

HUDSON, NH BOARD OF SELECTMEN
Minutes of the November 25, 2008 Meeting

1. **CALL TO ORDER** by Chairman Nadeau at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.

2. **PLEDGE OF ALLEGIANCE**, led by Police Chief Richard Gendron.

3. **ATTENDANCE**

Selectmen: Ben Nadeau, Rick Maddox, Shawn Jasper, Ken Massey and Roger Coutu

Staff/Others: Steve Malizia, Town Administrator; Priscilla Boisvert, Executive Assistant; Kevin Burns, Road Agent; Police Chief Richard Gendron; Bill Cole; Richard Kahn; Gina Votour, HLN

4. **PUBLIC INPUT**

There was no response when Chairman Nadeau asked if anyone in the audience wished to speak to the Board on any issue.

5. **CONSENT ITEMS**

Motion by Selectman Coutu, seconded by Selectman Massey, to approve the Consent Items, A-D, carried 5-0.

A. **Assessing Items**

- 1) Current Use Tax Abatement, Map 230/Lot 22-11, w/recommendation to approve.
- 2) Abatement Application, Map 152/Lot 12, w/recommendation to approve.
- 3) Abatement Application, Map 142/Lot 7-16, w/recommendation to approve.
- 4) Tax Deferral Applications, Map 191/Lot 082; Map 145/Lot 011/Sublot 022, w/recommendation to grant.
- 5) Veteran Tax Credits, Map 203/Lot 034; Map 111/Lot 067; Map 216/Lot 014/Sublot 067; Map 165/Lot 141/Sublot 414; Map 147/Lot 017/Sublot 023; Disabled Veteran Tax Credit, Map 211/Lot 048; Blind Exemption, Map 148/Lot 095, w/recommendation to grant.

B. **Water/Sewer Items**

- 1) Sewer Allocation, 194 Derry Road, w/recommendation to approve.
- 2) Sewer Acceptance, Ottarnic Pond Co-op Project, Map 175/Lot 034-000, Units 2-32, w/recommendation to approve.

C. **Acceptance of Minutes**

- 1) Board of Selectmen's Meeting Minutes of October 25, 2008 (budget presentations)
- 2) Board of Selectmen's Meeting Minutes of November 10, 2008

D. **Calendar**

11/26 7:00 Cable Committee, BOS Mtg. Rm.	12/11 7:30 ZBA in CD Mtg. Rm.
11/27 & 28 Thanksgiving –Town Hall closed	12/15 7:00 Budget Cmt in BOS Mtg. Rm.
12/01 6:00 Budget Committee in BOS Mtg. Rm.	12/16 7:00 Green Team in CD Mtg. Rm.
12/02 7:00 BOS Workshop in BOS Mtg. Rm.	12/16 7:00 Cable Committee in BOS Mtg. Rm.
12/03 8:30 Highway Safety Cmt CD Mtg. Rm.	12/17 5:00 Water Utility in BOS Mtg. Rm.
12/03 7:00 Planning Board in CD Mtg. Rm.	12/17 7:00 Library Trustees in BOS Mtg. Rm.
12/03 6:00 Budget Committee in BOS Mtg. Rm.	12/17 7:00 Hudson Seniors in CD Mtg. Rm.
12/04 6:30 Recreation Committee @ Oakwood	12/18 1:00 Trustees of the Trust Funds in CD Mtg. Rm.
12/04 7:00 Budget Committee in BOS Mtg. Rm.	12/18 7:00 Budget Committee in BOS Mtg. Rm.
12/08 7:00 Conservation Cmssn in CD Mtg. Rm.	12/22 7:00 Budget Committee in BOS Mtg. Rm.
12/08 7:00 Budget Committee in BOS Mtg. Rm.	12/22 6:30 School Board in CD Mtg. Rm.
12/09 7:00 Board of Selectmen BOS Mtg. Rm.	12/23 7:00 Board of Selectmen in BOS Mtg. Rm.
12/10 7:00 Planning Board in CD Mtg. Rm.	12/25 Christmas Day – Town Hall closed
12/11 5:30 Sewer Utility in CD Office	12/29 7:00 Budget Committee in BOS Mtg. Rm.
12/11 7:00 Budget Committee in BOS Mtg. Rm.	12/29 7:00 Recycling Committee in CD Mtg. Rm.

6. **OLD BUSINESS**

Votes taken after Nonpublic Session on November 10, 2008

Motion to adjourn at 10:35 p.m. by Selectman Massey, seconded by Selectman Jasper, carried 5-0.

7. **NEW BUSINESS**

A. **Schedule Change (Highway Department)**

Road Agent Kevin Burns said in early July, he appeared before the Board to discuss the working schedule change that had been previously approved, four 10-hour days, which had been undertaken in an effort to save fuel, and it was successful. The average savings was 500 gallons per month, or 15%. This schedule also increased productivity. They do so many little tasks, it's hard to quantify—the pipe crew, the street sweeper, the brush tractor, the Vector crew have reported an increase in productivity. One less day of startup, cleanup and transporting stuff back and forth to the job sites.

He was now proposing four 10-hour days on a permanent basis during the spring, summer and fall months, Monday--Thursday. In the winter, he'd like to continue that schedule, but on a rotating basis so they are open five days a week, Monday--Friday, 6:00 a.m. – 4:00 p.m., splitting the shifts on Mondays and Fridays. It would provide 50 hours of coverage for 40 hours of pay. He thinks they need to be available every day during the week in the winter. He didn't see any downside to this proposal, and it would save a little bit of overtime because they have a lot of call-ins, usually around 6:00 a.m. to get three, four trucks out to do the bus routes. This would eliminate that hour of overtime in the morning. He believed this schedule would also increase productivity, and would eliminate a little bit of overtime. In the spring, he'd like to go back to Monday – Thursday, 6:00 – 4:00.

Selectman Coutu said he understood the concept, but had a difficult time with the overtime with regard to having a severe snowstorm. He thought the proposed schedule would increase the overtime for snowplowing. He asked if Kevin has tried to ascertain how this was going to affect people. Obviously, they were going to have a skeleton crew on Fridays and Mondays. If they are going to put in their 40 hours and there is a heavy snowstorm over the weekend, he believed it would increase the amount of overtime hours. Mr. Burns said they can't predict when it's going to snow, so it can't be fit into a formula. If it snows, it's all hands on deck. There are 24 of them, and all 24 of them work. The overtime will be the same when it's snowing. They are there from the first flake until it's cleaned up at the end. His proposal would eliminate the overtime for the routine maintenance, the days between storms when it's icy because of snow melt, or the day or two after the storm when they're doing sidewalks. They'd be able to do 10 hours of straight time instead of eight hours and then on to overtime. If the loaders are working at the schools, they can get in an hour earlier before the cars are there. They'd be doing that on straight time instead of overtime. When snow is falling, whether it's 2" or 2', all 24 of them are at work.

Selectman Jasper said his concern was that it's pitch black at 6:00 a.m. and below freezing most of that time. Is that safe? What are the crews going to be doing in that pitch black first hour of work, five days a week? Mr. Burns said they work in the dark a lot of times. The trucks are inside; the garage is lit. There is a lot of equipment maintenance, but if they have to go out and sand at 6:00 because of an icy spot, they do. Selectman Jasper said not every day. A lot of days, they are out plowing snow banks back or plowing sidewalks or moving snow and he was wondering if they are going to lose a lot of productivity in the winter when it's dark and nobody is actually going to go out and start doing any of the normal things they do during the winter in that first hour. Mr. Burns said he understood the concern, but didn't agree. The men know they have to go out and they are used to doing it. A lot of equipment maintenance occurs in the winter, and that's the stuff that will be accomplished, starting at 6:00 a.m.

Selectman Maddox said he'd like to see them try this proposal. If Kevin has a problem, he'll come back to the Board and they can go back to the standard 40 hours. He applauded the plan that should improve productivity. He was not a fan of Fridays being vacant, so maybe they can work towards the rotation of one crew getting the short straw, so there are at least two guys on Fridays.

Selectman Massey asked if changes were needed in the labor contract. Mr. Burns said the union has already agreed to the change in writing. Chairman Nadeau asked if the schedule could be changed back if they had a problem with it. Mr. Burns said yes, until it becomes part of the contract, and then it would have to be renegotiated. Right now, it's a good faith thing between the town and the union. Furthermore, he wanted to acknowledge this union for always being very fair and willing to work for the town and the taxpayers' interest, not just their own. They have been a good group when it comes to things like this.

Motion by Selectman Massey, seconded by Selectman Maddox, to approve the permanent change in the Highway Department's schedule, as recommended by the Road Agent in his memo dated November 6, 2008, carried 4-1.
Selectman Jasper voted in opposition.

B. Request to Post/Advertise Vacant Position (Highway Department)

Road Agent Kevin Burns said John Cesana, who has been with the department for about 21 years, has announced his retirement, effective January 1. He asked for authorization to post and advertise to fill the position.

Motion by Selectman Jasper, seconded by Selectman Maddox, to authorize the posting of the upcoming vacancy of a Truck Driver/Laborer position in the Highway Department, carried 5-0.

Selectman Massey said, once again, the crews in the Highway Department have done a great job at Library Park.

C. Discussion of CALEA Re-accreditation On-site Assessment (Police Department)

Chief of Police Richard Gendron read the following remarks into the record:

Status Report of CALEA On-Site. Good Evening. Thank you for allowing me this opportunity to share w/you and the citizens of Hudson the status of the recent On-Site Assessment conducted by CALEA the week of November 16th - 19th. For the benefit of those who are not familiar with the team CALEA; CALEA stands for the Commission on Accreditation for Law Enforcement Agencies. On-Site was conducted by Chief Douglas Knight, Ohio; Lt. Lee Hahn, Illinois; Ret Lt. Cheryl Ferreira, Rhode Island.

This process was the Police Department's second re-accreditation. The Hudson Police Department was initially accredited in 2003 in Orlando Florida and was re-accredited in 2006 in Jacksonville Florida. As you may know, the CALEA process is an arduous task for any agency to undertake. There are 459 CALEA Standards. Sixty five (65) standards do not apply to HPD simply because we do not perform those functions. Therefore the CALEA assessors reviewed a total of 394 *Applicable Standards* and evaluated the agency's ability to meet those standards through proof of compliance. I am very pleased to report the following results:

A total of five files were returned.

3 were labeled as *Applied Discretion* meaning minor changes in the policy had to be made, i.e., evidence storage

2 files were returned for *File Maintenance* which means minor clarification was needed on a proof that was in the file.

All five files were immediately addressed/corrected before the assessors completed their on-Site

Another phase of the On-site is the Public Call-in and Public Hearing. The Police Department received 24 Call-Ins during this On-Site. Most notably was a call from Gov John Lynch. Gov Lynch indicated the Hudson Police Department works well with the NHSP and the NH AG's Office. Most notably Gov Lynch praised the Hudson Police Dept for their proactive role in protecting children against sex offenders. Gov also recognized my efforts in the recent passage of the Sexual Predator Bills and Internet Crimes against Children legislation.

At the Public Hearing there were 41 people who came out to speak in favor of the Police Department. The team leader, Chief Douglas Knight informed me the number of people who came out to speak in favor was very impressive and they usually don't see that many people. The average is about 10- 12 people. The team of assessors also conducted numerous one on one interviews with the sworn and un-sworn police personnel and also participated in several Ride Alongs with the officers.

Overall the team of assessors had the following to say during the exit review of the agency which was held on Wednesday 11/19:

- The Hudson Police Department possess strong leadership from the top/down and throughout the agency both sworn and unworn personnel.
- The Recruitment/Selection Process is outstanding and convinced the assessors the Police Dept is selecting the best possible candidates to serve the community. The team leader also stated he understands why we are able to get so many applicants when we open a testing process.
- Professionalism is engrained in the department and is part of the HPD culture. Walk the Walk!
- Community Involvement: The team quoted; they have not seen anything like it before. Very involved and entrenched and the Hudson Police Dept has embraced the concept and philosophy of Community Policing.
- Police Officers and Cruisers are highly visible in the Community.
- The Hudson Police Department has outstanding and remarkable police personnel. Could not get over the enthusiasm in the agency. Positive signs of good team work by everyone and a well disciplined and highly trained organization.
- The Dept truly believes and practices it Mission Statement everyday. It's not just a slogan.
- During the Ride Along phase, the team was also impressed with the fact the officers are cognizant of Officer Safety and look out for each...
- Detention Area as well as the entire facility was exceptionally clean and projected an image of professionalism as well as the officer's uniforms and police cruisers.
- Policies and Procedures were on target.
- Excellent use of the Traffic and Accident Analysis.
- The recent Communications area renovation is superior. *Esprit de Corps* is amazing and the dept is exceptionally squared away
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Overall, I pleased to announce this was an outstanding On-Site and the citizens of Hudson should be equally proud of their Police Department. Chief Knight informed me he has done well over 40 On-Site Assessments and the Hudson Police Dept has been able to master the art of Community Policing and what we have achieved over the past 18 years he is still trying to accomplish in 25 years. The CALEA Assessors will now write a report of their findings approx 25 -30 pages and will submit the report to the CALEA Commissioners. On March 18, 2009 the Commission will hold a hearing at which time the Hudson Police Dept will be reviewed/awarded re-accreditation.

I want to thank all those who came out during this on-site in support of the agency in the form of the Public Hearing, Call-Ins and or submitting letters. I would also like to personally thank Fire Chief Murray who not only made himself assessable to the assessors but provided testimony at the Public Hearing and expressed an interest in the Police Dept by attending the Exit Review. The assessors were extremely impressed by the spirit of cooperation between the Fire and the Police Dept which can only better serve the Community.

I would also like to take this opportunity to commend Sgt Kevin DiNapoli who for the past three (3) years was assigned the Accreditation Manager along with his many other duties and responsibilities. Sgt DiNapoli did an awesome job in organizing the files and providing proofs of compliance. As one of the assessors noted, the quality and professionalism displayed in the files reflects well on the organization and Sgt. DiNapoli deserves the credit. "Accreditation is a Promise Made; Re-Accreditation is a Promise Kept."

This process clearly shows the Hudson Police Dept's commitment to providing professional and competent service the citizens and business community in Hudson. As you may know, the Hudson Police Dept has made great strides over the past 18 years. A department once labeled the worse in the State is now well respected by the citizens of Hudson and the NH Law Enforcement Community. Hudson is one of seven NH Law Enforcement Agencies to be Nationally Accredited.

Unfortunately during the On-Site I found something very disturbing and I feel compelled to address this matter before the citizens of Hudson and the BOS. I would also like to clarify a statement that was alleged by Selectman Maddox regarding the actual cost of National Accreditation. The following day after the Public Hearing, I received a call at work from a citizen stating he was very proud of the agency but heard Selectman Maddox say something to the effect; National Accreditation is nice but cost the Town \$125,000. This citizen being concerned wanted to know the actual cost involved.

The next day at the Exit Review Phase with the CALEA Assessors, as in the past, I invited the BOS to attend as well as members of the Hudson Police Dept. Customarily this session is reserved for the CEO and the command staff. The purpose of the Exit Review is to learn first-hand what to expect in the report which will be forwarded to the Commission. Selectman Massey and Selectman Maddox attended, as well as 25 or so police employees. After the team of assessors complimented the department and the police employees were enthusiastic and proud, Selectman Maddox approached Chief Knight, the team leader, at which time he was overheard commenting how the process cost the Town of Hudson \$500,000 and also was critical of the process itself. At the conclusion of the review, I was approached by the team leader at which time he convey to me some rather disappointing news. Chief Knight explained he has never encountered this in the 40+ assessments he has conducted but felt Selectman Maddox was critical of the process and was in error about the associated costs.

It's unfortunate that Selectman Maddox has chosen this venue to criticize the process but more importantly failed to even approach the Police Dept on the actual cost itself. Instead what he did by openly criticize....he negatively impacted the moral and confidence of men and women of the Hudson Police Dept by his comments. Even though the police employees embrace the concept of National Accreditation, it is still an on going process to keep them on board. However when a member of the BOS openly criticizes the process that makes it even more difficult to manage.

Mr. Maddox if you wanted to know the actual cost... all you had to do is ask. The costs are not hidden as you indicated to Chief Knight and myself, they are clearly outlined in the Police Budget under line item 5610/325 and the annual cost is \$5,000.00. As you may recall this was conveyed to the BOS earlier this year when the Police Dept and the Town's insurer, Local Government Center (LCG) met to discuss the process. To say the department is hiding the costs of accreditation and that I fail to keep this Board informed is not accurate. If there is anything I take pride in, is my honesty and openness with the BOS. Unlike other law enforcement agencies that DO have a full time Accreditation Manager, the HPD does NOT!

Sgt DiNapoli works on Accreditation about 20% of his time. The rest of duties include: Recruiting, Training, Equipment and Community Outreach Programs. Understand, regardless of accreditation, a professional law enforcement agency would still need to assign someone to oversee its policies and procedures to ensure they are updated to meet the changes in law and police trends.

Therefore for listening audience, regardless of what you may have heard, the cost associated with Sgt DiNapoli working on the process over a 3 year period is roughly \$38,000 and the registration fees is \$15,000 for a total of \$53,000. The cost of 2-3 depositions.

In the next week or so, this Board will be appointing the next chief of police. I have done my best to provide the community Hudson with the best possible professional law enforcement organization that it responsive to the community's needs. The next chief of police will have some awesome responsibilities and challenges ahead. We all know, as qualified as the next chief may be, you do not start first day on the job with all the knowledge and experienced needed to do the job. It takes time, knowledge, experience, cooperation and support. If the next person appointed chief is to succeed, he will need a tremendous amount of support from this Board in order to continue in providing the community with the same level of service they have come to expect and deserve.

I am sure Selectman Maddox is of the opinion his comments are amusing when he says that he's a Liberal and disagrees with everyone but in fact, his comments serve no legitimate purpose other than destroy employee moral and confidence. Make no bones about it, if Selectman Maddox believes as he stated in the

Public Hearing and I quote, "As a selectman I like to cause trouble," your next police chief will face certain failure and the Hudson Police Dept may well take the community back 15 or 20 years to that time when operational uncertainty and personnel turbulence was rampant throughout the Hudson Police Department.

In closing, in my eighteen years experience as the Hudson Police Chief, I have had the distinct pleasure of working with some of the finest and most dedicated elected officials and where I come from; mutual respect and working cooperatively to solve problems works best then causing problems. I thank you for this opportunity and wish you and your families a Happy Thanksgiving.

Selectman Massey said the Chief had certainly given them some sobering thoughts. He shared his thinking that the next Chief is going to need the support of the entire Board because, without it, the new Chief is set up to fail. No good will come of it if the Board doesn't wholeheartedly support that individual. It's almost impossible to follow a class act like Chief Gendron has been. It's tough to fill that individual's shoes. But, with the support of the Board of Selectmen, they do have the ability to maintain. The difference between what Chief Gendron has done and what the new Chief is going to do is Chief Gendron has created and sustained an outstanding, by all measurements in the law enforcement community, a department that the town can be proud of, and the job of the next Chief is to maintain that. Is he going to be another Gendron? Absolutely not, but the new Chief will need the help of this Board. The comment by Chief McNulty, that accreditation is a promise made; reaccreditation is a promise kept. That sums up what community policing and adhering to a nationally recognized set of standards is all about. He thanked the Chief from the bottom of his heart for all he's done for the town and he is appreciated.

Selectman Jasper said it was troubling to hear what the Chief said, and he'd like to hear what Selectman Maddox has to say in his defense. If the comments are accurate, and he has no reason to believe that they're not, then Selectman Maddox has failed to grasp what accreditation is about and the importance to the community. He can recall the 1970's and 1980's when the Hudson police were known as the Keystone Kops and people were actually afraid of the Hudson police, with some justification. It was a terrible time for the Hudson Police and it was a terrible time if you had contact with them because there was virtually no good contact with the Hudson Police at that time. Whatever money was spent, whether \$50,000 over a three year period, or even if it was the outrageous sum of a quarter of a million dollars over three years, it would be worth it. They have a budget of nearly \$5 million a year. That would be a small price to pay to have the quality that they have in the Hudson Police. The safety that the people feel in having the officers on the street, the work they do with the children, there isn't a child in town who has any reason to be afraid of the police department or their contact with it through their outreach, through the schools and everything else that they do. It is unfortunate that comments, whatever they were, were made that were of a negative connotation because accreditation is worth every single penny that is spent on it, and more.

Selectman Maddox said he said that at the accreditation meeting and he'll say it again here tonight. He agreed that accreditation is a worthwhile investment. He said to Mr. Knight, and he's said repeatedly, that they have probably spent a good amount of money, a quarter of a million dollars, whatever it may be, he asked Chief Knight if CALEA could look at if some of this could be changed to electronic format, or electronic rules and regulations so that the cost wouldn't be that great. That's where he was going with him. He took it the wrong way as to how much money they have spent. He agreed the other night it was money well spent. In the four and half years he has been a Selectman, he hasn't heard the trials and tribulations of all of the court cases and issues that went on in years past, but looking at cost, he said is there a way to reduce those costs as far as written reports, if something can be done electronically. He believes he said that very same thing to Selectman Massey after they were at the police station. That's what he is driving at, how they get that cost down.

Chairman Nadeau thanked Chief Gendron and wished him the best in his retirement.

Selectman Coutu said he and the Chief have developed a pretty good friendship in a short period of time; he didn't think he was going to miss that because he anticipated it would continue into the future. He echoed the sentiments of his colleagues that he would be dearly missed. The town of Hudson is losing a tremendous leader and someone who has impacted the community in a very positive way over a long period of time. He has taken the department through its trials and tribulations to the success it is today. He was sorry that one of his colleagues chose at an inappropriate time and in an inappropriate venue to bring up comments that were inferred in a negative tone. It was not the proper channel; it was not the right place; and it certainly wasn't the proper thing to say, considering where they've come from and where they are going. The Chief and the men in the Police Department knows how he feels about them. Most recently, his personal need for the Police Department wasn't given to him because he was a Selectman because it happened to one his competitors and they feel the same way. Their professionalism, understanding, compassion for what they went through is very deeply appreciated. He wished the Chief the very best and great success with whatever he chooses to do. They'll probably bump into each other in Colorado every now and then. They may even get out on the golf course together. He thanked the Chief from the bottom of his heart.

Selectman Massey said he wanted to add one more thing. When the assessment team was giving their summary, one of the things that really had a lot of weight was, yes, they had great leadership from the Chief and Sgt. DiNapoli, but it was not just Sgt. DiNapoli and the Chief that made it possible. From the top ranks, all the way down to the bottom, the assessment team was impressed with the enthusiasm, the embracement of this program and as they said, they have internalized that this is a way of life and it's the way to get the job done that's best for both

themselves and the community. He asked the Chief to convey to the entire department the Board's thanks for another job well done. And as another individual out in the audience might recognize, "mission accomplished."

Richard Kahn, who was in the audience, said he didn't know if he was out of order or not, but wanted to know what it meant to have an accredited police department versus the implications to the town if they weren't, saying he confessed ignorance on that subject. Chairman Nadeau asked the Chief to respond. Chief Gendron said the team looks at 459 standards dealing with anything from the use of force to laws of arrest to profiling, discipline, how reports are written, etc., and that is assessed, based on those standards. The department was compared with police departments throughout the country. They all meet the same standards. If someone had to go to the hospital, they'd want to go to an accredited one, not one that wasn't accredited; the same with a college. It means the department is doing what they say they are doing and everything has to be documented as proof. He met with the Board in April to talk about whether or not they were going to go forward. A study was done in Colorado where they took 25 agencies non-accredited and 25 accredited agencies, all difference sizes, and they found that the ones that were accredited had fewer lawsuits, better community response and better retention of employees and they tend to hire the best employees. The accredited has proven in this community that it works. Mr. Kahn said the theory is that having the accreditation, whatever the cost, should more than pay for itself in the fact that it saves money by not getting sued as much, among other things. Chief Gendron said that was true.

- D. **Acceptance of a \$300 Donation to the Recreation Department from FairPoint Communications**
Motion by Selectman Jasper, seconded by Selectman Coutu, to accept the donation, with the Board's thanks and appreciation, carried 5-0.

8. **OTHER BUSINESS/REMARKS BY THE SELECTMEN**

Selectman Maddox didn't have any remarks.

Selectman Jasper wished everyone Happy Thanksgiving; he was thankful there was no snow.

Selectman Massey wished everyone a very prosperous and happy Thanksgiving and time spent with their families.

Selectman Coutu expressed his sincerest appreciation to his colleagues, members of other committees who have shown a tremendous amount of understanding for he and his wife have been put through in the past two weeks. They are so fortunate to live in a town like Hudson. He has never seen in his lifetime so much expression of kindness and people coming in and talking to him and his wife, offering assistance, financially and otherwise. You don't see that very often in a lot of communities. It speaks well of the citizenry; it speaks very well of their town and he is grateful, especially at this time of the year, as they enter into the Thanksgiving season that no one was hurt. For those in the audience who didn't read the media, he owns a business in town and they suffered tremendous loss as the result of a break-in and an excessive amount of damage was done to their business. It took them awhile to get it up and running and they are not at 100% yet, but they are getting there. He wanted to express his gratitude to the Board members, who all made an attempt to come in and see him or call him. He felt bad about not being able to attend the CALEA meetings, but he and the Chief had been in discussion about the process all the way through and he was there in spirit even though he was not there in person. The Chief and the Police Department know that he cared about the process and he's looking forward to the successful reaccreditation this year. He thanked the Budget Committee members and especially Chairman Nadeau who substituted for him. He locked himself out of Selectman's mode for the past week. Last evening, he attended his first full Budget Committee meeting and it was a crude awakening, but put him back into the mode—and here he is. To his colleagues and the citizens of Hudson, he wished the very best this Thanksgiving season. There are tough times ahead, but they should thank God, as they look around their tables, for their families and friends and continue to be grateful for the things they do have, though sometimes they may seem so minor, it's so much more than a lot of other people have.

Selectman Nadeau wished everyone a happy Thanksgiving.

➤ In front of the Town Clerk's Office, there is a drop-off box for canned goods and non-perishable items to help those in need. It is always there, so people can feel free to stop by and drop off canned goods and it will go to help needy people in the area.

➤ There is also a Toys for Tots drop-off at various town businesses, at the Police Department and at Town Hall.

➤ On December 9, the same night as the Selectmen's meeting, the Chamber of Commerce is having its annual Christmas party. There are a lot of raffles and the money goes toward St. Vincent DePaul Society's food pantry in Hudson. It's held at King's Court and tickets are available through the Chamber office.

9. **NONPUBLIC SESSION**

Motion by Selectman Jasper, seconded by Selectman Massey, to enter Nonpublic Session under 91-A:3 II (c) Matters which, if discussed in public, likely would affect adversely the reputation of any person, other than a member of the body or agency itself, unless such person requests an open meeting; (e) Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed against the body or agency or any subdivision thereof, or against any member thereof because of his membership in such body or agency, until the claim or litigation has been fully adjudicated or otherwise settled, carried 5-0 by roll call vote.

Nonpublic Session was entered into at 8:00 p.m., thus ending the televised portion of the meeting. Any motions taken upon entering open session will be listed on the Board's next agenda. Open session was entered at 8:20 p.m.

10. **ADJOURNMENT**

Motion to adjourn by Selectman Massey, seconded by Selectman Jasper, at 8:20 p.m., carried 5-0.

Recorded by HGTV and transcribed by Priscilla Boisvert, Executive Assistant

HUDSON BOARD OF SELECTMEN

Benjamin J. Nadeau, Chairman

Richard J. Maddox, Vice-Chairman

Kenneth J. Massey, Selectman

Shawn N. Jasper, Selectman

Roger E. Coutu, Selectman