate what we've done at Musquash at the Town Forest. Hopefully we can get some volunteers who'd be interested in taking that as an ongoing task.

The third item which Mr. Battis and the Commission have undertaken this year is at the request of Selectman Maddox. We're doing a circumferential corridor environmental study. Basically walking the existing circumferential corridor where there's been discussion of a possible two-lane road from Sagamore Bridge to 111. We'll be walking that corridor looking for any areas that we consider sensitive or that the Planning Board should be aware of before they proceed. So far we've done one site walk that basically covered from the Sagamore Bridge to Bush Hill Road. We expect to continue the walks over this coming year. We'd like to provide the Conservation Commission input to the Planning Board we think towards the end of this calendar year.

The fourth item that we can talk about is pond reclamation as we've had several discussions on this topic. Jim Battis stated that last year was a disaster in terms of controlling invasive species at Robinson Pond and Ottarnic Pond because of the unseasonably warm weather. It has been recommended to us by the State, and we concur with the recommendation to do a herbicide treatment at Robinson Pond this year. It will be a two year process. We treat Robinson Pond this year and again next year. Assuming that the treatment is successful and shows its value, we would then do 2 years of treatment at Ottarnic Pond, which also has the same invasive plant problem. The contract for the herbicide treatment has been let. They're now projecting a June time frame for the actual treatment. It's different than the previous treatments that we've done. It's using a newer chemical or compound which actually is fairly rapid acting and we don't need to sustain the concentration of the chemical for a long period of time. We hope that this will be more effective in controlling the Milfoil and Fanwort that we have at Robinson Pond. The plan recommended by the State DES is that we follow up the herbicide treatment with DASH operations - the diver assisted suction harvester. We would fire that up in July/August/September time frame to remove the biomass that's both plants which did not get killed off by the herbicide and also anything that was killed off by the herbicide just to get it out of the water. That's basically what our activity for this year will be and of course the normal activity of reviewing wetland special exception requests that come in. We actually haven't seen many for the last few years. I think maybe 3 or 4 a year for the last couple of years. If building picks up, I assume we'll start to see a few more.

Selectman Coutu said last year this Board had suggested that the Commission takes seriously the stewardship of the conservation areas in our town. As one who is not apt to miss too many meetings that are televised on HCTV - I don't think I've missed any of yours because they're so exciting to watch. However, I do want to say that you and the Commission are to be applauded for the seriousness in which you've tackled the stewardship. I have one question because it was something that was brought up and I haven't seen or heard a follow up at Musquash Pond. Has the parking area been restored? I know it was pretty bumpy and I know that was on your plan. Jim Battis believed in September of last year we had contacted the road crew about that and they did come in, put some gravel in, and smoothed out the big hole that had developed and have done a very good job. It's now very usable.

Relative to the additional treatment of herbicide and then following it up with the use of the DASH unit to capture any invasive species that has not been killed off by the herbicide, Selectman Coutu asked if they were talking about additional costs here. Mr. Battis indicated there is a cost. The Board of Selectmen did accept a grant from DES to offset about 40 percent of the cost of the treatment. The herbicide treatment is \$28,500 for this year. So the State will reimburse about \$14,000 and we have funds in the conservation fund, various donation accounts, and the pond reclamation capital reserve fund which will cover the cost of the herbicide treatment and the expected DASH support.

Before I sign off again, Selectman Coutu thank the Commission for what you do. I know you guys do a lot of walking around and I know you've taken it seriously. I for one certainly appreciate it. Thank you Mr. Chairman.

Selectman Nadeau said he's heard a couple of good things tonight and I've talked to Mr. Battis in the past about some of these things. One of the things that I heard you bring up tonight which was of interest to me is the access road that you want to put in at Woodland Heights. It's a cul-de-sac. We know that the people that are starting to use Musquash more now in the last year or two, I've heard a lot of good things from residents and people who have come to the town that have gone to Benson's and then went to Musquash because Benson's had a lot more people in it and they wanted some trails that were a little bit rougher terrain to walk, which the ones at Musquash will definitely get you the rougher terrain. Are we still having the problem with the 4-wheelers at Musquash? Mr. Battis said people do use 4-wheelers on the trails at Musquash. Some of the users create ruts which create erosion, and trail damage, and it's an ongoing issue. One of the things that we need to do which may help to some degree, the grant that the State the Town to purchase that land 30 years ago specifies there be no off road vehicles on the land. I think one thing that we could do first is put signs up, which we really don't have signs indicated that this is a non ATV area. That's one of the things that actually in doing the minutes last night of the last Conservation Commission meeting, one of the tasks that I gave myself was to go out and price the signs to find out how much we need to expend and to proceed along that so that we will mark at least the entrances into the park as non ATV areas.

Selectman Nadeau said he didn't know where you're looking to get the signs but if you talk to the Road Agent, he gets the signs that we have - I don't know if you have rules and regulation signs for Musquash that will be going up at your new kiosk but I think one of the things is signage is very important for the rules and regulations of all the parks here in town so that we can enforce some the problems that we're having. I think that's definitely a key thing. If you don't have any signage, people don't know. Talk to the Road Agent. He gets his signs at the State Prison which are relatively inexpensive. There's other signs that are available to you too from some of these magazines from the Conservation magazines that you have.

Selectman Luszey said the signage for the 4 wheelers really need to be put at the entrances. You need to put it on the power lines because that's where they're coming off of. Jim Battis said they've seen both. Selectman Luszey said he sees an awful lot go down the back of my house down the power lines. Mr. Battis said that's almost a different issue. I have heard several comments that people actually pull into the parking area with trailers and unload.

They're coming from Massachusetts. They've heard they can use Musquash for ATVs. I think just signs right near the kiosk big enough...Selectman Luszey said he knows they unload at the power lines. I've never seen them unload at the kiosk. Mr. Battis said he's heard a couple of comments about people unloading there. We will at our next meeting we'll discuss where signs might be placed.

To that end, Chairman Maddox said the sooner you can get them up our Police Department for the first time in a number of years will be at full compliment. So there's a good possibility that we could possibly get the ATVs out of storage and the State also has a program where they will come down if we request them. So there's some resources. We just need to know what areas so that they're not just riding around. If you have some specific areas, we can hopefully direct them.

Selectman Nadeau said to the point that Chairman Maddox just made of the State has the problem unit with the 4 wheelers, if we don't know and the Police Department don't know that this is a problem, we can't request this from the State and we can't have our mountain bike patrol or our 4 wheeler patrol go down there and look at these problems. If you do have problems at the Town Forest and these other places, please let us know. If we don't know, we can't help you.

Selectman Brucker said she's been the liaison with the Conservation Commission for this past year. I've really been impressed with how seriously and responsibly everyone on the Commission has taken the stewardship and done a lot of voluntary work on it, especially Mrs. Rumbaugh. She's gone out there and named the Musquash trails and it's gratifying to see the participation that we have on that Commission.

To that end, Chairman Maddox said we are trying to get you some more members. We found one tonight and there's another one that was kind of warm at Election Day that I'm still going to hunt down. Again it's an ongoing issue. Hopefully we can find some more people. I think more people want to help with conservation or they want to go beyond the meetings. I've heard people tell me I'll go out and do whatever they need me to do...on those lines when we do have trail work days, Mr. Battis said we have put notices in the Hudson/Litchfield News and maybe we should put something on the website or cable TV. Selectman Nadeau indicated that's what he was going to say. You have access to cable TV and access to the Town website. Right now in April we have a cleanup day coming up for the Recycling/Green Team. If we start getting the press releases out there and the word getting out, I think it would definitely be a good thing.

Chairman Maddox indicated the same thing with the web page. Is there the maps that you've done or the trails that you've laid out, do you have those in a format that we could get on our website so that if somebody came, we'd be able to print out a map and go off on whatever trails you want. Mr. Battis indicated that we have the existing brochure which is out of date. As soon as we get the maps from NRPC - right now they're at the point of collecting data, putting the trails in, checking them and then the NRPC will make a brochure which would be appropriate for the website. We expect that in the next few months. I'm not sure exactly what their schedule is.

Chairman Maddox said he wanted to talk about money. There is money in the conservation funds and there are multiple funds. There's a land fund and then there's the Conservation Commission fund. Again, just trying to - because we changed your direction, you're probably not looking at any land at this point. Jim Battis said at this point we have no land that we're considering that I'm aware of. Selectman Brucker said we do have one. Chairman Maddox indicated that we already own that. Steve Malizia indicated that Mr. Maddox is talking about procuring land with the conservation land fund. He's not talking about land we already own. Selectman Luszey said he was talking about the river land. Mr. Malizia said we already own that piece of land. Somebody else wants to buy it from us. Selectman Luszey thought we wanted to look at the lot next to it. Mr. Malizia indicated that was under agreement with somebody else. Again because we meet once a year, Chairman Maddox wanted to see the update if there was anything there. At this time, Mr. Battis said we are not considering anything. As you're aware, we've had a couple over the past 2 or 3 years we've had a couple pieces of land. At this point, there's no consideration.

With the Conservation Commission to fund itself, Chairman Maddox said getting 50 percent of the Land Use Change Tax that's a substantial number. Do you have any plans for that? Jim Battis said my response on that is while it's a substantial number if you really want to make a serious purchase of land which is in competition with a developer - so if you see a piece of land that you really want and would be developable, that's a significant but only the start of what you'd need for land. Chairman Maddox said you're kind of thinking that we are going to combine them together if there ever was a parcel. Mr. Battis said when we did the open space plan and we listed several pieces of property which the Conservation Commission would like to keep their eyes on as potential open space procurements, it would be my suspicion that unless an owner wanted to make at least in part a donation to the Town, I suspect that the conservation fund by itself would not be sufficient to buy the land in an open bidding situation. You may be able to buy a part of the land.

Selectman Luszey said whenever we speak about it, you always talk about actually acquiring the land. There's been a number of warrant articles or actually parcels of property in town that the Town purchased to development rights. Do you still consider that a viable option versus the outright purchase of the land? Mr. Battis said it's any fashion. The advantages to the Town purchasing the land is that it is then open to the public. At the same time, it comes off the tax rolls. You have the liabilities associated with owning the land. The advantages of the development right is that it preserves the land but it's usually held and the owner has the choice of still posting the land so that it's not really open to the public. It's a decision that the Town has to make when they look at the purchase - whether they purchase the rights or the land itself. Selectman Luszey thought it gets down to what is the underlying objective - acquiring land for the use of the Town or limiting the development rights of the land to lessen the impact of the Town's infrastructure. I think that's something we need to define. I think we own enough land for activities.

Chairman Maddox indicated he didn't want to put words into Mr. Battis's mouth but I would think that we'd want to look at the land and what it represents. Is it in an aquifer area that we talked about a year ago - the protecting of those. Does it tie in with existing lands that they already own and there's a wildlife corridor? We just don't want to buy land to buy land. Again, we have plenty of parcels all over town. When the economy turns better, we probably want to look at selling off a lot of these old Lenny lots that serve no purpose to the Town. If there was a contiguous to say the Town Forest or Musquash that made sense, then buying that land may make sense for aquifer protection and all those types of avenues. Is that where you're trying to head? Mr. Battis thought both the purchase for opening for passive recreation or for reducing development depends on the land. That would be part of the decision of a particular piece of land. You'd have to know which lot you're talking about to know which approach makes the most sense for the Town I think. There is some land that I think is worthy for the Town that would be worthy for protection only which would be development rights and some land which would be very nice to have for trails, hiking, and similar activities.

As the Board can see, Chairman Maddox said the Town Administrator at my request gave us a spreadsheet over the last 10 years of how that fund has grown, how the land capital reserve fund is where it's at, and the total available funds and considerable monies. Maybe it's time to put some of that money that's in the conservation fund transfer it to the land use fund so that it is locked into buying land rather than just \$800,000 just hanging out there. Again, that's why I asked you if you had a purpose for it and if it is to potential land, then maybe that's where it should go. Jim Battis said some small percentage of it - I don't know what the percentage is has been used for things like support for the open space study - talking \$20,000 - \$30,000 something on that order. In general, our view is when the land use change tax 50 percent of it was dedicated to that. The wording of the warrant article says for the purchase of open space land. I speak for myself and the members that I have spoken to specifically about this, I think our view is that the preferred use of it is to purchase the rights or deed to open space land. Chairman Maddox said he didn't disagree, it's just a function of its \$800,000 out there just hanging when I see that you're coming in for the DASH unit and herbicides, I'm saying to myself you have \$800,000 in your checkbook that we don't have at the town level as you can see with a default budget.

Philosophically, Jim Battis thought where that discussion came from on our side is the land use change taxes is a single event tax. Once the land has gone into development, you're never going to get another land use change tax out of that lot. At some point, all the land in Hudson will be out of current use and that tax will no longer be coming. Therefore, we view it more as a capital reserve fund for the purchase of rights to land than as a maintenance fund. The pond reclamation is an ongoing project that's going to occur we're hoping based on the DES Limnologist estimates that the herbicide treatments will last for 8 - 10 years. Depending on the usage of the ponds and everything else, somewhere out in the future, there will be another herbicide treatment required to keep control of the Milfoil and Fanwort. At the same time, the DASH operations will probably be an annual - it may only be 3 or 4 days or 5 days or something depending on the weather conditions but it's a maintenance operation. You probably will have to do from now to whenever you decide no longer to do it. Speaking for myself, the view of using the land use change tax funds to pay for an ongoing maintenance operation is a little - actually we have committed to do it this year - a one-time payment because of the way the State grants and the budgets work out, we need to put in \$9,000 from the conservation fund this year to support the herbicide treatment. As a source of funds for ongoing maintenance, I would tend to lean against that. The warrant article said it was for the purchase of land or rights for open space. I think we should protect those funds for that purpose. Whether it goes into the capital reserve fund land procurement capital reserve fund or stays in the conservation fund that could be discussed. I haven't really thought about that.

Chairman Maddox asked to go back to the DASH and the herbicide. Has that been resolved? I know that there was a problem because it went into two fiscal years and it didn't line up. Since the Finance Director was nice enough to come and sit in the audience, has that all been worked out where it will now line up so that we don't have the problem you had last year when you showed up at the last day of budget and said by the way we need \$15,000. It's now going to be put into the pond reclamation fund. Jim Battis said it is built into even the default budget because it was part of last year's budget but we have...Selectman Luszey indicated that would be an onetime expense and would have been taken out. Why not? Because that was a separate onetime event. Mr. Malizia said we've been doing it multiple years. Selectman Luszey said he was talking about the money that came in. Mr. Malizia questioned the grant

money? Mr. Malizia said we lost that the second or third year of the grant that I saw that we got approximately in February which wasn't the first year. It was either the second or third year of receiving that money. So that's been a regular. Mr. Malizia wanted to make sure that we gross up that revenue so that we make sure that we see the revenue and the expense. In other words, we were kind of not always accounting for that. We've had conversations where we'll be more working together so that we know to budget for that grant and don't just put the expense side on which has been some of our problem. Mr. Battis indicated that he's had an intensive course in municipal finance from the Finance Director. I think this year we'll get it right.

Chairman Maddox indicated that they would try to find more members. We will look into assisting with signage so that we can mark the Musquash entrances and talk to the Police Department about possibly bringing in some resources to see what they can find. You can give them input to the times and day or something so that they're not going out...to Selectman Nadeau's comment, Jim Battis said we are not proposing a roadway access from Woodlawn Drive just a walking trail. Selectman Nadeau stated any access through there for the Fire Department with the amount of hikers that have increased I think would be a good thing. Jim Battis indicated the problem with it is if you've been to that circle it's extremely steep. So you're going to have to put switchbacks in it. It may be something we have to look at. Chairman Maddox thought that you'd want to put up some sort of method by which you're not going to give access to the very things you're trying to keep out. If you put in a trail wide enough for the Fire Department to get in, they're coming in on an ATV. Selectman Nadeau said on foot was fine for them. Chairman Maddox was just saying that some sort of method by which they cannot have...again, we have to be sensitive to those neighbors. A few cars parking there and people walking is one thing. Selectman Nadeau said unloading their 4 wheelers is another.

Chairman Maddox thought that Selectman Coutu said it and I think that we all agree that again we really thank you for your service. I know that it's one of those thankless jobs to go walking out in mosquito infested properties that I did a couple of times with the Conservation Committee. They must go through gallons of OFF. It was amazing. We went into the property off of White Service Road and the mosquitoes were the size of your fists. It was amazing. These people go walking through there all the time trying to get the input that they need to be able to give us our various other boards input. We thank you for your service and hopefully see you in a year.

C. Legal Representation - Labor Affairs

Chairman Maddox recognized Town Administrator Steve Malizia.

As you can see, Steve Malizia indicated that we've received correspondence from Devine Millimet. Mark Broth has left the firm of Devine Millimet. Mark Broth has been our labor attorney for 10 -12 years at least. He's represented us in the arbitration and the grievance cases. We've also used his office for negotiating contracts. Because he has left the firm, the Board has to make a decision do we stay with Devine Millimet? Do we go with Mark Broth to his new firm or do we go to another party for our labor? Predominantly our files - all of our information is at Devine Millimet. They are disposing of that or asking what our disposition is. It's traditional when an attorney leaves a firm such as this that he would get this sort of choice. We do not have a contract with Devine Millimet or Mr. Broth. He's always been a free agent. We've used his services but unlike Hage Hodes - Attorney Buckley where we have a contract and a retainer, we do not have one for Attorney Broth. We are free to either stay at Devine Millimet, go with Attorney Broth, or find another attorney. Whatever you chose to do, I do recommend that we keep at least the current cases that we are either litigating, or in court, or arbitrating with Attorney Broth. It would be a waste of money to try to get somebody else up to speed on a case that is either currently in judgment or waiting judgment. We've had a couple that one was up at the PELRB. He submitted a Brief for that and I think we had one or two other ones that were somewhere in the process. At a minimum, we should retain Attorney Broth for those. Quite honestly, training somebody else to do those would be a waste of money given where we are in the process.

Steve Malizia said he was not aware of other strong labor attorneys in the State. I'm sure there maybe some. I've not come in contact with them. It's always been my impression that Attorney Broth is one of the if not the go to guy for town municipal side of the equation. There are other labor attorneys that represent employees, unions, bargaining groups. It's been my experience just from what I've seen that Attorney Broth seems to be the expert, the go to labor guy for municipalities who choose not to have their own attorney. That's the choice you have. You can do something because he is not longer at Devine Millimet as of yesterday.

Selectman Brucker asked if we've been totally satisfied. Is there any reason...Mr. Malizia said you have 5 people with 5 opinions. I'm sure not everybody is totally satisfied. In general, you win some you lose some. The labor world is interesting and some might argue that it's not always stacked in favor of the community or the municipality. I think Attorney Broth knows the lay of the land. He knows all the players and has a good reputation throughout the State. From my observation, I think he's done the best he's can for us. Basically based on the direction we've given them, sometimes you have cases that you may not win but you're trying to make a point so you might fight that battle. There are other cases of significance that have dragged on. We can think of a couple large ones that he's won for us. There's been some losses. It's probably like any other legal issue. Some of it is in the eye of the beholder.

Chairman Maddox asked if we wanted to have the 3 of them come in. Do we want to see what they have for resources? We do know Attorney Broth but we already have...Steve Malizia said that was correct. That's our general counsel. When you say 3 of them, we don't really have 3 of them. There's Devine Millimet where Mark Broth left. Let me also give you a little bit more information. As I understand it when he left, he basically took the labor practice with him. I don't think they have much of a labor practice yet. That is not their focus of their firm. Their firm has somewhat downsized. Not only he, his secretary, his negotiator, and an associate also left. I don't believe they're going to have much of a bullpen over there. I'm not saying that they don't have one, I'm just saying he was the rainmaker. He was the guy there. He's left that firm because they're not focusing, according to Attorney Broth, on labor. The firm that he's going to is has some other associates and some other folks and seems to want to be a better or bigger player on that stage. Again, that's the information I have. Steve Malizia added that it's the same rate. The rate is not changing so if we were to retain him, it would be the same rate that we are paying now which is we pay by the hour.

Selectman Coutu said in the letter from Devine Millimet I read over the weekend, it seemed to me that he was promoting that they did have people on staff. It appeared by the context of what I read that they had more than one person that were involved with labor. Mr. Malizia said in the 12 years that we've dealt with Devine Millimet, the only 2 attorneys I know Attorney Broth and Attorney Van Buskirk have both left the firm. If there are other lawyers there that are in the labor field, I have never been exposed to them, met them, talked to them, or dealt with them. I don't doubt that they have other lawyers. I don't know what their expertise is.

Selectman Coutu stated obviously it's imperative that we make a decision but my tenure here, and we should make it quickly, in the past 5 years I know of at least 2 members of the Board of Selectmen not necessarily sitting here who were not satisfied with Mr. Broth. There may be more but I'm aware of 2. I don't know what their problem was other than having met him here a couple of times. He came in and gave us some advice. I'd had to make a decision to continue with him unless we had all of the facts. If anyone were to disclose their displeasure, it might help me make my decision.

Selectman Luszey said he didn't think they needed to make an absolute decision tonight. I do think the advice that we're getting that Broth stay with the current cases he's working on for us to stay there. I also think that gives us time to do a little research to find out who are other labor attorneys in this area. I'd be willing to take that on.

*Motion by Selectman Coutu, seconded by Selectman Luszey, to continue the active cases with Attorney Broth at his new firm of Drummond Woodsum, carried 4-1.* Selectman Nadeau in opposition.

Chairman Maddox indicated that they do have an option to bring the files to us and to do that research. I think we should do our due diligence. If you follow the rock star, the price may be the same today but you followed me, I'd be raising my prices. That's an assumption on my part. That magazine every month from...Selectman Luszey stated he look at it as an opportunity for us to explore other grounds, other pastures. Selectman Nadeau said he was with Selectman Luszey.

Steve Malizia stated it would seem to me that it might be appropriate to put out an RFP so that you could then get responses to see who might be interested in working for the Town of Hudson and then furthermore if you get responses, have an opportunity to interview or to meet who's interested in working for the Town of Hudson as opposed to us non lawyers trying to evaluate lawyers. I'm just saying that not disrespectfully but I don't know what you're all looking for. Selectman Luszey indicated he didn't plan on doing it. I plan on asking a very close associate that sits. Chairman Maddox asked for a list. Steve Malizia said you could certainly get a list to solicit directly but I still recommend that you go out and do an RFP because quite honestly, I don't really know if we should cherry pick or get a better opportunity to see who comes in. Selectman Luszey indicated the more information we have to define and articulate what we want in an RFP, the better off and better selection we would have. Chairman Maddox asked if Selectman Luszey would be willing to help with that portion thereof. Would it be the Board's intention to bring the files back here and go out for an RFP?

Steve Malizia asked to qualify that if I might. I recommend you leave the files there until you get another attorney because there are going to be little things that might come up here or there to be frank with you that - when I say files I'm assuming they're talking the active files quite honestly. Selectman Coutu said all of ours. Mr. Malizia said he agreed but there are files that are closed. We can definitely get those back if you'd like. My point is we're going to be sands and attorney for some period of time. I don't think that things aren't happening all the time day to day. There are things that come up that I need to solicit advice for. It might be minor but it might save us time and money. If I don't have somebody to turn to, I don't know if that's appropriate to put that in limbo. My point is things come up on a somewhat regular basis and we know some of our groups, they come up with all kinds of things that we need to deal with. All I'm saying is while during the RFP process, don't make any moves yet until we get the RFP until we evaluate where we're going. Then if you want to, then you'd make a one-time transfer as opposed to getting files here.



They're going to sit here and we're not going to do anything with them. They're not going to go anywhere. They're not going to go bad.

Selectman Coutu asked Steve Malizia that we retain the services of Mark Broth temporarily for potential labor problems...Steve Malizia said yes. While we're doing an RFP and evaluating - because we're going to have things pop up. I can't tell you that things don't pop up. I have something that just popped up yesterday that I have to deal with. Is it a heavy duty case, no but I need to solicit advice.

Selectman Luszey said he'd have a different opinion. For new questions because the motion that we just voted on is for active cases Attorney Broth is working for. Anything new should be made of Devine & Millimet and of their folks and not of Broth. If it turns into an active case, at least I would not want that case now being by default having to go back to Broth.

Steve Malizia indicated that there are matters that are maybe not cases. There are certain legal advice and I'm looking for guidance from a legal perspective that I'm not anticipating a case for. I will do that if you'd like me to but I'm not sure who the hell I'm going to talk to. Quite honestly I'll just call up and say yes, we're from the Town of Hudson give me somebody to answer this question for me. I can do that. Selectman Luszey was saying Devine Millimet basically states our firm is prepared to continue to represent you in this matter and work diligently to achieve the best possible...I'm reading that as they have the resources to support us.

Chairman Maddox asked to clarify. I think we're getting down two roads here. You've asked to have all of the files transferred to Mark Broth is that correct so that you would have a resource to be able to...Steve Malizia said at this point, that would be my recommendation because to leave them at Devine Millimet...as I understand it, the majority - I'm not saying they don't have attorneys that can do it, the majority of the labor practice, particularly the components we deal with have left. I'm not saying they don't have other people there but have no more of a contract with them than I do with Mark Broth. I don't have a contract with Devine Millimet either. That's the firm Mark Broth has worked for as a partner in that firm. He is no longer a partner in that firm. He has left. I can certainly call them but we don't have a relationship with anybody else there I guess is what I'm saying. We are under no contractual obligation to them, to Mark Broth, to any of the labor attorney because we don't have a contract. All I'm saying is for the familiarity and for the interim period while we are looking at what we may want to do, I think he's the best bet. Whether you like them or dislike them for the interim period, I think he's the best bet. After that, you make a decision.

Selectman Coutu said what I like about maintaining him during the interim period is he has the local knowledge that a new attorney would not have. He's familiar with the people; he's familiar with our government; he's familiar with us. I think that it would be a safer bet to maintain his services until we make a final decision on whether or not we're going to go with Devine Millimet, we're going to go with Mark Broth, or we're going to go with someone else who's highly recommended and eminently qualified to jump in and do the task. For the time being, I think we need to do an RFP and I think that we should retain the services of Mark Broth until we make a final decision just to be on the safe side.

*Motion by Selectman Coutu, seconded by Selectman Brucker, that we continue to retain the services of Mark Broth for labor matters as they may arise until we have determined what law firm we will go to in the future as well as requesting all the records to be transferred to Attorney Broth's office.*

Selectman Luszey asked all files or just the active files. Chairman Maddox said all files. If we're going to use him, we can't have the files in the old office. That's the dilemma. Selectman Luszey thought that's a real huge dilemma because there's going to be a cost associated with moving those files and then if 6 weeks down the road we say okay we're going to go back to Devine or anywhere else, there's going to be another cost. Why does it have to be all the files? Why isn't it just the current open files if you will? Chairman Maddox said if you're going to use the gentleman, he needs the files. The motion was to utilize Attorney Broth. He has to have the files. He can't pick and choose which ones he's going to take.

Selectman Luszey asked a clarifying question. My understanding Broth was the labor attorney and not the general attorney. To answer your question, Steve Malizia said we have used Attorney Broth for labor affairs. Our general affairs which are Planning, ZBA, liability and things of that nature has been the firm of Hage Hodes which is the name Steve Buckley which you hear most frequently. That firm we have a retainer contract with. We have a two year contract which will expire this June and we have a retainer arrangement with them. With the other labor attorney, we do not have any sort of a retainer. It's pay as you go. You don't use him, you don't pay him.

Selectman Brucker thought because we can sever a relationship with Attorney Broth whenever we decide to, I don't see anything wrong with sticking with him especially we would have to do it with the active. Is it that costly for him to take all the files? Chairman Maddox indicated he had no idea how many files there are and what they're going to charge us.

Selectman Coutu asked if it would make sense then to have all the files transferred here for our safekeeping and we'll give Mr. Broth whatever files he needs at any given time he should request them. At least we have them in our maintenance and if we keep Attorney Broth or we go to another law firm, we can just hand them the files and won't charge them to transfer them.

Chairman Maddox thought they were surmising way too much. I think the question is probably going to be a question to Devine Millimet how many boxes of files are there and what will be the cost. I think we're guessing here. It could be 10 boxes and \$500 or it could be 150 boxes over the last 20 years and \$5,000. We don't have any idea. Again, we don't know what we're talking about for monies here. I don't know how long it's going to take to put an RFP together. Steve Malizia said if we're even talking about money because they've disclosed no financial information whatsoever on this form to transfer any money or to transfer the files. They have not indicated a cost or an expense to do so. I'm not saying there is, I'm not saying there isn't. They haven't indicated one. I would traditionally think that if they're going to bill you for something you'd get at least some idea of what it might be. They've indicated nothing. I'm assuming when lawyers leave, they take their files with them whatever that means. I'm assuming that's their expenses. Their cost of doing business probably in their overhead.

Selectman Coutu told the Chairman he thought he was correct. I think we're surmising or we're making too many assumptions and that includes me obviously because we're not aware. I know that when you transfer medical records from one doctors office to another, there is no charge. I think that if you transfer legal documents from one law firm to another because you fired them, there is no charge. I don't know what the charge associated with this is going to be. They may just throw them in somebody's car and deliver them over here or whatever. Chairman Maddox said they may inventory them so that they have a record of what they handed over. Selectman Coutu thought we ought to get an inventory of what they're handing us so that we know what they're handing over and if a file is missing, we both signed off that this is what we received and that's what they gave us. If whoever our representative is going to be says there's no file on this, say wait a minute there should be. Nope there wasn't.

Chairman Maddox said these are questions that maybe we could have the Town Administrator ask and bring this before us at our next meeting rather than trying to guess what...if that's the case Mr. Chairman, Selectman Coutu said he would agree with Selectman Luszey that perhaps at this time we should only transfer those files which are active to Mr. Broth and have him hold onto everything else for the time being. Chairman Maddox asked the Town Administrator if that can be done, and what the cost would be to transfer, and then we can have some information to make this decision at our next meeting. Selectman Luszey said they should have an RFP ready to go at our next meeting. Chairman Maddox said you're that fast. Mr. Malizia indicated that he can't commit to that.

*Motion by Selectman Coutu, seconded by Selectman Brucker, that we continue to retain the services of Mark Broth for labor matters as they may arise until we have determined what law firm we will go to in the future as well as requesting all active records to be transferred to Attorney Broth's office.*

Selectman Brucker said it sounds like we should be able to do that. I was just reading through and in no way does it say that we can just remove some files and not all. Chairman Maddox said he would ask that you withdraw your motion. I don't think we have to make a decision tonight. That could be a great motion for next week when we know what we're really talking about. He's not going to need anything next week or in the next 7 days for what he's doing for us right now. Mr. Malizia said he didn't know that. Selectman Coutu said there's one that popped up this week. Mr. Malizia said there's something that's popped up. There's another one that went, Briefs were submitted, there could be judgment rendered this week. I don't know. I'm not the person on the other end rendering the judgments. Selectman Coutu said that's the dilemma we're in. Chairman Maddox indicated we see all the time that lawyers defer because their schedules and whatever we're seeing. That and some other legal matters. I think that a week we need to have some answers before we just go. I don't disagree. They may say it's all or nothing. These are the kinds of questions that we just don't have the answers to. Selectman Coutu do you want to continue with your motion, modify, or withdraw?

Selectman Coutu said I'll withdraw my motion but I expect that we will take action next week. Chairman Maddox said yes and get some answers hopefully. Challenging but. If you could pull something together Selectman Luszey for an RFP but again...Selectman Luszey said he plans on having one.

Just so I understand, Steve Malizia said right now we're not doing anything with Attorney Broth. Chairman Maddox said no. The first motion was to utilize him on all active cases.

Selectman Coutu asked what if something were to come up. There's a potential this week. Selectman Luszey said it would go to Broth. That's what we just said. Steve Malizia said he was not looking for trouble. I'm just trying to protect us. Right now absent of any direction, we're standing here going I don't know. That's all I'm looking to do. I'm not looking to cause trouble. I'm just making sure to keep us out of trouble.

Chairman Maddox said we don't know either. Your motion would be to transfer all of the files to Attorney Broth. Steve Malizia said yes. Chairman Maddox said again if it's a \$10,000 bill...Mr. Malizia said as long as we can utilize him and have access to him, I don't think it's going to matter for a week but I don't know if it will. Quite honestly, I don't know what's going to come up. I would assume all of the active cases yes would go to him. I'm not sure we have a choice of just these files or not those files. I don't know what files he has. Chairman Coutu said he didn't think anything will happen tonight and I'm sorry for not going through you Mr. Chair. There's nothing that requires 7 day response. We usually get like 20 or 30 day response - grievances and the like. Mr. Malizia said for any new matter, that is correct. I have matters that are either in arbitration or at the PELRB that we could get a decision eminently. We have to have somebody to review the decision legally for us and just make sure what we're required to do. Selectman Coutu said we've agreed to keep Mr. Broth for those...Mr. Malizia said that is fine. Those have files. I'm assuming those are called active files. We have cases that are done. For all intense and purposes, resolved. They're closed. We've either won or we've either not won and we've dealt with it and made the settlement. I'm assuming those are in a file cabinet somewhere at his office at Devine Millimet. I don't think he needs the files quite honestly they're done. I'm just assuming what they're saying is if you're taking him, take all of his files with him. It doesn't matter to me. I can't imagine we're going to need to open up a dead file for anything. When I say a dead file, a case that's already been adjudicated, resolved, and done unless someone wants to look at it for forensic historical purposes or maybe to use it as some ammunition for a future case which I don't know about. I don't think those files matter. It's the active files that I'm more concerned about.

Chairman Maddox stated that nothing in the legal system moves at lightning speed. We're beating this horse to death. Mr. Malizia said as long as we can deal with him on the active stuff we should be okay. Selectman Coutu didn't think a week was going to matter at this stage. Chairman Maddox said we see continuations all the time in our general read for various things that somebody has a doctor's appointment or whatever. The legal team just moves the dates around. I think that if anything was to come up, we could certainly defer it for the balance of the week. So that's the way we're going to leave this. Motion was withdrawn and we're going to have it on the agenda for the next meeting.

Selectman Coutu said we're going to get the RFP and any costs associated with transferring files. Steve Malizia said he would find out the cost for transferring files.

D. Part-Time Recreation Department Maintenance Person

Chairman Maddox recognized Town Administrator Steve Malizia.

Steve Malizia stated that the gentleman that's currently performing part time Rec. maintenance has submitted his letter of resignation and will be leaving the employ I believe either the end of this week or next week. He's been with us for approximately 2 ½ years. He has several different areas of responsibility and again he is leaving. So I know the Rec. Director has asked for consideration to hire another part time person. If you recall, that position was held before this gentleman by Mr. Provencher for some 30 years as a part time Rec. person. That's sort of the history of it. I can tell you that as part of those duties, there are duties for events at the Community Center when there is a set up and take down, we have used this individual on an hourly basis to perform those tasks at sometimes very odd hours. For example when there's a comedy night, it needs to be taken down - the tables need to be put away, floors cleaned, in preparation perhaps for an event that's going to be held the next morning. So there are evenings where somebody is there at 11 o'clock, somebody is there. The same with the youth dances that get held. Those get cleaned up after because there might be an activity going on. During the week, there can be other activities and currently where we're using that for seniors, they have a setup where we put in for them. That is also part of what that individual does is those off hour clean up, set up, take down situations. I know that and that's an important role. It's basically about 10 hours of that individual's time on average. Some weeks more, some weeks less. The rest of the time I believe the individual services Oakwood and does field work. When I say field work, there's ball fields that they maintain, there's the Robinson Pond area that they maintain, as well as Merrill Park and what not. Kevin's crew doesn't go over there and move all the picnic tables and do all of that sort of stuff. They don't line the fields, they don't drag the fields, they don't do a lot of that. This individual has been doing that as a successor to Mr. Provencher who did it for 30 odd years. That's the predominance of those hours as I understand what the individual is doing.

Mr. Malizia believes it's a non union position because it's been sort of a maintenance \$10 - \$12 an hour position. Again, about 15 hours of that sort of field type of work and 10 hours approximately of community center type of work. When I say community center, I'm specifically talking breaking down and setting up. That's what he was looking for. He's not here so I don't know if I missed anything.

Selectman Luszey said his recommendation would be that just like we've done in the past most recently with the Administrative positions is that we take a hard look at all maintenance personnel and see if we can somehow do better than what we are doing and improve productivity and maybe not have to replace this part time person and use it as an opportunity.

Selectman Brucker asked if this person in this position the person that's been keeping up the community center, painting, and doing the work there. Steve Malizia said maintenance work has been done by the person who works here. So when you have maintenance items, for example repair of items, painting of items, I used that person to help coordinate the roof replacement recently and stay on top of that. That's what that individual does. This individual is more of a position where when you have the various groups that are in there during the day or in the evening either sets up, takes down, and helps clean up to make sure things are in the appropriate locations between those events. When this person is over there, they're doing that sort of work. For example as I cited before, there's a comedy night coming up. There's been many comedy nights where that individual goes in there at 11 p.m., 11:30 p.m., or sometime before the next morning and takes it all down. There's probably 40 tables, 400 chairs and they all need to get put away to ready the building for the next group that's coming in which we just got off basketball season. That frequently gets reset up. It just doesn't happen. That individual has been the one doing it. During the week for example when we have, and again I'm not saying this is all the time that's why it's up to 10 hours, it's not 10 hours every week, when we had Deliberative Session, they set up things. When we had public hearing for the budget, they set up things. When they had Candidate's Night, they're also setting up things and they have to take them down to get them ready for the next group. That frequently happens at off hours. Off hours can be at night, first thing early in the morning, on weekends.

Selectman Brucker stated it does say here that this person paints walls, building fixtures, performs light electric. Steve Malizia said they have to be a maintenance type person that has the ability to do that. They also service the Oakwood facility which is the old rec. building around the corner. I know that they also repair and fix for example the picnic tables and all that stuff that goes to some of the various little parks like Merrill Park or Merrifield Park, Robinson Pond, and those sorts of things. Selectman Brucker asked if this is that individual that does that. Mr. Malizia said yes.

Selectman Coutu said he was not going to suggest that this is a critical position but I am going to suggest that time matters. We're already in April. The baseball season begins very shortly. This person goes out and marks the fields, gets them ready for each of the games. He goes around to the other fields to make sure that the picnic tables are in order. If they need repairing, they repair them and they get them ready. Most of the time they'll take them up to Oakwood and do them there. I know that the summer program is going to begin the beginning of June and then you have alterations to the building I believe 2 days a week to accommodate seniors...Mr. Malizia indicated you will not do that in the summer. You will do it between now and the summer but you don't have to do it in the summer. Selectman Coutu thought in the summertime they were afforded a portion of the room to be able to do line dancing. Mr. Malizia said they do the front part. One day they do. You are correct.

Selectman Coutu indicated that there are some minor alterations that need to be done there. There's a lot of maintenance with the kids going in and out of the building, sweeping up, picking up and things of that nature. The kids use the exterior of the building as well for various programs and activities and the parking lot gets littered and he has to clean that up. I don't think based on my experience serving on the Town of Hudson on the Board of Selectmen that when I look at the maintenance staff that we have, which is one full time maintenance person here in this building and the Fire Administration building, and various other things that are assigned to him would have the time to also come in from Pelham, NH, at 10 p.m. to disassemble tables and get it ready for the next day's activities and be able to go out and line the parks for an afternoon or an evening baseball game, I just think that to say that we can incorporate this into a one full time custodial person we have now is just asking way too much.

Selectman Luszey stated that's not what I'm saying Mr. Chair. I'll use the baseball. We've had a number of conversations on how we could partner with the school. The school takes care of ball fields. They have people that do that. I think this is an opportunity that we might be able to partner with them to do that type of work. We have a part time custodial here. Is that right? Mr. Malizia state we have a custodial maintenance person that does here, maintenance at the Community Center, and also does the Fire Administration. Selectman Luszey asked if we had a part time and a full time. Mr. Malizia said no. Selectman Nadeau indicated this is the part time that we're talking about. Mr. Malizia said we do not have a part timer here Sir. Selectman Coutu indicated this is the only part time maintenance person we have.

Chairman Maddox indicated that if the Rec. Director was here, I would ask him how many hours is he really working on maintaining the Community Center. If you look at his example of his duties, mows the lawn. Why would he be mowing the lawn? Mr. Malizia stated he doesn't mow the lawn over there. There is no lawn over there. It's all concrete. Chairman Maddox said they could scratch out mows lawn. Mr. Malizia said he does work at some of the small parks and at the old Oakwood facility.

Selectman Coutu understood that we have some small equipment like lawn mowers or what not and he repairs them if they needed to be repaired. The other gentleman that worked for us, Mr. Provencher, did that as well - maintained the small equipment that we kept up at Oakwood to take down to the fields.

Chairman Maddox asked if Highway cuts the fields. Mr. Malizia stated highway may make the pass through with the scagg machine but there's other detail work that needs to get done. Again, Selectman Luszey indicated that's why I think we need a clear list of what the person does and doesn't do.

Motion by Selectman Coutu to approve the posting for part-time Recreation Department maintenance.

Chairman Maddox asked if he was going to put in the 25 hours. Selectman Coutu stated it was his understanding that it wasn't always 25 hours. Steve Malizia said it could be up to. Selectman Coutu said for up to 25 hours a week.

Motion by Selectman Coutu, seconded by Selectman Brucker, to approve the posting and hiring process for part-time Recreation Department maintenance for up to 25 hours a week.

Chairman Maddox indicated that I would like more clarification of what we're getting here. If we have a maintenance person in Town Hall and this building is not that big, and I know he does some other things, how much time is he really spending maintenancing at the Community Center? What are they doing? I also don't disagree that we need to do something. I'm probably going to be the swing vote.

Vote: Motion carried 3-2. Selectman Luszey and Selectman Nadeau in opposition.

Chairman Maddox said we're not hiring, we're advertising. Let's see some justification I guess would be my answer to that. The Liaison to the Rec. will get us some more firm definition. Selectman Coutu said he will assuming I'm still on Recreation.

Steve Malizia indicated that Mr. Yates should be here next week to talk about the senior plan for the summer. Selectman Nadeau said that was his question. I wanted to just make sure that Mr. Yates was here next week to go over some of the questions and concerns we had. We are going to post this and I don't know how long it's going to take to do that. Between now and then, we might have time to tweak what we're exactly looking for. Chairman Maddox said that was his concern. I do not want to punish him but I also have some serious concerns about what are we getting here.

Selectman Luszey indicated he wanted to go a step further. That is what is the tasks on a daily basis of all of our maintenance people that we have employed in the Town for building maintenance, not the Highway crew. We have some up at the police station. Selectman Nadeau stated we have one at the police station but we don't have one at the Highway Department. Selectman Luszey asked to find out how much maintenance type of work we have and are we utilizing them effectively. The voters gave us a real clear message this round.

Chairman Maddox thought that's a wonderful thing but where are we going to go. I'm just trying to see where we're going with this. I think it's a case of let's see what Mr. Yates comes in and says how much maintenance there really is here. Could the maintenance be done by the person that covers this building that does maintenance and we reduce this job down to the setup and breakdown, and the field work, or whatever and take the maintenance away from him. Selectman Luszey asked what if you have excess hours at the police station that they could be doing now. That's my point. Chairman Maddox said this person is covering 4 buildings now. Again, I don't know the answer.

Selectman Coutu asked the Town Administrator if our maintenance person at Town Hall in the union or is he one of the non union? Mr. Malizia indicated he's a union person. He's covered by a collective bargaining agreement. Selectman Coutu asked if the maintenance person at the Police Department. Mr. Malizia said the maintenance person at the Police Department is covered by the same collective bargaining agreement.

Selectman Brucker was glad that Selectman Luszey wants to look at other creative ways to get at some of these jobs but as Selectman Coutu said, we're sort of in a time constraint where it is spring and we are going to have things that have to be done with lining fields and that sort of thing. Trying to collaborate with the School Department, which might be a very good idea, I don't see where there's time to do that before.

Chairman Maddox indicated that's why this vote went that way. I think that, again, I do not want to punish the department but I think we have an obligations to look at all of the avenues that are out there. This position is now becoming open. We've said repeatedly that if a job position comes open, we're going to scrutinize. Again if it says we're scratching out lawn mowing and maybe the facilities maintenance is handled by somebody else, this position might only be up to 20 hours. I don't want to hurt the department because it's going to take a month to get somebody in to be able to do what needs to be done as we get into the summer. It's something we need to look at. I think everybody is just about unhappy. Should we move on.

5. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Luszey - First of all Senior Affairs Committee we had a nice little meeting and we would like to begin to work on what the long-term plans are as we begin to break ground given that we've been given the go ahead. This Board here is going to have to make some decisions probably somewhere around the April 16th time frame. The reason that date is important is we met with Council on Aging and we got clarification on the donation as it was stated in the Warrant Article. What the Council on Aging will be doing based on our last conversation and based on the posting for the public hearing for our next meeting is they'll be making a donation of \$220,000 effective on or about that date I guess as soon as they can write the checks if I understood that correctly and hand it to us. The remaining amount will be donated in the September time frame. It's August/September, there's a number of CDs that will be maturing in that time frame and as they mature, that money will be donated to us. After that money is donated, we the Board will have a decision to make as to when we would get the Highway Department on that site, grubbing out the site, getting the site work done and all that neat stuff. That is also the time frame at which we should be looking at the returns of the contract. The bid statements in selecting a contractor. We also need to be, I believe, hiring the Clerk of the Works. That person needs to be covered by our liability insurance. At that meeting, I'll be making a motion to do that. On the senior center front, all is moving along quite nicely.

Selectman Luszey indicated he did speak with Chairman Maddox about the affordable health care program that is taking affect over the next few months. Thirty hours is now a new magic number. It defines what is considered a full time status person at which an employer has to pay health care. I'd like to find out if we have anyone that is taking a look at how that might be impacting our part time employees because many of our part time employees are 32 hours. If that's the case, then we may be looking at an increase in health care. If we could, I'd like to ask the Town Administrator to take a look at how the Affordable Care Act may or may not be impacting our health costs going forward as these things begin to take effect. It's the number of employees. We have over 50.

Selectman Nadeau indicated that we could look at a reduction in the hours so that we don't...Selectman Luszey said exactly. I know a couple large firms that have done that - 29 hours is now what a part time employee is eligible to work and no longer 32.

Chairman Maddox said he did talk to the Town Administrator briefly about that. You said you were following up on whatever is coming out of LGC. Steve Malizia stated the Finance Director and I have the documents. We know that for example seasonal employees are not covered by that. So when you have Rec. people, the summer people are not subject to that. We've been very conscious of that. Selectman Luszey asked is that because we're government or is that because...Mr. Malizia said it's been expressed to us that seasonal employees that didn't qualify government - it just said seasonal employees were not affected by that. We are not required to cover them. Selectman Luszey said because it's a government seasonal employee. In the private sector, seasonal employees...Mr. Malizia said he did not see the word "government". The advice that we received from LGC said seasonal employees are not covered. I'm assuming they know what business we're in so I'm assuming that maybe a qualifier. They didn't put it in front of that word "seasonal" but they said seasonal. As you're well aware, we've brought some employees in that retired that have come back 24 hours. I'm very conscious of the 30 hours. We also have other employees who are part time in our Assessing Department who are very conscious of that that are 29.5 hour employees. We'd have to double check but I'm not aware of any employees that are part time at 30 hours. We have been very careful particularly as of late because we knew the requirement. Take the seasonal folks out of the equation, take the part timers that I know off the top of my head - I don't believe we have any exposure but we will double check. It will be minus for us.

Selectman Luszey said his next item is month workshops. I'd like starting next month we have all department heads be here and do a 15 to 20 minute presentation as to what their accomplishments were for the current month that they just finished, what they plan on doing the next month, and any issues that they need our support in. I think that would provide our viewing community a much more transparent and also informative session as to what is really going on inside and around town hall. A couple statements were made that we did not sell our contract packages. Part of that is what our folks do. If we're going to sell what our folks do, it's not a short term event. We need to start selling it like today. I think this is one way to get our citizens to understand what our folks are doing for them and the value that they're bringing to the table. The message that I took away from the election is that the folks in this town and I know a lot of people say well only some 3,000 people voted but statistically speaking, that is a very good statistical sample for the population of Hudson. It's a valid sample. If 100 percent of the population came out and voted, there's a pretty good chance that the results would have been the same. What it said to me is that the people that are paying the bill for the services in this Town feel that they are paying adequately for the level of services and possibly they'd like to see a reduction and the cost of those services. The cost of their household revenues have gone down yet the expenses have gone up. I think if we're going to sell this next year's contracts that I hope we can come up with, we need to start doing it now. I think that is one way that we can do it. Since this is a workshop, I think it's a great opportunity to have exchange of ideas and discussions. That is a motion I'd like to make.

Motion by Selectman Luszey that starting next month we have all department heads be here and do a 15 to 20 minute presentation as to what their accomplishments were for the current month that they just finished, what they plan on doing the next month, and any issues that they need our support in.

Selectman Coutu thought he said something and you said something different, and he was nodding his head in agreement with you. Did you say to have the department heads come in every single month...Chairman Maddox stated for 15 minutes. That's what he said. Selectman Luszey said yes at the workshops. Selectman Coutu said "every month". So we couldn't have any other workshops? If they're going to occupy the workshops, which is the first meeting of the month, there'd be no workshops for anybody else, for any of our committees, our commissions. Selectman Luszey said to break them up.

Selectman Brucker was going to suggest that maybe a few departments come in. I think that it's been done that way in the past. At workshops I don't know if it's only been one department come in or a few but I think to have all of them would be difficult even though I understand the public relations that that would provide. I think that's admirable. I think that would be too many to have all of them.

Chairman Maddox's said his position would be that I am going to try to schedule all the departments and the commissions over the next 12 months and that's what we did do in the past - to have the Fire Department, Highway Department, Community Development come in and give us an overview. If you want to do it every 30 days, I just think that we're just going to see the same stories. I just don't see the benefit of every meeting. Selectman Luszey said once a quarter. Chairman Maddox said once a quarter if we bring in a third of them or a fourth of them. I don't disagree that that maybe a viable alternative. Every month for 15 minutes each, they're just going to be fluffing it. I plowed snow in December. Selectman Luszey said if they're fluffing it, then there's a message there too then. Chairman Maddox said "fluffing it" may not have been the right term but again, they plow snow in the winter time. How many ways can you say that? Selectman Luszey indicated that they do more than plow roads in the winter time. Chairman Maddox said he understood but for 15 minutes, I think it would be a challenge to bring them in every month and have them do that same thing for December, January and February. I think coming in once a quarter and said he had 15 snow storms of which they plowed for X amount, that's another story. Maybe the compromise will be that we will bring department heads in on a rotating basis to give us that type of update would be more balanced.

Selectman Nadeau said Chairman Maddox was going where I was going. I don't want to hear every month that you're going to get the same repeating list, and item 2 got fixed, and item 4 is still there, and 5 is still there. I think if we did it once a quarter and if there's a big item that comes up that needs to be addressed...Chairman Maddox indicated they'd come to a meeting. Selectman Nadeau said there's the option for them to ask to be put on the agenda. I think if we heard from them once a quarter and if the Chairman says that he's going to come up with a plan to meet and greet everybody over the next year, I think that can work.

Selectman Luszey said he hears them and he'll accept your position on it. My thinking as of right now is that we're not doing our employees any service by doing that. All I heard is we need to sell the services that they're providing. I don't know any better way than it is to get these people in front of the taxpayers and showing them what services they're providing and to do it once out of is not going to do it. If that's the will of this Board, okay.

Selectman Luszey's next issue is there's been some discussions on impact fees. I know the Planning Board is having a study done on a study on impact fees which I think is great that we spend money for studies on studies. It related to the schools. My question is now that we have an approved senior center, can we impose impact fees on these communities that are senior communities by using the same rationale that if houses built and they're going to bring in children that will impact the infrastructure of the school system, then I'm sure that if we're building senior housing, that it will begin to impact the infrastructure that we're building for seniors.

Chairman Maddox would just say that the Planning Board is not paying for that study. The person requesting - they gave us a study and we asked for peer review. Selectman Luszey understood that but I'm asking can we impose an impact fee on senior housing to help pay for future senior infrastructure? Chairman Maddox would say no based on the things. What you're really trying to do is we had to stop collecting for the Library because we had nothing to begin with. There was no nexus to get - there was no increase. We didn't have anything. That's the same thing with Rec. There was no way to be able to collect real monies there. The schools you could have a definitive cost, different buildings, upgrades, and whatever.

Selectman Luszey thought there's going to be definitive costs with the senior center. One of the things that we'll need as folks get older and they're no longer able to drive themselves, we're going to have to start providing transportation. There is definitive costs. Chairman Maddox said they did talk about the Fire Department being able to charge because there's going to be a lot more ambulance calls to those types of facilities. We did senior housing with increased density and now we're getting this push back because there is the childless of those sites. It's a lousy way

to word it but trying to find that balance. There could be kids in some of these facilities especially the 55s. Grandparents are raising their grandchildren and those types of things. There are school kids.

Selectman Luszey said his focus is if we're building communities, focus at elderly, we are going to begin to tax the infrastructure for supporting elderly. We're trying to attract an elderly population. Why wouldn't we be able to charge an impact fee to support the future infrastructure costs associated to that? Chairman Maddox indicated we could get a price to do that. We have to pay somebody to do the analysis of what that impact would be from what we've already just spent and where we think we might be going. We can certainly get a price.

Selectman Coutu wanted to say that I can't agree more with Selectman Luszey. One of the things that really irritated me about a couple of Planning Board meetings, nothing to do with the Planning Board - it has to do with a request, that some of these 55 and over communities don't want to pay a donation to the recreation account or whatever it is they don't want to pay. I'm sitting there watching this and saying well we're building a beautiful senior center. Maybe we ought to transfer whatever you don't want to donate over to that and say now you're going to have to support your population of which I'm a member. I can't agree more. I think that if they want to be recognized as having no impact on our schools and not having any impact on our recreation, they are going to have not necessarily for the most part because not all of us have kids in school, not all of us use the library, not all of us use the recreation program. In some form, shape or another, we're paying for it. There should be some impact fee assessed for the senior center. I agree with it. Primarily it should come from the 55 and over communities.

Chairman Maddox asked that you're saying that this Board would be supportive of expending monies to do that study? Selectman Coutu said he didn't know what was involved. Chairman Maddox said he would find out a price. Selectman Luszey asked to find out. Selectman Coutu thought it was a great idea.

Selectman Luszey's last note was to schedule an agenda item to talk about what happened at our last election. What was the message, and what do we plan on doing about it? I don't think we really have had that discussion. Chairman Maddox didn't disagree. I think we're going to have 5 different opinions but we can certainly - maybe when we sit down with our Legislators and the School Board, we can commiserate and put some stuff on paper before hand and see where we want to go. I will just interject that I do not disagree that we need to do a better job of what this Town provides for the tax monies you pay. I think that we need to do a better job of accentuating the positive. I think Selectman Coutu and I have talked. When you call for an ambulance, there's a good chance that a paramedic will be on board. The lifesaving equipment inside one of our ambulances is amazing what they can do in that moving vehicle. What the Highway can do with the number of people they have with the snow storms we've had. The day to day operations of the sewers get cleaned out so that there aren't backups. I think that we just assume people know what the Town does. I don't disagree that we need to do a better job of accentuating what government does. When you talk about that average \$257,000 home, it probably pays about \$4,800 of which to the Town is \$1,600. For \$1,600 a year, you have a nationally accredited police department, a paramedic on almost every shift, a great engineering staff. All the peoples that we have within the community. You can register your vehicle on Thursday night. It's not just come during working hours. All the things that the Town does, we just need to do a better job of showing that.

Selectman Luszey indicated that you're absolutely right. I will tell you when you give the example that we are one of 27 communities that have a nationally accredited police department in the State of New Hampshire. Steve Malizia said it's less than that in New Hampshire but there's probably a thousand communities across the country. We are one of with flagship distinction. Selectman Luszey's point is when you go out and tells that to the average person, the response I get the majority of the time is so what and how much does that cost us. Do we need to be accredited? Chairman Maddox said we do not need to be accredited but it is to our benefit. Selectman Luszey said we need to be able to prove that to the taxpayer that's marking the little check box that doing so and being so is saving them money in the long run. Until we can do that, I don't think they're going to check the yes box. Chairman Maddox said those are one of the things that we will have to better explain. As a matter of fact, Selectman Luszey said they would say no uncheck it.

Selectman Brucker - What I want to say to that is I did not attend the school meeting with the parents of children who are in first and second grade who would be moving to Library Street and HO Smith under their new plan. I heard back that some of the parents expressed the fact that they didn't know all of the things that went by on those Warrant Articles and they didn't understand that it would be benefitted the school. People out there if he's hearing from people who are dissatisfied. They want more. Some of these people that were at the meeting it sounds like they would have come out and voted if they'd known. I don't know how they didn't know that these Warrant Articles were needed at least for the School Department. What it says to me is we all have to do a better job at selling this. I think we've been saying that over and over again.

Selectman Brucker said she did not have meetings with any committees since we last met. I did attend the Chamber of Commerce dinner with 3 other Selectmen at which it was very nice to see our town honored for large business, and



small business, and the citizens of Hudson that were honored. It was just a very nice event and very gratifying to see that these people and these organizations and businesses got their recognition. It was very nice.

Selectman Coutu - Mr. Chairman I really had nothing prepared this evening - anticipating your chairmanship and see how you would handle things. In terms of the contracts, I will say this. I consider myself a student of politics, elections, and what the trends are, and where things are going to go. We've had these private conversations amongst each other about the likelihood of this passing. What was resounding to me relative to what you brought up with the schools, one of the person's speaking was somebody that I know well in this town. I sat there and listened and she said had I known, I would have gone to vote. That was somebody I thought had gone out and voted for me. Apparently she didn't even go out and vote. I've heard a lot of people say to me as they said to you Selectman Maddox, I like the job you're doing and I respect your having to go out there and fight to get these contracts. We respectfully disagree with you but we'll vote for you. I've heard that time and time again. What I've heard more often than not was there was too many contracts on the ballot. Had there been one, we might have been able to sell it but 5 on top of that the School Department's contract, then we had the Tax Collector. That was another raise that was separate from the Warrant Articles. It was too much for the taxpayers. They looked at the whole picture rather than individual contracts. I really thought a couple of them were going to pass. Highway Department - they're visible all the time. People see them out there sweeping the streets, plowing, gardening, they plant flowers coming across the bridge, to beautify the entrance to our Town. So they're usually rewarded for that. What people don't see is Fire and Police unless you absolutely need them. Then when you absolutely need them and you see - we as Selectmen are fortunate that we see government as very transparent from our positions because we know what's going on. We see the copies of the letters that people send in to the Fire Chief complimenting the Fire Department on a response. We see the letters from Southern Regional Medical or St. Joseph Hospital from the professional staff saying your paramedic saved a life. We get to see that but the general public doesn't get to see that. They take these things for granted. Especially if you've never needed the service, you take it for granted. If you get pulled over and doing excessive speed, which is part of community policing - trying to get people to slow down, the Police Department are not good with some exceptions. Its community policing and people resent the fact that they got stopped.

Selectman Coutu thought that in terms of the contracts, of course you all know how I feel about somebody saying that we didn't try to sell it. We all know how hard we worked at selling it. As I said, short of spending a lot of money out of our pockets, there's not much more we could have done. We availed ourselves of newspaper interviews. We availed ourselves of Hudson Cable Television. We availed ourselves on the very floor that we sit on every Tuesday night to sell the contracts. We took advantage of public meetings, Candidate's Night. We did everything we could to sell the contracts. There were too many on the ballot. I think that's something that whoever our labor attorney is, we need to discuss with them. If we're going to have an open discussion or dialog relative to what we could do better than what we did this past year, or what we think went wrong, I don't know what it's going to lead us to. I think we need some advice on how to handle putting 5 contracts on the ballot. As long as we're throwing 5 on the ballot, and I'm only talking about the Town side, year after year after year, they're going to get rejected. Eventually we're going to lose. People are going to say that's it I'm out of here. Then we're going to be training people at \$38,000 for a police officer or whatever it is for fire EMT and they're not going to last long either once they see what everybody else is getting. Other communities are giving raises. We're not. For whatever reason, I think that for the most part it was having 5 contracts. If we just had Highway, or just Police, or just Fire by themselves, I think they could pass. I think we have our work cut out for us in the coming year with union negotiations. I don't think it's going to be as easy as we think it's going to be this coming year. I've been forewarned. They're not going to accept what we offered them last year. We'll see what happens.

Selectman Nadeau - A couple of things. When I was home two weeks ago, I got to listen to your meeting. The Chairman of Recycling/Green Team came in and talked about doing the cleanup. You guys suggested maybe a different road. They're meeting at Greeley and Highland Street on April 21st from 12 to 2 depending on how many people they get, which way they go.

Today I had the luxury of driving up and down Kimball Hill about 20 times. The State Highway Department was out with one truck with 2 guys at one end of Kimball Hill picking up the trash. There was a lot of trash on the sides of the roads. When they left at the end of the day, their 6 wheel dump truck was full. I hope that the Green Team and all the members of the community on April 21st come out and help clean up the sides of Hyland Street and Greeley Street. If anybody has any questions or if any group is interested in helping, they can contact me through e-mail or my cell phone number which is on the Town website. I'll be more than happy to help them get in contact with the people to get them scheduled if they want to do a certain section of that road we'll help them out with that.

Coming up on April 14th here in Hudson, they're having the Jay Halloran Road Race which starts over at Alvirne High School and goes through the trails and the back roads. That's for a scholarship that they give out every year.

The other thing that happened last week was the Easter Egg Hunt at Benson's. It was very interesting. Mr. Yates gave a 2 minute warning and that was interpreted as go. He got charged by all these little kids. It was a great time. A

lot of people there. On the next hunt, Dave didn't give a 2 minute warning. He just told them when it was time to start, which seemed to be a little bit safer. The Easter Bunny was there. It was good time.

We also as a group, except for Chairman Maddox, went to the Chamber awards ceremony. The Small Business of the Year this year was Sousa Real Estate. Ted was lucky enough to give out the award for that one. This year having 4 Selectmen there, we were able to break up the awards. I did Large Business of the Year which was Fairview Nursing Home this year. They'll be having a ground breaking in a couple of weeks. They're breaking ground on their new facility next door to the one that they currently have. The Citizen of the Year, as Selectman Coutu said, when she appears before this Board we don't know what she's coming here for or what she's doing because she's so involved. That was Linda Kipnes. I tried introducing her sister to somebody as Linda Kipnes because she had a twin sister which I did not know which was pretty funny. The three Junior Citizens of the Year, Selectman Brucker got to do and that was the Hardy girls, they're two twins and seniors at Alvirne, and Susan Lee. It was really neat to hear what they did. Some of them had some similar activities and others didn't. It's good to see the Junior Citizens and down the road we start to see these Junior Citizens coming back and doing different projects in the Town. That's how a lot of people got started when they were in high school. I think this was a great event. That's all I have this evening.

Chairman Maddox asked Selectman Nadeau to give an update on the meeting he had with the Police Department in regards to Benson's. Selectman Nadeau said he did have a meeting with the Police Department in regards to Benson's. Not much came out of that. I'm going to bring some of the suggestions forward to the Benson Park Committee this week and see where they want to go. I wasn't overly excited with some of the suggestions but we'll see where the Benson Committee goes as far as the hours of the operation of the park, the locking of the gates, and how to enforce some of the things that we've asked to be enforced. The Police Department might be coming to an up and coming meeting of the Benson Committee once we come up with some of ideas and proposals to see which way we have to go with the rules and regulations.

Selectman Luszey asked if we scheduled a public hearing to make those...Selectman Nadeau said no we did not because we're going to see which way the committee goes and which way the Police Department wants to go. Chairman Maddox said one thing hopefully they will do is start reporting any issues in the park so that we can track them. I think that was brought to them the last time. Again if the police pull up their reports and say there's been no activity, there's no justification for the times.

On the subject of Benson Park, Selectman Coutu said that he read the deed. I think probably for the 25th time the other day from cover to cover again. I just want to let the representative to the Benson Committee know that all State owned land, and we're subject to those rules, is allowed equestrian use. You can designate equestrian trails but you cannot deny them access to State owned land. It's in the deed. If they want to ride horseback, I would suggest that Mr. Empey said that they had a lot of unspent money in the train fund, maybe they should find an area where they can come in with some sort of a post and rail fence. They can stay on one side and then go down to the left hand side area of the pond away from where the traffic flow is. Have them come out of the left side of the senior handicapped area and go down and develop some trails down on that side and keep them away from the gorilla cage, A-frame, and down by Swan Pond where the picnic area is. We can't deny equestrian use to State land. We are subject to all the rules and regulations of State owned land.

Selectman Nadeau said one of the rules that we have for the park is no horseback riding in there and that's been one of the original ones was in there to see what we can and can't do about it. Selectman Coutu stated that's why I went back to the deed again because there's just so many things that come up. I looked at fundraising - what we can and can't do or what fundraising can take place in the park providing the money goes towards Benson Park. The equestrian use - I was surprised to read it. As I read this so many times, I thought that would have jumped out at me. Selectman Nadeau stated they take a look at that and see what we can do and go from there.

Selectman Maddox - The State Liaison to the Board of Selectmen called me. There is a concern at DOT that you and I need to get with the Engineer to find out. He said that the senior center has expanded beyond its borders. So we need to take a look at that.

I want to thank you for putting me at the front of the room. Selectman Luszey said only 3 did that. I didn't. Chairman Maddox indicated that he was going to thank you anyway. According to Selectman Nadeau, Selectman Luszey said that Selectman Coutu made the wrong motion. Chairman Maddox said it's only a year.

At this point, it's going to be an interesting year. I don't disagree with you that we need to sell something that nobody thinks about. Government is just in the background. There's nothing flashy about it. Maybe we need to dance and have partners. I just don't understand how people are more interested in Dancing with the Stars than the systems that take care of them when they're needing them. How we do it, again, maybe we discussed that with the schools. Hopefully talking about working with the School Department to get some of that low hanging fruit to save taxpayer money is a step in the right direction. I don't disagree with you that the more contracts the more difficult it's going to

be. I don't know how we're going to get around that because there's going to be even more on the school side next year. It is going to be a challenge for all of us to accentuate the positive. That's our job for the next year to be able to inform the citizens for \$1,600 for that average house what you get. Again, a paramedic I heard takes 2500 hours to get that certification. That's no easy task. That is something that could make a difference in all of our lives. They are there when we need them. Again, you don't think about it until it's needed. I think that's the kind of thing that we realize. All of us have seen the equipment. We have seen the defibrillators when they came in. All of the training that goes on. Again, there is no simple answer. There's not going to be an easy answer. I believe that we will hopefully over the next year provide the information to our citizens that hopefully they recognize that. The people I've talked to that didn't vote said we thought you were doing a good job so why should we come in. I think its incumbent upon us to give a better job to make them come in.

Selectman Luszey requested to make a public announcement. Most of you know that I belong to Mooremart. The Telegraph has graciously told us that they're going to sponsor a 5k run for us. I believe its April 21st. We need 30 volunteers to help. If anybody out there would like to help Mooremart continue its mission in providing care packages to our troops, they can contact me at ted@luszey.net or give me a call - 493-3512. Thank you. Selectman Coutu said it is a nonprofit and worthwhile organization. They do a lot for our servicemen overseas. Take advantage of HCTV. There must be a date and time to register and how much it is. Chairman Maddox said if they could use the Community Center for registration, it's centrally located, people know where it is. Selectman Luszey stated to register, there is a website that they'd go to for the 5k. It's well established but we need 30 people.

Selectman Brucker asked what kind of volunteer work are you talking about. People along the route with water bottles? Selectman Luszey said it's making sure people don't fall in the rivers, turn here, and things like that. They have to be 18 or over.

Chairman Maddox said they forget something with the Conservation Commission. The parcel of land that abuts the river. Mr. Battis was nice enough to sit in the audience. Steve you said you had the map of the riverwalk. Jim Battis said it's on their agenda for our next meeting on Monday. Chairman Maddox said I think as you can see from that map, that is on the path of the riverwalk. I think it would be foolish of us to...Selectman Luszey said we already own it. Mr. Malizia said we do own it. Selectman Nadeau indicated they want us to sell it. Selectman Luszey indicated that we wanted to talk about that. Mr. Malizia said we wanted to get their opinion.

6. ADJOURNMENT

*Motion to adjourn at 9:29 p.m. by Selectman Coutu, seconded by Selectman Brucker, carried 5-0.*

Recorded by HGTV and transcribed by Donna Graham, Recorder.

HUDSON BOARD OF SELECTMEN

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

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Nancy Brucker, Vice Chairman

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Roger E. Coutu, Selectman

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Ted Luszey, Selectman

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Benjamin Nadeau, Selectman