

HUDSON, NH BOARD OF SELECTMEN
Minutes of the July 10, 2007 Meeting

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

2. **PLEDGE OF ALLEGIANCE**, led by Jean Serino.

3. **ATTENDANCE**

Selectmen: Shawn Jasper, Ben Nadeau, Ken Massey, Rick Maddox (arrived at 7:10 p.m.) and Doug Robinson

Staff/Others: Steve Malizia, Town Administrator; Priscilla Boisvert, Executive Assistant; Linda Kipnes; Jean Serino; Kim Gush; Lisa Labrie; John McCafferty; Town Clerk/Tax Collector candidates; Tom Tollefson, HLN

4. **PUBLIC INPUT**

Linda Kipnes, 23 Nathaniel Drive, said she was present on behalf of the Energy Committee; they need more members. For those interested, there is going to be a meeting on Monday night, not on Thursday, as was reported in the HLN, at 7:00 p.m. in the CD meeting room. Anyone who is interested at all in getting involved, or just learning about the committee's activities are invited.

Kim Gush, 50 Kienia Road, said she has been a resident for about 12 years. She noticed in the HLN that the Deputy Town Clerk's position was up for renewal or change, so she wanted to share an experience that happened on Friday afternoon. At about 3:30, she called the Town Clerk's office, asking if they would be kind enough to give her a quote on what it was cost to register a vehicle that they had just purchased. When she called, she provided the information, but before she could even get the information out of her mouth, she was told, "that's not our policy. We have a long line. I need to put you on hold." She held on for about seven minutes, hung up, called back and asked to speak to someone in a position of authority. Unfortunately, there was no one available to talk to her, so she asked to leave a voice mail, but no voice mail. She asked if she could leave an old-fashioned message, which she did. The call was returned by Patricia, or Patti, Barry—she wasn't sure of the spelling. They carried on a discussion about why this was a policy of the Town Clerk's office, not to provide this information. What she got for an answer was that it wasn't fair to the folks standing in line to have to wait on phone calls. She agreed with that, but she asked if it would be possible to give the information and have her return Ms. Gush's call with the information. Absolutely not. That, too, was not a policy. Ms. Gush said she works the same hours that the Town Clerk's office is open, 8:30 – 4:30. She would have to take time off work to go stand in front of these folks to get this information. She expressed this concern, and (Ms. Barry) said she wouldn't do it because they were afraid of making a mistake and giving out an incorrect amount. Ms. Gush said she wouldn't hold them to the penny; she just didn't want to send her teenage son in to register a vehicle that they just got for him with hundreds of dollars in cash. No luck. Ms. Gush said OK, end of discussion; it was going downhill. It wasn't pretty, so she left it alone, but she was very, very dissatisfied. As a resident of the town, she thought she was considered a customer of the Town Clerk's office, so she went on line to see what happens in other towns. Londonderry is not much better. Their hours are 8:30 to 5:00. She'd still be stuck and have to get herself out of work. Unfortunately, she doesn't work in Hudson, so she'd have to commute here, get in line, do her time and, hopefully, get what she needed for the results. Nashua is a little better. They actually offer the first and last Thursday of each month until 7:00. Derry, Windham, Pelham all offer extra hours and/or a weekend, which would really, really benefit her and she kind of thinks a few other folks in town, also. Litchfield, Merrimack and Manchester even offer an e-reg, which looks like something that is run by the state, so they can do this right on line. She was present to ask, when the Board makes its decision tonight, she didn't know who was running for this position, but she knows this one individual, Ms. Barry, was not interested in what she had to say. She wasn't flexible, and it was extremely frustrating for her, as a working Mom, to try to think of getting time off and coming into town—and she still hasn't done it, but she will, so she can get this done. She asked the Board to take this into consideration when they interview these folks today.

Jean Serino said she has always found the Town Clerks great, so she didn't know what she (the previous speaker) was talking about. She thanked the Cable Committee for all the help they've given her to do her show. Last time, it was just Mike and his wife, and they carried all of the equipment in and out. She just wanted to give them a holler because she forgot to do it last time. She also takes back anything she said about recycling. It was a great experience. She had four barrels of stuff that she put out, and being a little compulsive-obsessive, she finds it great fun to say, "oh, this is paper." All compulsive people are having fun with this. Thirdly, the elephant in the room, the officer who has been in trouble, she felt really sorry that that happened. She knows the man and he has been very nice and polite to her. She wonders what she would do in that situation. She didn't believe that it reflects at all upon the Police Department. Alcoholism is a terrible disease that affects one out of four families in the country. She hopes he gets some help. And she hopes the Board interviews her for the Energy Committee. She came out just for that.

Chairman Jasper asked her to stay right where she was, when she was done, adding that the Board didn't have a copy of Jean's application because it came in late. Since there are vacancies, and without objection from the Board, they would interview her tonight so she won't have to come back to another meeting.

5. **NOMINATIONS & APPOINTMENTS**

A. **Building Board of Appeals** (There were no applicants.)

B. **Energy Committee** (four vacancies, two terms to end 12/31/08 and two to end 12/31/07)

Jean Serino said she was supporting Linda (Kipnes) because everything she does is excellent and worthwhile and she'd like to see this committee work out. She is also very tired and needs a lot of energy. Chairman Jasper said she misunderstood the meaning of the committee. She said she'd also like to be on the Recycling Committee. People should apply. It's not a big

deal, only once a month. Get involved; meet people and make some friends. Someone once told her to bloom where she was planted. She thanked the Board for interviewing her this evening. (There were no questions for her.)

Motion by Selectman Nadeau to suspend the rules, seconded by Selectman Massey, carried 5-0.

Motion by Selectman Nadeau to appoint Jean Serino for a term to expire 12/31/08 on the Energy Committee, seconded by Selectman Massey, carried 5-0.

C. **Recycling Committee**

Jean Serino

Motion by Selectman Nadeau, seconded by Selectman Massey, to appoint Jean Serino to the Recycling Committee, term to expire 12/31/09, carried 5-0.

D. **Sewer Utility Committee**

Craig Bailey (arrived later in the meeting, having been told that the meeting started at 7:30 instead of 7:00, and was interviewed at 8:50 p.m.)

Mr. Bailey was thanked for his patience. Mr. Bailey, in turn, thanked the Board for this interview, saying he was a sewer user, but was not a long-time resident of the community, moving here in 2003, from Nashua. He moved from the University to Nashua in 2000. His background was a design engineer's perspective. He has very little experience from the municipal side of the table. Typically, his experience has been someone asking him for something new, from a municipality's board, such as Planning Board, Zoning Board or the Selectmen, so he's never sat on the municipality's side of the table. He has a degree in civil engineering and has been working in the design field since 1999. Typically, a project would require a gravity sewer collection system, new road going in for a subdivision, or a small sewer lift station at the bottom of that new road that they were going to put in for a subdivision, but he's never dealt with any kind of municipal sewer reconstruction. All his work has always been brand new, clean concrete pipes that flow nicely and the pumps always work nicely. He would like to look at this as an opportunity to learn about an older system, and Hudson's isn't even that old. In Nashua and Manchester, they've got some old systems. The commission also helps set the user fee, the connection fee, the permitting process for connecting to the system, etc. He's ashamed to say he has never actually asked for a tour of the treatment plant. He's sure the operators would allow that, if someone were to ask, but he's never done that, so he apologized for that. Chairman Jasper said he's never been over there, either.

Selectman Maddox asked if he's ever been to a sewer meeting. Mr. Bailey said no, he has not. Selectman Maddox said they meet at a strange hour, 5:30 on the second Thursday of the month. He asked if that would be a problem. Mr. Bailey said absolutely not. Chairman Jasper said they may not be meeting at that time for much longer, if they want to have a Selectmen's rep, but that's something they will talk about at some point because they don't have one right now. He's willing to do it, but not at 5:30. That won't work for him. It sounds like Mr. Bailey would be a great asset to the committee.

Selectman Maddox asked what Mr. Bailey meant by writing on his application, "Town of Hudson needs a younger person's view." Mr. Bailey thought that would catch some eyes. A number of questions earlier tonight were if there should be extended hours, or do e-registrations because people commute out of town. He's one of those people, and that is becoming more of the norm. In the mornings, he wife goes to Massachusetts and he goes north to the Lakes region, chasing their professional jobs. There aren't many young people who understand the inner-operations of a sewer system, other than the people he works with every day. The town of Hudson is fairly progressive, but it is always nice to have people in the works ready to take over as everyone else leaves. Part of his professional job is to go to different towns and visit their Town Clerk, Planning Board, planning staff, etc., and the towns he has the best time in are the ones where the Town Clerk has been there for 25-30 years, because it's true—they know everything and you have a lot of confidence in someone who you know has been there that long, but they would have had to start when they were 25, 30 years old.

Motion to suspend the rules and make the appointment this evening by Selectman Robinson, seconded by Selectman Nadeau, carried 5-0.

Motion by Selectman Robinson, seconded by Selectman Maddox, to appoint Craig Bailey to the Sewer Utility Committee, with a term to expire December 31, 2008, carried 5-0.

Selectman Massey said, as a point of interest, they were fortunate because the individual who just left, creating this vacancy, Michele Bolton, brought with her a wide experience in the sewer business. Having somebody pick up where Michele left off is going to be an asset.

E. **Zoning Board** (There were no applicants.)

Selectman Massey said, as a point of information, as of last night, there will be a vacancy on the Conservation Commission because Phil Cassista is leaving town.

6. **CONSENT ITEMS**

Selectman Maddox said the Planning Board was not going to be meeting in July. The Minutes were removed from the consent agenda because some of the pages had not copied and were missing.

Motion by Selectman Maddox, seconded by Seconded by Selectman Robinson, to approve consent items, A, B, C & E, carried 5-0.

A. **Assessing Items** (none)

B. **Water/Sewer Items** (none)

C. **Licenses & Permits**

- 1) Request by Friends of Alvirne Swim Team to collect monies at Sam’s Club for fundraising purposes on July 14, 2007.
- 2) Hawker-Peddler License by Gerald Sterritt to sell ice cream, soda and candy in the interest of Northeast Ice Cream, from July 10 – September 30, 2007 in Hudson neighborhoods.
- 3) Outdoor Gathering Permit by Hudson Historical Society for Old Home Days, August 9 (Carnival night only) 10, 11 & 12, at the Hills House on Route 102.
- 4) Petition & License #4AAGL6 for one Pole (3030/06) on Lawrence Road

D. **Acceptance of Minutes**

Board of Selectmen’s Minutes of June 26, 2007

Motion by Selectman Massey, seconded by Selectman Nadeau, to defer the Minutes of June 26, 2007 to the next meeting carried 5-0.

Chairman Jasper clarified that the minutes would be on the Board’s workshop agenda of July 17, 2007. There was no objection from the Board members.

E. **Calendar**

- 7/10 7:00 Board of Selectmen in BOS Mtg. Rm.
- 7/11 9:00 a.m., Joint Loss Mtg. in CD Mtg. Rm.
- ~~7/11 7:00 Planning Board in CD Mtg. Rm.~~
- 7/12 5:30 Sewer Utility in BOS Mtg. Rm.
- 7/12 6:30 Rec Committee @ Oakwood Facility
- 7/12 7:30 ZBA in CD Mtg. Rm.
- 7/16 7:00 Energy Committee in CD Mtg. Rm.
- 7/17 7:00 Board of Selectmen in BOS Mtg. Rm.
- 7/17 7:00 Cable Committee in CD Mtg. Rm.
- 7/18 5:00 Water Utility in BOS Mtg. Rm.
- 7/18 7:00 Library Trustees in BOS Mtg. Rm.
- ~~7/18 7:00 Planning Board in CD Mtg. Rm.~~
- 7/23 6:30 School Board in BOS Mtg. Rm.
- 7/24 7:00 Board of Selectmen in BOS Mtg. Rm.
- 7/15 7:00 Hudson Seniors in BOS Mtg. Rm.
- ~~7/25 7:00 Planning Board in CD Mtg. Rm.~~
- 7/26 1:00 Trustees of the Trust Funds in BOS Mtg. Rm.
- 7/26 7:00 Open Space in BOS Mtg. Rm.
- 7/26 7:30 ZBA in CD Mtg. Rm.
- 7/30 7:00 Recycling Committee in BOS Mtg. Rm.

7. **OLD BUSINESS**

A. **Votes taken after Nonpublic Session on June 26, 2007:**

◆ Motion by Selectman Maddox, seconded by Selectman Robinson, to hire Sheri Macpherson as a full-time Telecommunications Technician in the Police Department, at \$16.64 per hour, effective July 1, 2007, in accordance w/Police Union Local 3657, as recommended by the Chief of Police, carried 5-0.

◆ Motion by Selectman Maddox, seconded by Selectman Robinson, to hire Larissa Miller as a Counselor in the Recreation Dept. @ \$8.50 per hour for the 2007 summer season, effective June 27, 2007, carried 5-0.

B. **Town Clerk/Tax Collector Vacancy**

Selectman Nadeau recused himself from his Selectman’s seat.

- 1) **Ben Nadeau** – In response to Chairman Jasper’s invitation to make an opening statement, Mr. Nadeau said he has been a town resident all his life and he was applying for this position because he thinks they need to make the

office more compatible to the users of the town. As they heard this evening from one of the residents, the office hours are not very good at town hall. That has always been something that has concerned him for many years. One of the other things is having night hours. He'd like to see if they could do that, and trying to extend the hours so it's easier for everyone to come in and out.

Selectman Massey said it was fortuitous because he wrote this down this afternoon, based on the public input. He asked Mr. Nadeau's position on providing internet service for auto and dog registration and property taxes, if it would save the town any cost and, if so, why and, if not, why not. Mr. Nadeau wasn't sure if it would save any cost; he hasn't looked into that. It would be easier for people to register their dogs on line and register their car on line. He didn't know how Litchfield works, but seeing the list that Kim presented tonight, it gives them something to look at. If those other towns can do it, Hudson should be able to. People can mail in their tax bill, but a lot of people like to come in to pay their taxes. It's a very hectic time of the year and he'd like to see the office maybe be open that week, until maybe six at night to help out those types of people that can't get in during those hours. As far as the internet, that's the way most people are going. A lot of people in his field, the automotive field, are taking orders strictly by the internet now, and they seem to save a lot of time and money on their ends, so maybe that could come down and work in town hall, now that they have an IT Department fully up and operational.

Selectman Robinson asked if he had looked at the job summary for Town Clerk/Tax Collector. Mr. Nadeau said yes. Selectman Robinson asked Mr. Nadeau to relate his experiences, as listed on his resume, to the qualifications that are required to run the office, what background he has that would be compatible with running the office. Mr. Nadeau said he worked in a cash office at Big Box Retailers. He's done bank deposits and currently works at a small family business and he does all the customer service stuff around the shop, so he feels he could work very well with the townspeople, taking care of the money aspect and doing the stuff that's required for the licenses, marital licenses and death notices to the state. He could do all of that. Selectman Robinson asked what type of experience he has had with computers--the type of computer system he has, and what operation systems he is familiar with. Mr. Nadeau said he has a basic computer at home, with Quick Books and the one that you write your documents up on, which he's not too familiar with. He does some data entry at work. He can put the stuff in and do orders on line, so he has a little bit of computer experience.

Selectman Maddox said they had sample questions and was wondering if they were going to use them. Chairman Jasper said those were suggested questions; it was up to each Board member. They were provided for guidance only. Selectman Maddox thought, to be fair, they should ask everybody the same questions. Selectman Robinson agreed. Selectman Maddox asked Mr. Nadeau how he would describe his management style. Selectman Massey interjected that whatever questions they do wind up asking, they should ask of all of them. Chairman Jasper said he agreed, but that was up to the members asking the questions, to keep track of what they've asked and to ask all of the candidates the same question.

Mr. Nadeau said he had an open-door management style where he worked. The employees, if they had any problems, could feel free to ask him and he was very open and helpful to them. He did everything he could to help them out, as well as the company he was working for.

Selectman Maddox said the job is Tax Collector/Town Clerk. It is one of those jobs that is set by the Tax Collector-Town Clerk. He asked if Mr. Nadeau would be full time in that office, when it is open. Mr. Nadeau said he would be in that office when it is open, until everything is done. If he has to stay there later, then he will, or he will come in earlier to do stuff. One thing he finds important is that he doesn't see the Town Clerk now, when there is a line there during lunchtime, going out and registering cars of taking in taxes. He thinks it would be very helpful to fill in where you are needed. If you need to register cars and have to postpone going to lunch until 2:00, then that's what needs to be done in that office. Selectman Maddox said Mr. Nadeau stated earlier that he wanted to open nights, possibly weekends. Knowing the constraints of the budget and union contract, asked how Mr. Nadeau would propose to do some of those things. Mr. Nadeau said he wasn't familiar with the contract, but in they wanted to stay open Thursday nights until 7:00, instead of opening at 8:00, you open up at 10:00 and when you open up on a Saturday, if everybody is in agreement, Sue goes home at 12:00 on Mondays, Fred goes home Fridays at noon, and that way you have your hours for that Saturday that you're open, so you wouldn't be into overtime. There is overtime in the budget, but if you can get away with not using up all the overtime, and the employees are willing to work with that, that would be a very good thing, too. Selectman Maddox said Mr. Nadeau was in the precarious position of sitting on the Board of Selectmen, deciding now that he wants to move on to the Clerk's job. He asked why. Mr. Nadeau said it has been something, over the years, he has been interested in. Now, the opportunity has arisen, so he'd be willing to step down from the Board of Selectmen if he is appointed to the position.

Selectman Robinson asked what Mr. Nadeau what he has done over the years to prepare himself for the position. Mr. Nadeau said he has worked at the polls over the years. The Town Clerk does reside over the polls, so he's learned some of the jobs that go on at the polls. He's seen how the office has worked. He's read in Town & City magazine how town clerks work. Selectman Robinson asked if he has spent any time working in that office. Mr. Nadeau said no. Selectman Robinson asked if Mr. Nadeau has attended any classes. Mr. Nadeau said he's been to classes on how town halls work. He went to the Selectmen's Institute and they showed them different bits and pieces on how town clerks work, what they actually do, how it's regulated and how electioneering laws work. Selectman Robinson asked if he's worked with the MuniSmart software in the Clerk's office. Mr. Nadeau said no.

Chairman Jasper said it's his understanding that the Town Clerk's office cannot register vehicles after the state closes at 4:15. What benefit would town residents see if they could not register vehicles during the extended hours, under Mr. Nadeau's administration? Mr. Nadeau said he was not sure how that works, but if they have e-registration, it has to work similar to that. Other town halls, such as Francistown, register cars at night, so there has to be a way of doing it. If other towns can register cars at night, he can't see why Hudson can't, too. Chairman Jasper said he didn't have the answer for sure, but a few years ago, you always had to go to another town to do the state part of the registration. It has been only recently Hudson was allowed to do the whole registration. They may find that those towns can't do both halves of the registration in some of those towns, so that may be the answer. They may be able to do part of the registration, but can't give out plates and stickers. Selectman Robinson said he spoke with the Deputy at Windham town hall and asked if they were able to register cars after 4:15. Their answer was yes, because the MA was open until 9:15 at night, and they are able to register vehicles. The only thing they cannot do is title changes. He didn't ask if they were on line, but they did say that Concord is open at night. They also do marriage and death certificates and other things that are required, and their nights are very busy. Unless there is some IT issue that he isn't aware of, they can register vehicles at night. He asked the people upstairs today to follow up on this.

Selectman Massey asked Mr. Nadeau what his approach was to problem resolution, using tonight's example. Mr. Nadeau said he likes to work things out, try to solve things with the employee first, before they take it any further. He'd always say, "this is the problem we have; how do we resolve it?" and try to resolve it as fast as they can, and the easiest way possible in getting the person their answers or finding a way to do it so they don't have the problem again. Selectman Massey said if a citizen comes into town hall, and they are irate, how would Mr. Nadeau diffuse that situation? Mr. Nadeau said simply by talking to them and seeing what their problem is and how it can be resolved in the quickest and simplest way possible. The one that came in today would just be simple, take 15 minutes, figure what she needed, or say "I'll call you back later. It may not be until tomorrow morning when we have time to look this up." That would be a very reasonable solution for what she needed. You just explain that it takes time. If it's going to take a half hour, tell them you'll get back to them and get back to them when you can. If you get back to them, there is less of a problem.

- 2) Cheryl Darisse said she lives at 4 Lenny Lane and thanked the Board for this interview. She read the following remarks into the record:

After reviewing the job description for the Town Clerk-Tax Collector position and understanding the responsibilities that come with the position, I decided to apply for the following reasons. I will bring strong communication skills, assertiveness and the ability to work with others, as well as independently. I am extremely organized, set and achieve goals, and meet deadlines. I am always open to suggestion and eager to learn new and challenging information. I have lived in Hudson for eight years with my husband, Rene, and our three children, ages four, six and eight. In August 1999, we chose to move here and raise a family. A few months later, my sister was murdered by a package-bomb her stalker hand-delivered to her Everett, MA home. Almost immediately, I began my research and worked behind the scenes to form *Feel Safe Again, Inc.*, a non-profit organization for victims of stalking. In September 2003, a month after my sister's murder trial, we held our first board meeting. I established the organization in Everett, but also wanted to provide services where I live, so I set up an office at 39 Library Street on July 1, 2004. During that time, I have had the opportunity to work with the victim witness advocate from the Hudson Police Department, staff at the Hills Memorial Library Children's Room, volunteers from the GFWC Hudson Junior Womans Club, the Hudson Kiwanis Club, several Hudson Girl Scout troops, the director of the Recreation Department and the Chamber of Commerce. My experiences with the citizens, businesses and organizations in Hudson have been very positive. Over the past four years, with the help of many committed board members and volunteers, I have created what some saw as the impossible—a local, grassroots, non-profit organization which has accomplished, in my opinion, amazing things in a very short period of time. I can remember being told I couldn't start a non-profit, that I had no experience and that there were other, more well-established agencies that offered services to victims of stalking, if there was a need. I believe the more resources, the better, and I saw the need, so I established *Feel Safe Again, Inc.* We provide information and support services, as well as creating public awareness and implementing/changing laws to better protect other victims and survivors. I decided to take a very tragic and difficult time in my life and chose to be positive and productive. Someone once told me that I was only one person and one person can't change the world. I told them, 'I'm just going to change this person's world today.' As a resident of Hudson, I am familiar with town history and many of the wonderful landmarks throughout town. I have attended many of the activities and volunteered my time to provide additional services. I would like to become even more involved in my community, as well as local government. I know the position of town Clerk/Tax Collector will allow me to learn more about the day-to-day operations for the town of Hudson. I would now like to share my eight principles of life, which I will bring with me and continue to live by as the Town Clerk/Tax Collector. I believe life is a learning experience. I have learned to overcome many obstacles and challenges. Respect others' rights, opinions and beliefs. I know I have earned that respect throughout the Hudson community. Be a positive role model. I have always lived my life this way and would continue to do so as a town employee. True success comes from what you know. I am committed to educating myself to improve my skills. Always do the best you can. I pay particular attention to detail. Others deserve no less than you would expect for yourself. I always take the time to

listen and learn. Go out of your way to help others in need. I have dedicated my life to doing just that. Be strong-willed and determined. I have learned to never give up on my dreams. With that said, I also believe I am the best candidate for the position of Town Clerk/Tax Collector. I am more than willing and able to take on this responsibility until the next election. I ask that the Board of Selectmen give me the opportunity to serve the residents of the Town of Hudson. Please accept a copy of my presentation, as well as a program from our benefit dinner for your review. These are examples of the detail, time and energy I put into my work. Thank you again for your time and consideration.”

Selectman Massey asked what her understanding was of the responsibilities of this position. Ms. Darisse said, from reviewing the job description, there are many different tasks involved and she knows there is a lot of information that is needed to learn in order to achieve those. She didn't believe, coming into this position, she could honestly say she knows exactly what to do, but she is completely and fully capable of learning. Selectman Massey asked how she would describe her management style in carrying out those duties. Ms. Darisse said she has what she considers extremely good leadership skills. She is very fair and honest and when there is ever an issue that comes up, it's because of what she does, everything is extremely confidential. That is key. Selectman Massey asked how she goes about resolving problems when they occur. Ms. Darisse said it depends on the situation. She has always handled a difficult situation with a very level head. She has had to make extremely difficult decisions and do them quickly, at times. She does not like conflict, so she avoids it at all cost. Selectman Massey said several surrounding towns are now doing electronic registration. He asked if she thought this was something the town should do and, if not, why not. Ms. Darisse said there is always a positive side. Change is sometimes difficult. It may be cost effective, but it may lose the personal touch that the residents have come to know. They can't avoid the future and that's probably the direction it is headed, but to try to keep it as personal as possible.

Selectman Robinson asked her to extrapolate from her cover letter and resume what is applicable to the job. She sees the Town Clerk—with the responsibilities of what she has been doing, as the founder and president, running and delegating work and that type of thing—managing a number of people and trying to keep order and stay organized. She has past experience in banking, as well, and office administration. She created something from nothing, and it is all on her web site. Selectman Robinson asked what operating system she has and her experience level is with computers. Ms. Darisse said she wasn't overly familiar with spread sheets. She considers herself computer literate and has spent thousands of hours doing research and has probably 10 times as many files. Selectman Robinson asked what she has done to prepare herself for the position. Ms. Darisse said as far as familiarizing herself with certain aspects of the town, things that you may not necessarily know, otherwise—bring into light this position, there are certain things she wasn't aware of. When she was doing her research, she discovered how many people live in town and how many square miles it is and how many houses—she has done a lot of research, so she would like to consider herself prepared. In other words, she doesn't want to go into anything not having at least a little bit of a foundation.

Selectman Maddox said she seems committed to *Feel Safe* and asked how she was going to be able to run an office with the kind of volume Hudson needs. He asked if she was going to be there full time, as the Town Clerk/Tax Collector. Ms. Darisse said most of her responsibilities are in the evening and they have board meetings once a month, every other month. They also have committee meetings on the alternating months. She is very flexible. The foundation of the organization is very established. Between the advisory board and the board, there are 21 members, so she has help. Selectman Maddox said the Town Clerk/Tax Collector sets their own hours, basically. He asked if she would be full time in that office, when the citizens need her to be there. Ms. Darisse said she has always been very flexible. Full time, part time, night time. Selectman Maddox asked if she had any vision of where she thought the Town Clerk/Tax Collector's office should be headed. Ms. Darisse said not being overly familiar with the day to day operations to begin with, she imagined that the answer would be similar to what she's already given. There is a lot of change in technology, and that type of thing, so she would imagine it would be a lot less filing and people work and more entering data. Selectman Maddox asked if she has ever done any type of long range, municipal budgeting. Ms. Darisse said on a much smaller scale than for the town budget. As far as long term, her organization has been a learning experience in trying to establish that goal. Limited.

- 3) **Murrayann Abucewicz** said she was applying for the position of Town Clerk/Tax Collector, but she didn't have an opening statement. Selectman Massey asked what her understanding was of this position. Ms. Abucewicz said it was pretty detailed. This person would supervise the personnel in that office. She would do the reports for the office and would work closely with the Selectmen and the Administrative office. She would be responsible for the real estate transactions. She didn't remember everything, but she would have a lot of responsibilities. Selectman Massey asked how she would describe her management style in relation to the need for supervision, given that her bosses as the town voters. Is she a self starter, or does she require close supervision? Ms. Abucewicz said in her previous jobs, she has always gone in and went to town by herself; did what she had to do. She did have support that she could go to. In her last job, she worked closely with the Finance Committee, but she did a lot of it on her own. She organized and got the place running the way it should be running. She asked if he was referring to her supervising other people. Selectman Massey said he was referring to her ability to manage, given that her manager is voters. Nobody else in town hall supervises her; she would be the top of the heap. From that perspective, he wanted to know how she would manage. Ms. Abucewicz said she never had a position like that before. She was surprised she wouldn't have anyone to ask questions of or throw ideas off of for that position. Selectman Massey said she'd have lots of people, including several departments at the state would provide help and guidance. In terms

of Hudson, she would be the head of that department, and that department, effectively, reports to the voters. Ms. Abucewicz said she didn't know. Selectman Massey asked how she would go about resolving problems if an irate citizen came into the office and started screaming at the clerks at the desk because they felt they had been either mistreated or ignored. Ms. Abucewicz said she'd see if she could remove that person from that area and bring them to a quiet area, where there is not a lot of people around and speak to them directly and try to understand their problem and explain to them what the rules and procedures are, and reiterate the rules in a very calm manner. Selectman Massey said currently the Town Clerk's office is open from 8:00 to 4:30. He asked what her thoughts were on providing extended hours at night and/or on Saturdays. Ms. Abucewicz assumed that the job would be more than 8:00 to 4:30. Selectman Massey asked about extending the hours, such that the citizens who need to make use of the services of the Town Clerk's office would do it other than between the hours of 8:00 and 4:30. Ms. Abucewicz said she didn't know and would have to think about that. She thought those hours were pretty regular for all towns. She can understand why the citizens would want that because people work full time and they can't get to the office during those hours. She's not sure, saying again she'd have to think about that.

Selectman Maddox said as Town Clerk/Tax Collector, she would set her own hours, and asked if she would be a full-time person in that office. Ms. Abucewicz said absolutely. Selectman Maddox asked if she had any experience with municipal budgeting. Ms. Abucewicz said not municipal budgeting. She has done budgets for a school but not a town. Selectman Maddox asked what experience she had that would be useful in this position. Ms. Abucewicz said she has worked for engineering firms, lawyers and for a school. She has done administrative and bookkeeping work. The bookkeeping work would fall into play here, with the budgets and finance reports on a monthly, quarterly and annual basis. She worked closely with the Finance Committee. Mostly, her bookkeeping skills. Selectman Maddox asked if she had computer experience. Ms. Abucewicz said absolutely. Selectman Maddox asked if she had a vision of where that office should or could go. Ms. Abucewicz said no.

- 4) **Joyce Goodwin** thanked the Selectmen for the opportunity to interview for this position. Most of them know she was brought up in Hudson and she still lives in the house her father built when she was two. She graduated from Alvirne High School in 1974. She began her college education at Northern Essex College in Haverhill and graduated from Nathaniel Hawthorne, now defunct, in 1980 with a BA in Psychology and a minor in Early Childhood Education. She later attended Rivier College and took credits towards her Masters degree in School Administration. She worked as a preschool teacher and taught four and five year olds language development. She was Director of Small World Learning Center in Nashua, where she supervised a staff of 30. She helped develop programs for 230 children and worked with the Department of Education to implement programming for private first, second and third grade. Her other duties in her job at Small World were billing, collections, coordinating files on both staff and children, working with DCYS on background checks of employees, scheduling staff meetings and workshops, as well as professional informational sessions for parents. She has been a public speaker at Rivier College in the classrooms there and she has also spoken in front of groups as large as 500. She worked for approximately 10 years with her children in a family-owned and operated business. Her duties there included accounting, invoicing, billing, collections and, at times, working through the court and insurance companies to finalize disputes. She was responsible for making sure all monthly, quarterly and year-end documents were accurate. She feels that customer relations are imperative to a good working relationship with employees and town residents. She has had extensive experience working with the general public in all of her positions. She began her experience with town offices with her election to the Ethics Committee for one term. It was then she ran for the Budget Committee and has served for 12 years. During her tenure, she served as Clerk for one year and Vice Chairman for one year. She has been the liaison to the Facilities Committee and sat on the OPAC Committee as its Vice Chair. She has a good working knowledge of each department's budget and their line items and she works on the basic premise that there are needs and wants in all departments. She does her best to balance out each to keep the tax rate as low as possible. She is currently a member of the Council on Aging, where she is looking forward to helping the senior population of Hudson.

Selectman Robinson asked if she has read the job description. Ms. Goodwin said no, she had not. Selectman Robinson said the question he was going to ask if she could relate her resume to the requirements of the job and asked if she was able to expound on that. Ms. Goodwin said that office is responsible for the collection of taxes, tax liens, licensing of vehicles and cars. They also do marriage licensing. A lot of things that she's done in the offices she has worked in would relate very nicely to those duties, but there is a wonderful staff that works upstairs, and a manager's duty is to oversee that staff, but the staff handles most of those things on their own. Selectman Robinson asked what her personal management style was, and her approach to conflict resolution. Ms. Goodwin said each incident has to be taken individually. You can't have a set rule for handling each one of those situations. You have to take what is presented and then formulate a plan of action, according to what has happened. All members have to work together as a team. Selectman Robinson said currently, some towns are doing e-registrations. He asked if she saw a blend between the IT Department and the Town Clerk's Office. Ms. Goodwin said absolutely. In this world of technology and people's busy lifestyles, e-registrations would be a wonderful way to go. Selectman Robinson asked what her level of computer knowledge was, especially software packaging. Ms. Goodwin said she has worked with Excel and Word; she has done Quickbooks Pro. There are a number of programs she has been introduced to, and she can pretty much work her way through many of the programs. Selectman Robinson asked what she has done to prepare herself for the job, since it was posted—training, coaching, developing, mentoring. Ms. Goodwin said she has looked at the requirements of the job. She has tried to familiarize herself with the numbers, more so than what she does during the budget season. She has not had the opportunity to be in the office

because she has a full-time job now. Selectman Robinson said the questions being asked are identical to all of the candidates.

Selectman Massey asked what she thought was the future of the Town Clerk's office relative to providing hours, other than the current 8:00 – 4:30. Ms. Goodwin said it would be a wonderful asset to the town if they could be more accommodating to the people who are paying their salaries. It's just too busy for most people. The hours here at town hall are prohibitive for a lot of people who work out of town. Some people can come in during lunch breaks, but people who work out of town cannot. They need to try to be as accommodating as possible.

Selectman Maddox asked her why she applied for the position and why she feels she is the best candidate. Ms. Goodwin said she applied for the position because she has lived in this town all her life and she has tried to do as much as possible within the town government. This is just another step for her, getting through with what she has learned all her life. She has even aspired to being a Selectman, at some point in time. She loves the town and she needs to work full time. She does have a full time job, but this is something she has wanted to do for awhile. The experience she has had in other jobs and other affiliations in town would make her a good candidate for this job. Selectman Maddox said the Town Clerk/Tax Collector sets their own hours. Would she be a full-time, on the job person? Ms. Goodwin said she has been told by many people that when she has a job to do, she gives 110% and some people see that as a detriment, but when she has a job to do, she does it to the fullest. She was taught well by her mother. Selectman Maddox said she, obviously, has experience in municipal budgets, but they've asked everyone else this question. Ms. Goodwin said you start by budgeting your household. She works on a system of wants and needs, and you fulfill the need end of it. The very real needs has nothing to do with cutting off your nose to spite your face, saying you don't need something because it might cost. As Mr. Jasper told her, she was one of the cheapest people he's ever known. She said that wasn't true. If you need it, you purchase it. She has had to put together budgets for home, businesses and in everything that she has done. She is well aware of putting together budgets—and reviewing them.

- 5) **Patti Barry** thanked the Board for the opportunity to interview for the position. She didn't have an opening statement, preferring to get right into the questions. Selectman Maddox asked why she applied for the position, and why she feels she is the best candidate. Ms. Barry said the Town Clerk/Tax Collector is an important position, taking in over \$42 million in revenue. She has been working in that office to date, and she is interested in making a career move. Selectman Maddox asked if she would be there full time. Ms. Barry said absolutely, the same hours she is there now. Selectman Maddox asked her to talk about her vision for that office, where it could be. Ms. Barry said she'd like to offer extended hours, to be able to investigate the process of bringing on-line registration to the residents so they are able to utilize the office more. Now, they have to send a lot of people to the state office for motor vehicles they are not able to process. She'd like to be able to do everything here—have a one-stop program. Selectman Maddox asked about her experience doing a municipal budget. Ms. Barry said she has been working closely with Cecile, preparing for the audit. She has been learning the process of a budget.

Selectman Robinson asked if she read the job description. Ms. Barry said yes. Selectman Robinson asked her to extract from her resume how she felt it paralleled the job description. Ms. Barry said since starting to work in the Town Clerk's office, she has been working closely with Cecile, learning all aspects of the position. She worked through the elections, so she has that experience. She has been going to many training courses—motor vehicle registrations, tax collectors' seminar--she has learned how to utilize the voter registration system. She apologized for her nervousness. Selectman Robinson asked what computer experience she had and what software she was familiar with. Ms. Barry said she was very proficient with the current system that was being used at town hall, the MuniSmart system. She has developed a good rapport with the personnel from MuniSmart, so she can call them when issues do arise, and she knows the basic office programs—Excel, Word, e-mail—the basics. Selectman Robinson said she already answered the other question he has asked—what she has done to prepare herself for the position. Obviously, she is the Deputy, so she is running things in the office, at this point. He asked her to describe her management style and how she would handle conflict management. Ms. Barry said she believes in the open door policy. They are a team and she believes in discussing things as a team. If issues arise, she believes in dealing with the person, or the situation, privately and treating everyone with respect.

Selectman Massey said Ms. Barry indicated she thought one of the things she would like to think about is extended hours. Given that she is the head of that department and, in fact, reports, effectively, to the voters, asked what she would do to effect that change, and why would she do it. Ms. Barry said right now, there are a lot of people who want to see extended hours. They have a hard time coming into the office during the 8:30-4:30 time the office is open. She would talk to the staff and work out a schedule with them, and then she would approach the Board of Selectmen to work out something that would be manageable for the town.

- 6) **Harry Schibanoff**, 8 Birdie Lane, said he's been a resident of Hudson for 29 years. He has a business background, based in banking. He started out his career as a regulator, working for what is now called the Office of Thrift Supervision, so he became very familiar with regulated industries and dealing with the government, with policies and procedures. He came to Nashua in 1978 and worked for a bank. Shortly thereafter, he started his own consulting firm and did that for 25 years. He did a lot of planning documents and regulatory communications, dealing with regulators. Sometimes, there's a certain way you have to talk to regulators. He also did mergers and branching activities for banks. A couple of years ago, he left that company because he was looking for a change,

getting tired of doing banking all the time. He went to work for a software company that got into risk management software. Unfortunately, it was a startup and sometimes they just don't pan out, and this one didn't. He is now a sole practitioner in the consulting business. He worked on four bank mergers this past year, and he has also worked on planning documents and some branching studies.

Selectman Maddox asked Mr. Schibanoff why he applied for the position of Town Clerk/Tax Collector and why he feels he is the best candidate for that job. Mr. Schibanoff said he covered some of that in his opening statement, but he was interested in getting more involved in municipal activities. He has not had a lot of experience in dealing with the town directly, as an employee, but he does pay his taxes. He has a background of being able to work with people and understands how to deal with situations that sometimes arise in an office where you need to act as a supervisor. He believes in a participatory type of management and he thinks he could bring some innovative ideas into the Clerk/Tax Collector's office that would help bring the town of Hudson a little more into the 21st Century. Selectman Maddox said that position makes its own hours and asked if he would be a full-time, on-site person in that office. Mr. Schibanoff said absolutely, no question about that. That is the responsibility of the position and something that the town would expect of any Clerk or Tax Collector. Selectman Maddox asked if he had any experience in municipal budgeting. Mr. Schibanoff said no, unfortunately, not in municipal budgeting. Selectman Maddox asked what his vision was for that office, where it could or should go. Mr. Schibanoff said what he did to prepare for this presentation was something he learned—you look at what other towns are doing. He went on line and checked several other towns' web sites and found that there is very little information about how to do things in Hudson. How do you get a marriage license? How do you get a dog license? Other towns have very long, lengthy descriptions of how you go through and the materials you have to bring into the office when you apply for these things. He thinks they also need to have a question and answer format that makes it a little easier to understand what's going on. They need to try to educate the citizen in town, so they know what they are going to encounter when they try to register their car, and they have to try to make it convenient. The best way to make it convenient would be through electronic methods, such as using the internet. For instance, Merrimack and Hollis allows you to register your automobile on line, 24/7, something you can't do in Hudson right now. There are software packages available. The town uses Muni System, and they have a program called the MOPS, which is the Municipal Operating Payment System, which would allow people to pay some of their licensing fees over the internet through the ACH, Automatic Clearing House. That's something that would be quite helpful for people so that those who work outside of Hudson would have time to do things, rather than try to worry about trying to get here after 8:30 or before 4:30. It is also difficult for people to make change, so not everyone is going to want to use the internet to access the Clerk's office, but there probably needs to be more time available for the public to come in, like a bank, where you are open late certain times of the week, so people can access the Clerk's office. Since he has been on the Cable Committee for 13 years, a good example is the trash education program that was used, where a program was put together to educate the town on how to separate trash. Something like that could be utilized through the Clerk's office, and use HCTV as a mechanism. He also learned from the Secretary of State's web site that there recently was a grant program for Town Clerks to obtain funds for implementing better security measures and retention of records. He didn't know if Hudson participated or not, but there were 135 towns that did get the grant. That's something he would try to do. He is involved with a foundation in Concord, the H & H Foundation, which is a foundation that deals with health issues for children, and they are also dealing with childhood obesity. They just went through a grant cycle of giving away money to schools where there are physical activity programs and for nutrition. They allocated \$200,000 to give away, and could give away only \$178,000. It's incredible that there is money available and people just won't take it. That's something that needs to be looked into.

Selectman Massey said Mr. Schibanoff said he had no municipal budget experience and he also talked about some visionary aspects of the job. Given that the Town Clerk/Tax Collector, effectively, works for the voters, he asked how Mr. Schibanoff would go about, and as a result of that, for example, he didn't have anybody in the department who could, necessarily, help him with budgeting, how he would go about getting the skills or the tools he needed in order to work with the Town Clerk's budgeting, versus actuals, and for the other two areas he talked about, which was electronic registrations, how he would go about doing that. Mr. Schibanoff said as far as learning the budget process, he would study it himself, ask other people in Town Hall, work with the Budget Committee. He is sure they would be very cooperative in helping him understand what needs to be done. He has learned a lot of things in his life, so he could learn that process. It's just that he's never worked for a municipality before, so he's not familiar with it. In the case of electronic registrations, that's something that needs to be investigated. Muni System has a program that's available, but he didn't know if the town has even looked into that or not, but that's something that could easily be done. If you study it, you can find a way to implement it. The web site said it's not a very expensive item, either. It's built into the software package. Selectman Massey asked what his thoughts were on extended hours in the Town Clerk's Office, nights or weekends. Mr. Schibanoff said he said earlier that he thinks that's something that may be necessary because, in looking at the statistics of the town, 88% of the people commute to another place, so most people are not in Hudson during the day. In order to make the services of the Town Clerk/Tax Collector's office, you definitely have to have extended hours and, perhaps, even weekend hours. Selectman Massey said Mr. Schibanoff indicated his style was a participatory type, asked how he would deal with conflict resolution. Mr. Schibanoff said you have to diffuse the situation as quickly as possible. You don't want to get emotionally involved in an argument with someone. He is sure there are irate taxpayers in the community. You have to listen to the person and try to figure out what they really want to do. You have to let them vent first, and then you can try to reach a resolution. The important thing is not to lose your temper. He apologized for being nervous, saying he was not used to being interviewed on TV.

- 7) **Howard Dilworth** didn't have an opening statement, but mentioned, for the folks viewing at home, that he was a 41-year resident of the town. He graduated from Alvirne High School and he's been involved in some capacity in town since 1973, having spent 27 years on the Fire Department as a call firefighter. He has been-here-done-that kind of thing, and has served with most of the guys [Selectmen] in some capacity or other on any number of occasions.

Selectman Robinson asked Mr. Dilworth why he applied for the position of Town Clerk/Tax Collector and why he feels he is the best candidate for the job. Mr. Dilworth said actually, the original idea of applying for this job came out of a discussion between he and Mr. Malizia several years ago. He is employed in the electronics manufacturing world and that doesn't do very good any more. There has been a lot of layoffs over the years. He's been laid off several times. Frankly, when you can buy DVD players for \$45, you don't pay people to fix them any more, so people like him don't always have jobs. He started looking to change careers and started looking into municipal government. He applied for a number of Town Administrator positions. Mr. Malizia said, "You know, the Town Clerk's going to retire in a couple of years. Why don't you give that some thought? That way, we would keep the knowledge base here in town, rather than have it go somewhere else." That's how he originally got interested in applying for the job. Relative to qualifications, he has done elections as a Selectman, as a Moderator and as a Ballot Clerk. As Selectman, you deal with a lot of the back end tax issues. When property is deeded, you [the Selectmen] get involved and decide whether or not they wish to deed the property or not deed it. For example, if there is hazardous materials on the property, as they all know, they can refuse to deed property. They are involved in the warrant for the collection of taxes and also sewers, which comes under the purview of the Tax Collector because of the way the state laws on sewers are set up. He used to kid Cecile that, if you had a question, you asked the Town Clerk because the Town Clerk knows everything. That's not true, but having lived here for as long as he has and having been involved as much as he has in town, he has good knowledge of the town. As most of them know, he has a good knowledge of state statutes and how things are supposed to work, relative to elections, tax collection, even issuance of fines for dog licenses. Selectman Robinson was sure Mr. Dilworth already read the job summary, so he asked him to extract from his resume how that would blend with the job description and how that experience qualifies him for the position of Tax Collector/Town Clerk. Mr. Dilworth said he was glad he brought up the job description because in reading it, he noted that it says the Tax Collector is responsible for doing tax sales. They haven't done a tax sale in this town in probably 20 years. The reason being, they adopted the alternate process of liening and deeding property. The interesting thing is you go into the Town Code Book and you won't find it there, so someone forgot to put that in because he knows they adopted that during the Town Council years. Like Mr. Robinson, he has worked in retail. He also dealt with furniture, but it was baby furniture. He worked for Child World for three years and you haven't worked in retail until you've worked in a toy store at Christmastime. They used to see 1,500 layaways go out of that store in about two weeks, so he is used to dealing with the public, and with the public that's not always a happy public. Having been a fireman for 27 years, you are out in people's homes. He was an EMT for eight years, so you do ambulance calls and you see people at their best and you see people at their worst. Sometimes, when it's someone that they know, it's very comforting for them. He recalled doing several ambulance calls with Selectman Jasper, and because the people either knew one or both of them, the professional firefighters did what they had to do, but they [Mr. Jasper and Mr. Dilworth] were able to comfort the family that they personally knew. One thing he can bring to that office is he is very process and procedures oriented. He thinks all of them are aware of that. Having worked in industry, the main thing in industry today is where you do what you say and you say what you do and you write everything down and there are procedures for everything. He recalled having had a discussion with Selectman Maddox after the election, and offered some comments of things that could be done. They could do a better job on elections. The one in March went OK, but they could do a better job. He said Selectman Maddox had commented that you should be able to go to the shelf and take down a book that has all of the things that different people are supposed to be involved in so new Selectmen or new Clerks, or whatever, would be able to look at that and know what they should be doing. That's the kind of stuff he usually does, and he likes to do, and could bring to that job. He couldn't think of anything else. Selectman Robinson asked what computer programs Mr. Dilworth was familiar with and what his computer knowledge was. Mr. Dilworth said he has a desktop, and has had one since 1985, but not the same one. He's on his third computer since then. Recently, he purchased a laptop, having got a good used one. He was very proficient with the Microsoft Office Suite. Most of the stuff he types is in MS Word, and if you've seen him do presentations at Town Meeting, the reason it looks like he is scarcely looking down at what he's talking about and is looking out at the audience is because he takes whatever he is going to say, type it up and then blow it up to 22 point, so he can see it without having to really try and read it, and he can focus on looking at the audience. He has a little experience with Access. He is working on trying to do some PowerPoint presentation slides for town meeting to see if he can spruce up the budget presentation so it's not quite as dry. He has a good working knowledge of Excel.

Selectman Maddox said the Town Clerk/Tax Collector's job sets their own hours and asked if Mr. Dilworth would be there full time. Mr. Dilworth said absolutely. Selectman Maddox asked if Mr. Dilworth had experience in municipal budgets. Mr. Dilworth said he thought he could safely say yes to that question. Selectman Maddox asked him to describe his vision for the Town Clerk/Tax Collector's position, where he sees that it should or could be. Mr. Dilworth said first off, he'd like to say they have an excellent staff up there and they do very well for the public. The staff is very cordial and courteous. He has known most of them for a very long time. What he would like to see, first, as they move forward, what they don't have procedures for, they need to have written procedures for. It just isn't for the motor vehicle screen. There should be things on *everything* that goes on in the office, and also how it interfaces with other offices or agencies within the town—[the Selectmen's] office, for example. There

should be a punch list. We're going to deed property. You go down through this punch list that says OK, we did this step. This is the next step we do. And part of that would be... he talked with Cecile a number of years ago about this... they'd want to send the Building Inspector out, or the Assessor, if they haven't looked at the property lately, and see if there is any liability issues, because when the town deeds the property, the town now has to cover this for insurance and if there's any issues relative to problems that might come up, that should be on the checklist that they are going down through and looking for stuff before they get there. He remembers, when he was a Selectman, they had deeded a couple of homes and people were still in them. Now, you're the landlord. What do you do? This should all be documented before you get to this position and, as part of that, what that office should have is a hand-off procedure because, once the Tax Collector deeds the property, it's now your [the Selectmen's] responsibility, so you should be getting a packet with this checklist, as to what steps are taken prior to deeding and here is now what you have and what you can do with it. It should also contain information for you, if you have any idea about doing anything relative to that you're likely not going to be able to sell that property for two years, based on either state law or case law in the Supreme Court, which has led to statutes. He knows there has been some changes over time, relative to statutes concerning tax deeding. He remembered, at one time, towns used to deed property, sell it and then keep the whole proceeds, when the person might only have been \$1,000 in arrears. You can't do that any more; it's against the law. So, he looks to there being procedures, and the thing with procedures, if you have them, you can change them. You can also critique and evaluate them, and would look to how can we do things that makes what we do better for the public? He knows there is some talk about on-line registration. He knows that's being looked at. Some places are doing that. Derry did it, but they had problems with the software. It didn't get along with the state's software, but they should be looking at that, possibly be looking at being open other than Monday through Friday, 8:00 to 5:00, but he's aware that there are collective bargaining issues that play with that. That's his vision for the office, that they should have something that is well enough documented as to how to do things so that they can offer the best service they can to the town, and the other thing is it also allows them to explain to the people of the town exactly what they are doing, and why they are doing it.

Selectman Massey asked Mr. Dilworth what his management style was, and how he would handle conflict resolution within the Town Clerk's office, whether it's with employees of the department or with citizens. Mr. Dilworth said he'd start with employees, because that's a smaller group. People basically know their job. He would let them do what they normally do because they know what they are doing. He looks at the management aspect of it as what you might run into would be someone who, say, was coming in late all the time, or missing work. Those would be your typical employee issues. You'd have to do it one on one and see what happens. Some amount of counseling. He certainly would be working very closely with the Town Administrator, as to what the town's personnel policies say, as well as if there were collective bargaining issues. Relative to dealing with the public, first thing he'd want to do is he might want to pull the person who was upset aside. People who would go into that office and be upset, from what he's seen, "I came here to do something relative to the registration process with my car. I didn't have all the paperwork I needed to have, or I didn't dot my i's, or have bills of sales for certain age vehicles," and they were sent here, and now they are sending them back. He guessed the best thing they could do for a lot of these folks is to explain why things are the way they are, and not just say, "you have to go over there now." He recalled a stop sign ordinance that was adopted in town. Somebody very irately said to him, "How dare you put that in." He asked what he meant. The person said, "You didn't tell anybody." Mr. Dilworth said, "Yes, we did," and he went through the steps they went through from a complaint to the Highway Safety, they met twice on it, "we discussed it here, we had the public hearing, and then we voted to adopt." The person said, "Well, I didn't know that. I guess I'm still not happy about it, but at least I know you guys jumped through all the hoops to get there." Most people that he's dealt with, if you just explain and try and listen to them, usually they are pretty good. Occasionally, you're just going to have that one individual that just does not want to be nice, wants to yell, and sometimes, in that case, you just have to maybe have a police officer come down and try and talk to the person. He's not one who likes to lord over, but try and work out an issue, rather than just say no, this is what it is. Sometimes, it is what it is, and that's what you have to do, but he usually likes to try to talk to people.

Selectman Robinson asked, since the position has been advertised, what Mr. Dilworth has done to further educate himself to become better prepared to assume the position of Town Clerk/Tax Collector. Mr. Dilworth said after reading the job description that was provided by the Selectmen's Office, he went and looked up on line and discovered that nowhere in the Town Code is the section on tax sales. They no longer do those. They do liening and deeding. He already fairly well versed in elections. Other than that, he can't say that he's done anything out of the ordinary. A lot of it is going to be understanding what the actual... like how to enter a motor vehicle screen, and stuff like that. He likes to think that he is already knowledgeable on tax laws and election laws and Town Clerk responsibilities and stuff like that. He has actually found a committee that meets less than the Building Board of Appeals. It's called the Board of Municipal Records, and it's Chapter 108 of the Town Code. It is the Town Clerk, the Treasurer and the Board of Selectmen, and their responsibility is to determine how municipal records are to be dispensed with or disposed with, and most of what's disposed of is spelled out in RSA 33A, anyway.

Chairman Jasper didn't know if any of the other candidates were still upstairs, but asked Mr. Dilworth to let them know the Board was done with the interview process, and they were welcome to come back into the meeting room. Mr. Dilworth said OK, and if he sees Selectman Nadeau in his travels, he'll send him back down, too. Chairman Jasper agreed, saying he forgot about him! Mr. Dilworth said that's another example of his attention to detail.

Selectman Nadeau took his seat back at the Selectmen's table at 8:50 p.m.

(Craig Bailey was interviewed at this time. See item 5-D.) Chairman Jasper declared a recess at 9:00 p.m. The meeting resumed at 9:09 p.m.

Motion by Selectman Maddox, seconded by Selectman Robinson, to change the Order of the Day to take up 8-D, carried 5-0.

C. Hudson Senior Center Addition to the Community Center

Selectman Massey said he received a call this morning from the Seniors, asking him to defer this until the 24th because they are meeting with their entire organization on this Thursday, and they want to go over the final results of what was before them tonight.

Motion by Selectman Massey, seconded by Selectman Maddox, to defer this until July 24, carried 5-0.

D. Nashua Landing Development

Town Administrator Steve Malizia said in May, the Chairman, authorized by the Board, sent a letter to Mayor Streeter in Nashua, asking that the project known as Nashua Landing, be declared a project of regional impact, due to its size and proximity to the town of Hudson. At best, they received a non-committal response from the Mayor. Mr. Malizia has had conversations with Atty. Buckley, as to the town's options. He was looking for a consensus to task Atty. Buckley with representing the town of Hudson at the Nashua Planning Board. Up in the office is a thick traffic report that the town received from an attorney representing, presumably, the developers. He thinks it would be a wise decision to send Atty. Buckley to that meeting to represent Hudson's concerns about this project.

Selectman Maddox said he saw the letter from Atty. Prunier, stating there was minimal traffic effect to the town of Hudson. He suggested that not only Atty. Buckley attend, but VHB, who has done all the traffic modeling and study for Hudson. He would have a much better handle on things, even than the attorney. It's important he get in on the ground floor to understand what that traffic impact is to the town of Hudson. Mr. Malizia said that was reasonable, but they would have to outline some scope of work and ask him for a price, because it's pretty voluminous. Chairman Jasper thought Atty. Buckley should take the first step. If it's not declared a project of regional impact, having the traffic engineers do anything with it may be moot. If they do, it might be appropriate for Atty. Buckley to advise them on the next step. He didn't want to put the cart before the horse. Selectman Maddox thought Mr. Kennedy should be involved at the get-go so he doesn't have to play catch-up.

Selectman Massey said Atty. Prunier's letter caught his eye, too, that there would be minimal traffic effect to the town of Hudson. This project is purported to be half the size of Phase I of RiverPlace. He finds it difficult to understand how there won't be traffic going from east to west, across the Sagamore to there. If the Board were to authorize this project to be analyzed and reported on for the Board by VHB, before he would approve it, he would want to see a set of deliverables, a set of benchmark dates and a set of criteria by which they are going to do the reviewing because he didn't think the town got its money's worth on the original traffic for RiverPlace. They need an up front statement of work that includes all of the things that will be done, the dates by which they will be done and the criteria by which they will be evaluated, he didn't think they would get what they need to know about this project.

Selectman Robinson said the quantitative nature of the work provided by VHB was seriously challenged by members of this board, up to and including a meeting with them to discuss on-going relationships with that company. While a study may be needed for a regional impact, they should question if they should continue with a firm that caused some disdain. He agreed with Chairman Jasper that they may be rushing a bit and they should let the attorney determine the next step. Chairman Jasper said they were in a bit of a quandary as to what exactly they should do. Until they know if Nashua is going to declare this a project of regional impact, and what that actually means, it's premature to start spending money. It seems that Nashua is welcoming this project with open arms, given the whole rezoning, as he understood it, is going to be to allow for having a place for the rail to come, to have passenger rail service there, and then suddenly, it's going to retail. They need to have more information before they spend on two tracks.

Motion by Selectman Massey, seconded by Selectman Nadeau, to authorize Attorney Buckley to contact the Nashua Planning Board, on behalf of the Board of Selectmen, to attend the first public hearing to express the town's concerns with regard to traffic, carried 4-1. Selectman Maddox voted in opposition.

E. Benson's Easement Deed/Historical Preservation Easement

Town Administrator Steve Malizia said Atty. Hodes has been working with the NH Department of Historical Resources, trying to move forward on the Benson's deed. There has been correspondence back and forth. Some correspondence from Atty. Hodes was received and he thought the Board should consider the language proposed to see if they were on the right track, or if the Board wishes to do something different, or has some other input. At some point, several members of the Board were at a meeting with the Dept. of Historic Resources, a representative from the AG's office, and Atty. Hodes at the Hazelton Barn site, about a month and a half ago. Is this the direction the Board thinks it should be heading with this section of the quit claim deed?

Selectman Massey said he still has concerns with the restrictions and the nebulance, referring to Page 3, 3-a, Repair and Rehabilitation. They are inserting the words, "as a guide," and his problem with that is what would prevent them from adhering to the guide? Nothing in there allows for a deviation. It's too broad and too much in favor of the DOT. The same applies to the approval required that says no alterations shall be made without the prior written consent of the DHR. Given the amount of time it has taken them to get to the point where the state is willing to discuss the town's concerns on this

contract, he'd hate to think if they needed to make a repair to something, or do some type of renovation... Chairman Jasper asked Selectman Massey to notice the exceptions, which includes repairs and maintenance. Selectman Massey said he already saw that, but he thinks it is still too restrictive. On Page 4, E-a-2, it says to the extent the standards are silent, other standards acceptable... again, the town doesn't have a good sense of how it would be measured. His final concern is on two levels. They talk about the things they could do, Page 5, §H, they talk about the things the town could do, but the one thing they don't include is the potential to demolish some of those structures. He's not certain the Old Woman in the Shoe and the Red Barn are worth preserving. Finally, under §G, maintenance responsibility, it says the town agrees to assume the total cost of continue maintenance and repair. They have no idea what they are signing up for with that. Until they know what the pro forma cost projections are for maintaining that property, they could be buying themselves a cost structure they're not prepared for, especially since the barn is six years from when the state first said they'd sign a Letter of Understanding. The barn has deteriorated over that period of time. The longer they wait, the more deteriorated it becomes and the larger the cost to the town of maintaining that structure. He didn't think this was a contract the town should agree with.

Selectman Maddox felt basically the same. It has taken so long to get to this point. There's nothing in there that says who the arbiter would be. They need to get an idea of what the actual costs are because he sees this as a money pit. The last time he saw the elephant barn was about three years ago, and there was a hole in the roof all of them could fit through. Chairman Jasper said that's not really the elephant barn; that was an attachment to it. The actual little barn that is a little bigger than this room, doesn't have a hole in the roof, but that's not supposed to be in there. That's a structure they already agreed they didn't have to preserve. Selectman Maddox said but it was in there. Chairman Jasper said but it's not supposed to be. Selectman Maddox thought the Building Inspector should take a look at it to see if it should be condemned. Chairman Jasper said it just needs to come out of this document. Selectman Maddox said the structure is still there, so they are going to have to pay to do something with it. Chairman Jasper said at this point, yes. That portion of it is worth saving, but the rest of it isn't. He didn't disagree with Selectman Massey. The problem is they have let things to so long that things have just gotten worse. On Page 4, Benson's Office and Kitchen Wing—those buildings were among the earliest built by John T. Benson. He didn't believe that was true at all. He's got to do a little more research on that. It talks about the Hazelton Barn, but that barn was never owned or used by John T. Benson. That was bought and added to the property by Provencher. John T. Benson died in the 40's and that was part of the Hazelton property, at that point. They don't even have the historic perspective right in the document. That barn does scare him. He wants to preserve it, but... they've all agreed on the train station, and they have grants. The office building keeps getting broken into, but hopefully, they are going to take care of that tonight, but it's a little building, it's not a huge thing and it doesn't really concern him. But the Hazelton Barn, at this point, they need to make a decision tonight and say either take all the restrictions off the Hazelton Barn, or subdivide out that piece of property and keep it because they are not going to commit to anything with that barn. When they really get into it, they may decide they can't save that barn. It may not be worth it. Somebody could come in and dismantle it and save the timbers if they want, but it's not worth it to the town of Hudson.

Motion by Selectman Massey, seconded by Selectman Nadeau, to accept the restrictions on the railroad depot, Benson's office and kitchen wing and if the state will not release the restrictions on the Hazelton Barn, then ask them to subdivide it out from the Benson's property.

Selectman Maddox said that was a start. The Board needs to determine what they want Bensons to be. It certainly is not meant to be, as noted in the attorney's letter, as it previously existed during the time the property was utilized at Bensons. What do they expect to get out of this? Everybody keeps talking open space and a few buildings. What is that going to cost? Even taking out the Hazelton Barn, what are they going to do with the buildings? To preserve them for what? Chairman Jasper said they are talking about two buildings—the depot is going to be restored as a train station/welcome center. They may not do anything with the office building. There's not a lot of space in there, so they may only do the exterior of it. There has been talk about hiring a couple of people during the summer months to be on-site. That was discussed in the Master Plan issue, but it's a small building. There's not a lot of concern there, but they can take it out. They can say they don't know what they are going to do with the buildings. The railroad depot is the only one that he thinks needs to stay. He didn't have a lot of heartburn over the office. There was nothing great there to begin with. Selectman Maddox said this is a great parcel to be in the center of town, as open space, some trails, whatever it may be, but saving this as it was, or even trying to save buildings that are going to be costly... just to bring them back to usable could be \$200,000.

Chairman Jasper said they need to focus on the motion. They have a grant for the train station. Selectman Maddox said for \$200,000 but the last number they got at CIP was \$400,000 to do the renovation. Chairman Jasper said that may be, but they are talking volunteers, a workshop that Betsy and Lisa are talking about. They are not going to spend \$400,000 on the train station, and they're not committed to doing anything. The important thing in this document is the baseline, that if they do nothing else, all they have to do is make sure the buildings don't deteriorate beyond the baseline. All this obligates them to do is maintain the buildings at the baseline when they take them over. Selectman Maddox asked if they could schedule a walk of that site. It has been a number of years, and they are just speaking from memory. They should go look at the structures to see what damage has been done. Chairman Jasper said they can do that, but they need to move this part of it along. The elephant house never should have been in here. Most of the agree that they are not going to sink a fortune into the Hazelton Barn. At this point, they will do whatever is economical to save that barn. Otherwise, the state can keep it and then they can say, "Oh, good, nobody put any bad materials into the building while it fell into the foundation." That's what's going to happen. Selectman Maddox said they saw some beetle borings, which can't be good for that. Chairman Jasper said this has just gone too far and that building really does scare him.

Selectman Massey moved the question, which carried 3-2. Selectmen Robinson and Maddox were opposed. Selectman Maddox said this did not pass; it needs two-thirds. Chairman Jasper said agreed, saying debate has not ended.

Selectman Robinson said they would be putting the town in harm's way and agreed with Selectman Massey. There is no baseline, no guide. He read the Master Plan and Bensons is a project they keep dancing with their sister; it's going nowhere and keeps circling around the dime on this one. It's time to move it off the dime, one way or the other. Chairman Jasper said that's what they are trying to do. Selectman Robinson said he was not in favor of setting them up with buildings on the property that could cost them some money; he's not in favor of spending money on that property, at this time. Chairman Jasper asked how, then, do they move off the dime. Selectman Robinson said Mr. Maddox said it quite eloquently, creating open space. Selectman Maddox agreed. It's open space, but the state isn't going to give them the land without providing some answers to the document before them. He guessed the motion started that, as long as they all understand that they are not ready to sign this thing until they have a better idea of what this is going to cost. He thinks open space is better, but this is a start. They should at least fire the salvo to see what the state is going to come back with. In the meantime, they should find someone to give them a ballpark estimate, such as Bill Oleksak, what it's going to take to bring these 'bad boys' into some sort of useable condition. Chairman Jasper said that's a totally different question—what do they want to use them for? They already know what they want to use the RR depot for. They've got the cost estimates to fully restore it. They're all in agreement they're not going to put \$400,000 into it. They can simply do the exterior of the building and do what they can with the grant money, and if it sits there until they get more grant money, or until they get volunteers to do it, then it sits there at that degree. They've saved a train station; it's the only one in town, and the only one there ever was in town. It's got the windows, it's sitting on a foundation and it has a roof on it. The office building is when they decide they want to do more. It's got vinyl siding on the end, it's got clapboards and a whole different mixture of materials. He has talked with these people and they are not looking to bust the town, but they want to make sure the town doesn't nail T-111 over everything. He's not concerned about those two little buildings. They're getting 134 acres for \$188,000. You can barely buy a house lot in Hudson for that money. They are not committed to do anything except maintain that building, at the baseline it's at now. If that's all they ever want to do, fine. If they are unreasonable, then they do nothing with the building except keep a roof on it. They just don't let it deteriorate any further than it is right now. Two little buildings. They need to move off the dime, at this point. They've got a Master Plan that may cost millions, but they don't have to do anything. They can just go in there and cut trails. The main thing is to open it up. They don't have to do anything and they are not committing themselves to building or every doing anything with any of the property, except maintain those two buildings at the baseline. And they will have that discussion to clarify it; this is to get the document done. They are still on the environmental issues and they want to wait until those are all done. He's been saying for some time now, "Just say you'll take care of them." The town of Hudson isn't going to spend any money on this project until it owns the land. As long as they take responsibility for that pile of asbestos and the two landfills... but this is getting ridiculous. If they can't go this far tonight, they may just as well forget it and face the wrath of the people. Selectman Maddox said "Esther."

Chairman Jasper said no; the town has put a substantial amount of money away. When they were asked last year if they wanted to continue with it, they said yes. Selectman Massey said the people have never been asked if they were in favor of this project if they know the cost was X, because they've never know what the cost is. Chairman Jasper said because there is no cost beyond the \$188,000 and maintaining the buildings at the baseline. The cost is what is decided afterwards. They are not committing themselves to spending any more. Selectman Maddox disagreed. If the historical group says it has to be maintained with period wood on the exterior, they don't know what that cost is. Chairman Jasper said no. The baseline is the condition of the building today. All they have to do is keep it from deteriorating further. Selectman Robinson said the document didn't say that. Selectman Massey said if that was going to be their position, he would suggest terminating any further discussions with the state because to say they are not going to maintain the buildings is tantamount to saying they're going to let them fall into the foundations. Over time, if you spend no money, they will deteriorate. If they are going to do this project, they've got to make it look like the town cares. Maintaining the baseline is a non-starter. Selectman Robinson said it could be a chunk of change for the voters. Chairman Jasper said not for the office building. Selectman Maddox asked to have the motion read back, which was.

Vote: Motion carried 5-0.

Chairman Jasper said that was painful. Selectman Maddox said it's going to get more painful because, at some point, they need to decide what that is going to cost to do. He didn't know how they were going to do that, but they need to find some way to find out what it is going to cost to maintain them, even at baseline. It has been a number of years with nothing done to them—the vandalism, or whatever else may be going on. Is it going to cost \$50,000 to get them to baseline? Chairman Jasper said if they can get the state to agree to this, then the simplest thing to do, forgetting the train station because that's on a whole different track, and to go out with the historic people and look at that building, before they sign anything, and ask what they are going to require on the exterior. If they leave that building there and don't do anything with it except store Benson's memorabilia inside it, all they have to do is maintain a roof and the exterior. On the kitchen wing in the back is just plywood, anyway, because it opened up into a pavilion, at one time, with a big food area. There was never an original wall there. They tore off most of the structure. There is no period material, so they could probably do most anything there because it's going to be building a new wall. Selectman Robinson said he'd also like to have a tour of it; go on a field trip. Chairman Jasper said that can be arranged at any time through Kevin, Steve or Esther. Selectman Massey said it would be worthwhile to take the tour together because they'd hear the same set of messages and it wouldn't be filtered through someone else. Selectman Nadeau said he'd be glad to go on a nice fall day. Chairman Jasper said they don't want to go out there now because it's depressing. Selectmen Maddox and Massey both said they've been out there during tick season.

F. Benson’s Office/Train Depot Alarm System

Town Administrator Steve Malizia said there has been discussion in the past about the vandalism that has been occurring at the office building, at least--some graffiti, broken glass, damaged benches. There aren’t any beer cans, cigarettes or that kind of thing. He went there within the last couple of weeks, and there doesn’t appear to be any vandalism in the train depot. To help prevent any further break-ins, he solicited an alarm proposal, using ADT, which the Police Department has used in the past. It would be an intrusion alarm. A call would be made to the Police Department for response. There would also be a temperature component. If the temperature exceeded some pre-set number, that might indicate a heat or fire problem, that would also activate an alarm. The electrical is already in place in the office building. For the two buildings, they are talking about \$1,024. There is also a monthly monitoring charge just shy of \$47; a three-year contract with no termination clause, if they decide they don’t want to pursue anything or if they don’t work something out with the state. They can just walk away. At least, this would work towards preventing break-ins. It appears that it’s someone young breaking into the office building, and they want to try to prevent further damage because if they want to try to save anything, it should be alarmed. There is also the concern of fire. This is a modest proposal, but something the Board should consider.

Selectman Nadeau asked if this could come out of the Benson’s fund. Mr. Malizia said the town has raised over \$250,000 towards the Benson’s property, for renovation and repair. They’d have more than enough money to accomplish this task.

Motion by Selectman Nadeau, seconded by Selectman Robinson, to approve the installation and monitoring of alarm systems for the Benson’s Office Building and the Train Depot and further to authorize the Town Administrator to prepare the necessary documents to begin the installation.

Selectman Massey said the only way this would work is if the alarm is silent. Chairman Jasper said it is. That was his specific request. Otherwise, they’d never catch anybody. Selectman Maddox asked if the monthly fee was per building. Mr. Malizia said it was for both buildings. Selectman Maddox said he was going to vote against this because when they went into the Hazelton Barn, the alarm wasn’t set. Chairman Jasper said, apparently, the alarm isn’t hooked up to anything and they need to look into that. Mr. Malizia said he brought the gentleman over, so they’ll probably get a quote for that down the road. When this alarm works, it just makes a noise. It doesn’t go anywhere. Chairman Jasper said just because somebody messed up is no reason not to do anything. There is an on-going problem with the office building. If they have to go in on a regular basis to make sure the alarm is set, so be it. The problem now is human error, not anything else. Selectman Maddox said he’s been consistent in not spending money, so he will stay with that process.

Selectman Nadeau asked if it would be a problem for ADT to alarm the Hazelton Barn, at the same time. Mr. Malizia said not a problem, but it will cost more money. Chairman Jasper said the monitoring fee is a little high. The Historical Society pays only something like \$29.95 for the Hills House. Selectman Maddox added, with a cellular backup. Selectman Robinson said the initial, up front cost, was approximately \$1,500 and the alarm fee is \$29 a month. They paid up front, but there is a cheaper per-month fee. Selectman Massey said they are only monitoring one building, too. Mr. Malizia said the current alarm in the Hazelton Barn is not an ADT system. It was just a simple alarm that was supposed to sound if someone got in there. Selectman Nadeau said he’d be more concerned about a fire at the Hazelton Barn. Mr. Malizia said since they’ve already carved it out, there’s no sense worrying about it at all. Chairman Jasper said, had the Hazelton Barn been monitored, they would know it wasn’t turned on. Selectman Maddox said his security company doesn’t call to let him know the alarm is not on. Chairman Jasper said this is a commercial application. It should never be off for more than an hour. Mr. Malizia said this also includes any maintenance to get the system back, should there be some sort of event. The price includes maintenance and monitoring of that alarm. He’s taken the recommendation of the Police Chief, who has experience with these folks, relies on them, and has other systems monitored by them. It makes sense to be compatible. Chairman Jasper said it’s important for them to know that if it gets turned off and is not back on within a few hours... Mr. Malizia said it should just be on and if not, to check it.

Vote: Motion carried 4-1. Selectman Maddox voted in opposition.

8. NEW BUSINESS

A. Liaison Reports

Selectman Nadeau said the everything is going fine with the Rec Committee’s summer programs. In Finance, they are still working on the audit.

Selectman Massey

Police Department

The conversion to the digital dispatch system is underway, anticipated to be completed by the end of the week. Some of the work was done by members of the Police Department.

The skate park seems to work going well, having turned the lights off. To date, no one has appeared to have received any reports that there is a problem over there.

Two cruisers are in use and three are being fitted out with a light bar, graphics, etc.

Engineering

The Engineering Department is working with CLD to complete a dam registration application with the state, and that is going to be coupled with an Emergency Action Plan, as a result of the state declaring that crossing a dam, and an updated cost estimate, given construction is now classified as a dam.

A public hearing is set for the 17th of July for the acceptance of a \$120,000 CMAQ grant for the signalization at Library and Central Street intersection. The municipal agreement is ready to be sent to DOT, as soon as the grant is accepted. CLD is advising the town that once that is done, they could go to bid, but they think it would be prudent to wait until the fall in order to minimize the cost. If it goes to bid immediately, they will get the construction cost for the last summer/early fall, significantly higher than if they go to bid in the fall, with a spring construction start. There are two items on the pending list that should be removed, without objection from the Board. One of them is the water line extension up 102, which Engineering does not have on its list of projects, and the Stop & Shop feasibility study for a ball field. (No one voiced any objections to removing these two items.)

Selectman Maddox

Planning Board

The Planning Board is resting and recharging for the month of July. Between the projects that have to go to ZBA or Conservation, there is a backup, so there isn't much before them. Green Meadow was taking up a lot of time, but that has gone away. Hopefully, some ordinances will get done that they've been working on for a long time.

Town Clerk

This office is in flux, as they've seen this evening. IT can really make a difference in this department.

Community Development

This is their busy season, so he hoped people would be patient if they have to wait at the counter. The Director went to New Jersey to attend a conference. It's important that whoever goes away to these various events to submit a report, in order to enlighten everyone else. If one person goes, he can bring back a number of issues the town should be looking at. He asked Steve to remind department heads that the Board should be receiving a report of what they get out of each event they attend. IT can make a difference in this area, too. Going to the counter to put in a pool, shed, whatever, is a daunting task sometimes because certain information is needed. It would be so much nicer if that information was on the web site.

Selectman Robinson

Recycling

He applauded the residents, the Highway Department, Corcoran Environmental, Pinard and thanked Rosita Lee, Cycle Works and Hills Garrison School for placing the information on the reader boards. The Road Agent is presently working the numbers. It appears, after the first week, they went from 11% to 29% in recycling, or a savings of around \$300,000 projected for the first year. For the first week, there were about 20 concerns out of 8,500 homes. The greatest concern with the direction of the handle so it could be picked up by the truck and emptied. Wheels to the windows is a phrase to remember.

Toter-gate. There was a missing tote, #601176. An APB was put out and it was learned it belonged to 6 Charbonneau Street. After an investigation, the toter was found a couple of houses down. The missing tote has been returned to its rightful owner. That's why those toters are numbered; it identifies the home it belongs to.

Information Technology

The first report is out, and it is very, very informative. It talks about the current projects that are being done in Community Development, what's going on with the VAX, the Police Department, in-house e-mail, etc. If anyone would like a copy, it's on file in the Selectmen's Office—excellent reading and they're doing a great job. One of their priorities is to hook up so people can go on line to get the various information they need from different departments.

Highway Department

Roosevelt Avenue sewer replacement will be completed this week.

The reclaiming and base paving on Colson Road, Hunter Lane and Gregory Street have been completed. The water main has been finished and the houses on those streets are re-hooking.

The projects on Bush Hill, Edgewood Drive and Stevens Drive, along with Derry Lane, will be completed in the next weeks.

Melendy Road will be receiving a new school crossing light at the end of July.

Priscilla Zakos has done a fantastic job for the Road Agent during the transition of the new solid waste contract. She handed out all the nearly 4,000 recycle bins, handled hundreds of phone calls and still took care of all her other tasks associated with closing out one fiscal year and starting another. Hats off the PZ; job well done.

Selectman Jasper

7-Eleven Parking Lot

Another project that is dragging on. After quite a few attempts to reach the person from 7-Eleven, he finally made contact. He and the Town Engineer played telephone tag for awhile. They are in receipt of the three different drawings that engineering had done. He has a couple people he needed to run those by. If Chairman Jasper didn't hear back from him by the 13th, he is to call him again. He is still enthused by the project and it appears it will work well for both parties.

Stop & Shop Ball Field

He was going to call Nancy Mayville in the last two days, but he keeps forgetting. The town has not heard back from the state, even after sending two letters. He will try to remember to call her sometime this week and see what's going on there.

Fire Department

The ladder is back in service. There was a problem with the secondary fuel pump, so that's been corrected and is back in service.

Next Monday is when two people will be permanently at Robinson Road, Tuesday thru Friday. They've had people up there, doing various training. On the first day they had people there, they had two assignments, one of which was a lightening strike. So, having people there has already paid some dividends.

B. Public Hearing on Ordinance 07-05, Installation of No Parking Signs on Greeley Street, in front of Guardrail

Chairman Jasper opened the Public Hearing at 10:22 p.m., but there was no one in the audience, so he closed the hearing.

Motion by Selectman Maddox, seconded by Selectman Robinson, to adopt Ordinance 07-05, Installation of No Parking Signs on Greeley Street, in front of the guardrail, carried 5-0.

C. \$1,500 Donation by Sam's Club to the Hudson Police Department for Community Policing Account.

Motion by Selectman Robinson, seconded by Selectman Massey, to accept the donation, with the Board's thanks and appreciation, carried 5-0.

D. Johnny's Pizzeria Bar & Grill (This item was taken up after 7-B)

1) Application for Dance Halls and Entertainment Places of Assembly

Chairman Jasper invited John McCafferty to the guest table, in case the Board had any questions for him. Selectman Robinson said, in speaking with Johnny earlier this week at his establishment, he explained that the Board was missing the sign-off from the landlord, which he delivered to Selectman Robinson tonight. That was one of the things of concern to Police Chief Gendron.

Selectman Maddox had some questions on the rough pencil sketch of the inside of Johnny's Pizzeria, which Johnny addressed. He said there are two front doors coming the establishment. One of them is going to be locked and will be a fire exit only, so that all personnel coming in will come right through the bar. The exit at the rear that goes out into the parking area out back is where people will be directed because the buffet is going to be out there. Construction fencing will fence off that whole area. They will also have four porta-potties coming in. Nobody can access the back area without going through the door, where people will be checking wristbands. There will also be four police personnel and two firefighters there, as well, as requested by the Police Chief. There will be a motorcycle run that will start at the Nan King parking lot because it is such a large lot, and they can get everyone lined up there. When people show up, they will pay, or they will have their ticket and be given a wristband. Bright pink for those 21 and older and neon green for those that are underage, although most of the people at his establishment are over 25. He didn't like to have younger kids in because they cause problems. The riders will leave the parking lot and go up to Boars Head in Louden for a buffet, and they will drive back down to Hudson. There is designated parking lots for the motorcycles, with a police officer directing them. He also has someone checking ID's at the door. Even if someone has a wristband on, his bartenders will card them, if they don't know them. There are some 24, 25 year olds that look like they are 12. He has in-house security, as well as the Police Department.

Selectman Robinson said he paid Johnny's a visit last Friday night, and thought Mr. McCafferty might want to talk about the 94 people that are allowed inside and how that is going to be controlled. Mr. McCafferty said one of his guys is always walking around with a clicker, when they have a busy night, and he keeps an eye on how many people are inside and how many are outside. He's never done anything this big; this is a first time for them. He assumes most of the people are going to be outside because he's cooking a 200-lb. pig. They also have raffles going on out back. The band is inside, but with the back door open, they will hear the music outside. He didn't think the noise would be too bad, but it was on a Sunday afternoon, anyway. Selectman Robinson asked if he notified the neighbors. Mr. McCafferty hasn't talked to the people across the street because they weren't home when he knocked on the door, but he would get a hold of them this week. Selectman Robinson said the Finance Director has already received the check for \$960 covering the cost of the police detail. He asked Mr. Malizia to explain the difference between drinking alcohol outside at this event at Johnny's and Old Home Days. Mr. Malizia said Johnny's serves alcohol indoors on a regular basis, so he is already under the jurisdiction of the Alcohol and Beverages Commission. Old Home Days is just for that one event; there is a limit on how many beverages they can dispense to a patron, in a very specific area. They have to apply and comply with a multitude of regulations, as well. That's the fundamental difference. Johnny's has a liquor license through the Liquor Commission, and anything he does differently has to go through the Liquor Commission. Mr. McCafferty said he has to fax the decision the Board makes tonight to the Liquor Commission, and then they will meet and decide what they are going to do. Mr. Malizia said the town does not regulate alcohol; that is done by the Liquor Commission. Selectman Robinson asked what Mr. McCafferty was going to do if the Liquor Commission says no. Mr. McCafferty said he wasn't going to lose his liquor license over a charity event. If anyone is drinking, they will have to be indoors. If they are outside out back, they will have to drink water or soda. He won't try to do anything he is not allowed to do. He did a benefit for a kid that got killed, but he didn't know he needed to have a permit. They were over capacity and the Fire Department came in and said they had to get people out of there, which he did. They shut down the bar and got people out—but he still got fined, but he didn't care because he felt good "in here," (pointing to his heart).

Selectman Maddox asked if there were going to be tents set up out back, in case of thundershowers like they've been having lately. Mr. McCafferty said no; there wasn't going to be any rain on Sunday night. He didn't expect

people were going to do the run and stay all day and the entire length of time. That was not realistic. They will come at watch the house band, Number Seven, that is playing. Selectman Robinson suggested Mr. McCafferty explain what this event is all about. Mr. McCafferty said this is a fundraiser for David Boucher, who was in the accident on the bridge. A Mr. Moore was riding a bicycle and went in front of Dave, who swerved to miss him and hit the guardrail. Mr. Moore lost his life, unfortunately, and Dave was pretty beat up, including major brain contusions. He just came home yesterday, up and about at about 90%, but he won't be back to work for awhile. That's the reason for the fundraiser. When he filled out the raffle permit, he didn't put anything specific in. The only thing he is sure about is a really nice hunting knife made by a blade smith. They went around and got gift certificates from restaurants, etc. The raffles will occur throughout the day, 50-50 raffles, the basic stuff you'd see at any fundraiser, he assumed.

Motion by Selectman Robinson to approve the application, with the stipulations outlined by the various departments, seconded by Selectman Maddox.

Selectman Massey said he would be voting no on this, not because he thinks this isn't a good event, but in light of the Police Chief's concern about outside liquor and the fact they are voting tonight without knowing what the Liquor Commission is going to recommend. If he knew what the Liquor Commission was going to recommend, he'd have a potentially different vote. In the absence of what they are going to do, he wanted to acknowledge what the Police Department indicated would be an issue with outside alcohol enforcement.

Vote: Motion carried 4-1. Selectman Massey voted in opposition.

2) **Raffle Permit**

Motion by Selectman Massey, seconded by Selectman Nadeau, to approve the raffle permit for Johnny's Pizzeria on July 15, 2007 for gift certificates and various other items, carried 5-0.

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

Selectman Nadeau had no comments.

Selectman Massey had no comments.

Selectman Maddox said at the Board's last meeting, Chairman Jasper accused him of making it personal with the issue of the \$700 chairs. Upon reflection, he agrees. He does take it personally, but he will get over it. So be it; it's the nature of the beast. The other thing Chairman Jasper said, which was incorrect, was that this Board heard and voted on the construction downstairs to remove the jail cells. They did not. There was no discussion at a meeting, and there was no vote taken to expend that money. It's time to look at their purchasing. In his other job, if they are either 20% higher or lower, there's something wrong. One was at 18 and one was at 21, an average of 20, the awarded one for 10, did they miss something? Was there something not in the proposal, the quote, whatever... how can there be that much of a discrepancy. They need to take a look at the purchasing to say if there is such a wide variance, why? What was forgotten? What was missed? He can't see anyone being able to do it for half the price of the average of the other two. In his place, if it's 20% higher or lower, they would get kicked out. They did not vote on it. Chairman Jasper apologized, saying he remembers going over the whole thing. Maybe it was just with Steve. Selectman Robinson said four meetings ago, he spoke of the IT, that they had three bids and they took bid that was less than \$10,000. They were putting in three offices down there, and it did have the approval of the Chairman. It was under 10 grand, so it did not require the vote of the Board. (Talking over each other.) As liaison, he discussed the project. Selectman Maddox said his point was the Board didn't vote to sign the contract. Chairman Jasper said the Board's policy states that, under \$10,000, it doesn't need to come before the Board. Selectman Maddox said that's even worse. When two bids average out at \$20,000 and this one comes in for \$10,000, why is there such a discrepancy? They need to take a look at their purchasing. Chairman Jasper said in this case, the low bidder is very familiar with this building, knew what it was going to take, has done a lot of work in the building, etc., and Mason Construction is primarily an electrician. Maybe he felt this was something he could do at night. Some businesses look at this and say it's a pain in the neck job, so they will price it high to make a ton of money on it. He hears all the time that people bid on a job they don't really want, so they bid it high. If they get it, they make a ton of money. Selectman Maddox said he agree with the rationale if two of them had been low. What he wants to know if how someone can do it for half. Chairman Jasper said very easily; they are doing it themselves, at night, and there isn't a lot of overhead. They are not trying to make payroll or overhead. This is a job that needed to be done at night. There's not a lot of materials in there, not a lot of sheet rock or studs or anything.

Selectman Robinson volunteered to find out the reasons why Mason Construction was able to bid so low. Selectman Maddox said he'd rather see the request for proposal, how they got to what they expected to get. Selectman Robinson said those were on file. Selectman Maddox asked for those, saying their purchasing policy needed to be looked at. Chairman Jasper said he could look all he liked because he didn't know what the request was, of him or anyone else. Selectman Maddox said in the town policies it says if they go out to bid, if their have a spec that, at some point, you say how can one quote be half of the average of the other two? That's all he's getting at. At some point. He understands that if he's doing it at night, it's a fill in job, or whatever, where the other one said they could do the same thing? Selectman Robinson said it felt like they were playing Ground Hog Day. If Selectman Maddox has a question, he should pick up the phone and call IT and ask, "Why was it less?" That's all he has to do instead of bantering with the Board. Selectman Maddox said no, he did not. He could ask anything he wanted to at a meeting at any time he wants, and he will.

Selectman Robinson had no comments.

Selectman Jasper wanted to comment on how well things worked out with the new trash contract. There had been a lot of people telling them how bad this was. There are very few containers where the lids are up. People are recycling. His own family is paying closer attention to what is bring thrown away. Before this, he never looked to see if a plastic container was a six or seven. Now, he does because he knows it is making a positive impact. The number of recycling bins they have out there is an indication that is really working. People have stickers on their old trash barrels. A couple people didn't get it; they still had trash bags out at the curb. People are really to be commended because there was a lot of wringing of hands, and a ton of money is going to be saved. Some people said they wanted their taxes to go down, but taxes never go down. He thinks they need to put the money they save into paving. They looked at that plan last year. They need to be putting about \$1 million a year into paving to keep up with it. If they add the savings on to the \$400,000 that will bring them a lot closer and people will appreciate better roads in town. He's getting sick of swerving around bad area and potholes. They are doing the best the can, without raising the taxes. Selectman Massey can't believe how neat the streets look, with the bins the way they are. It is uniform-looking—a nice side benefit.

Chairman Jasper said on June 12, on a motion by Selectmen Massey, seconded by Selectman Maddox, that passed 5-0, the Board approved a nine-eleven memorial service for September 11 at 6:00 p.m. It may be more appropriate to change the time to 6:30, because the ceremony takes only about 15 minutes, and the Selectmen's meeting starts at 7:00, immediately following the ceremony.

Motion by Selectman Massey, seconded by Selectman Maddox, to change the time for the start of the ceremony on September 11 to 6:30 p.m. carried 5-0.

10. NONPUBLIC SESSION

Motion by Selectman Massey, seconded by Selectman Maddox, to enter Nonpublic Session under 91-A:3II (a)Dismissal, promotion or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him, unless the employee affected has a right to a meeting and requests that the meeting be open, in which case the request shall be granted;(b)Hiring of any person as a public employee;(c) Matters which, if discussed in public, 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;(d) Consideration of the acquisition, sale or lease of real or personal property which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general community; and (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.

Chairman Jasper stated that Nonpublic Session was being entered into at 10:35 p.m., thus concluding the televised portion of the meeting; any votes taken upon entering open session would be listed on the next agenda. Nonpublic was terminated at 11:00 p.m.

Open Session Motions:

Motion by Selectman Robinson, seconded by Selectman Massey, to seal the Nonpublic Session Minutes carried 4-1. Selectman Nadeau voted in opposition.

Motion by Selectman Maddox, seconded by Selectman Robinson, to hire Andrew Gora as a Substitute Counselor in the Recreation Dept. @ \$8.50 per hour for the 2007 summer season, effective July 11, 2007, carried 5-0.

Motion to appoint Patti Barry as Town Clerk/Tax Collector until the March 2008 elections carried 3-1. Selectman Maddox voted in opposition and Selectman Nadeau abstained.

11. ADJOURNMENT

Motion by Selectman Robinson, seconded by Selectman Maddox, to adjourn at 11:03 p.m., carried 4-1. Selectman Massey voted no.

Recorded by HCTV and transcribed by Priscilla Boisvert, Executive Assistant

HUDSON BOARD OF SELECTMEN

Shawn N. Jasper, Chairman

Benjamin J. Nadeau, Vice-Chairman

Kenneth J. Massey, Selectman

Richard J. Maddox, Selectman

Douglas K. Robinson, Selectman