

HUDSON, NH BOARD OF SELECTMEN
Minutes of the November 14, 2006 Meeting

6:30 – 7:15 p.m. RSA 91-A:2 I (c) Consultation w/legal counsel.

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

2. **PLEDGE OF ALLEGIANCE**, led by Scoutmaster Ben Dibble.

3. **ATTENDANCE**

Selectmen: Richard J. Maddox, Shawn N. Jasper, Kathleen R. MacLean, Kenneth J. Massey and Benjamin J. Nadeau

Staff/Others: Steve Malizia, Town Administrator; Priscilla Boisvert, Executive Assistant; Fire Chief Shawn Murray; Acting Captain Dave Morin; Firefighter Gerry Carrier; Dave Yates, Recreation Director; Scoutmaster Ben Dibble and two Scouts; Michael Keenan, Moderator; Joyce Cloutier, Supervisors of the Checklist; Howard Dilworth, Jr; Older Persons Advisory Committee members Rhona Charbonneau Len Lathrop, Andrea Perreault, Sue LaRoche, Joyce Goodwin and Lucille Boucher; Doug Robinson, HLN.

4. **PUBLIC INPUT**

A Certificate of Recognition and \$50 gift certificate was presented to Firefighter Gerry Carrier in recognition of his 20 Years of Employment with the Town. FF EMT-I Carrier, assigned to Group 1, joined the Fire Department in November 1986. He is a Level III firefighter, hazardous materials technician and has completed the company officer fire school. Gerry reported for active military duty with his National Guard unit from January 5, 2005 to February 27, 2005, as part of Iraqi Freedom. He made it home safely and joined the ranks of the Fire Department without skipping a beat. Gerry has provided the Town with over 20 years of dedicated service by responding to both fires and medical emergencies to serve the citizens of Hudson. The Board of Selectmen thanked him for his service.

Representative-elect Bob Haefner, 1 St. John Street, said he was present because in a recent conversation, Chairman Maddox mentioned that he didn't know all of the Town Reps. He wanted to make sure everyone understands his is one of 13 Reps. If anyone needs assistance from a Rep, and he can help, please give him a call. Chairman Maddox hoped the Board would bring in the Representatives once or twice a year to try to get a dialogue going between them and the residents. Mr. Haefner said within the next week, he was going to be visiting Litchfield and Pelham, as well.

5. **NOMINATIONS & APPOINTMENTS**

A. **Resignations**

1) **Jeff Rider from the Planning Board**

Chairman Maddox said, having served with Jeff, this is a great loss to the Town, but he had another job opportunity, and moved on. On behalf of the Board, he thanked Jeff for his service—and he'd like a letter written to that effect. Selectman Massey said he came to appreciate Mr. Rider's contributions to the Planning Board. He is also an invaluable help to the Town in his role as Chairman of the Water Utility Committee. At least, the Town will have his services there. It has been a beneficial help to the Town that he was able to spend time with the Water Utility Committee. He will be sadly missed on the Planning Board.

2) **Doris Ducharme from the Sewer Utility Committee and Water Utility Committee**

Chairman Maddox said a second resignation was from Doris Ducharme who, due to health reasons, had to resign from the Water Utility Committee and Sewer Utility Committee. Selectman Massey said this Town doesn't operate solely on the basis of the public face. There are lots of people who work in the background and Doris will be someone they will sadly miss. She brought a lot to both these committees, and he will miss her. He thanked her very much for the services she performed. Hopefully, she will find it possible in the future to offer her services again.

Motion by Selectman MacLean, seconded by Selectman Massey, to acknowledge the resignations, with the Board's thanks and appreciation, carried 5-0.

B. **Term Expirations**

Selectman Jasper said back in the "olden days," before the Town Council, all of the terms of the appointments ended in March, so the incoming board of Selectmen had the say. Then when they went to the Town Council, that changed to December 31. It's a bad time of the year to try to get people to think about volunteering for service, right at Christmas. Between Thanksgiving and Christmas, people are busy with the holidays and with family. He hasn't looked into the intricacies of making this work, but he'd like to see them attempt to move these terms back, whenever they can, to the end of April. It would be away from the holidays and would allow the new Board to make the appointments. Selectman Massey thought it was an excellent idea and wondered if they could either extend the memberships to the spring date, or the next appointments are effective through April, rather than December. Selectman Nadeau also supported the concept. Selectman Jasper thought the Town Administrator should get a legal opinion to see how they would make this work, since the Town Council must have had a way to get everyone's terms on a different cycle. Priscilla indicated that there was a legal opinion on file. Selectman MacLean didn't have a problem either way—moving the dates, or keeping

them at December 31. Maybe if they kept it at December 31, people would make a New Year's resolution to get involved this year. Selectman Jasper said that was the problem; they have to put the application in before it's time to make New Year's resolutions. Chairman Maddox said it would need to be April 31 and not April 1 because, traditionally, they interview on the first meeting and make their appointments at the second meeting. Selectman Jasper said April Fool's Day probably isn't a good time to appoint people. Chairman Maddox said there were some logistics that still needed to be worked out, and it was already the middle of November. Discussion continued. Selectman Jasper said it would take several cycles to get everyone on track, but through attrition, it would work itself out.

Motion by Selectman Jasper, seconded by Selectman Massey, to change the year-end expirations to April 30, and make the appropriate adjustments as vacancies are filled, ensuring that terms are not more than three years (or, in the case of NRPC, four years), carried 4-1. Selectman Maddox voted in opposition, saying he wanted more detail.

C. Recycling Committee

Selectman Jasper said in light of the presentation that was made at the last meeting, he withdraw this. Selectman Massey thought they should change the name of the Solid Waste Committee by adding Recycling Committee to it, which would put some real teeth into the recycling program. Selectman Jasper said with the proposed new contract, those people are planning to be very active in public education. Selectman Nadeau didn't know what the committee would be doing, if the names were combined. Selectman MacLean said the committee could try to keep on top of providing information, such as new resident packages. Chairman Maddox said they may have to look at this more in depth, after they have the new solid waste contract.

6. CONSENT ITEMS

Motion by Selectman MacLean, seconded by Selectman Nadeau, to accept the consent items, A-D, as appropriate, carried 5-0.

A. Assessing Items

- 1) Current Use Lien Releases, Sparkling River Condo Site (Map 156/Lots 5-3, 5-6, 5-7, 5-8, 5-18, 6-36, 6-37, 6-38, 6-39) w/recommendation to approve.
- 2) Current Use Lien Release, Map 109/Lot 10, Southern NH Medical Ctr site, w/recommendation to approve.

B. Licenses & Permits

- 1) Raffle Permit for Friends of Alvirne Swim Team, December 17 at Boys & Girls Club of Nashua
- 2) Hawker/Peddler Permit for Weir Tree Farms to sell Christmas Trees at Hudson Mall, 12/1/06-12/22/06
- 3) Petition & License for four new pedestals (CD-1, CD-2, CD-3, CD-4), #6AACCN, Catalpa Drive
- 4) Petition & License for one new pole (298/8½ -A), #9AAØXF, Robinson Road
- 5) Petition & License for one new pole (104/11S), #21-919, Dugout Road

C. Acceptance of Minutes

Minutes of the Board of Selectmen's Workshop Meeting on November 6, 2006

D. Calendar

Nov 15 5:00 Water Utility Committee in BOS Meeting Room
Nov 15 7:00 Library Trustees in the BOS Meeting Room
Nov 15 7:00 Seniors in the CD Meeting Room
Nov 15 7:00 Planning Board at the Recreation Center
Nov 16 Books due to the Budget Committee
Nov 16 7:00 Democratic Committee in CD Meeting Room
Nov 16 7:30 Budget Committee in BOS Meeting Room
Nov 20 6:30 School Board in BOS Meeting Room
Nov 21 7:00 Budget Committee in BOS Meeting Room
Nov 21 7:00 Cable Committee in CD Meeting Room
Nov 23-24 – Town Hall Closed for Thanksgiving Holiday
Nov 27 7:00 Budget Committee in BOS Meeting Room
Nov 28 7:00 Board of Selectmen in BOS Meeting Room
Nov 29 7:00 Budget Committee in BOS Meeting Room
Nov 30 7:00 Budget Committee in BOS Meeting Room

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on October 24, 2006

Motion by Selectman Massey, seconded by Selectman Jasper, that effective October 29, 2006, the salary of the Town Administrator will be increased to \$99,279 carried 5-0.

Motion by Selectman Jasper, seconded by Selectman Nadeau, to forward to the FY08 Warrant the multi-year contract negotiated between the Board of Selectmen and the Highway Union for wage and benefit increases, carried 5-0.

Motion by Selectman Jasper, seconded by Selectman Massey, to forward to the Fiscal Year 2008 Warrant the multi-year contract negotiated between the Hudson Board of Selectmen and the Hudson Administrative and Support Staff Union for wage and benefit increases, carried 4-1. Selectman MacLean voted in opposition.

Change in Order of the Day – At the request of Selectmen MacLean, and with no objection noted, Chairman Maddox changed the order of the day to take up Item 8- E, Use of Musquash Conservation Area by Boy Scout Troop 21.

Town Administrator Steve Malizia said the Board had a request from the Boy Scouts to use the Musquash Conservation area, which is Town-owned property, for an overnight campout on December 2. Scoutmaster Ben Dibble said they have been using the recreation land at Robinson Pond for several years, taking good care of it. They have been using the Musquash land for hiking and several Eagle Scout projects have been done there—duck houses, bat houses and a bench. They are planning a *Leave no Trace* campout, focusing on being good stewards of the land, leaving it in better shape than which they found it. This ties in good with the Town’s conservation program. The two scouts with him were working on a project towards some advancement. Chairman Maddox asked how many scouts were participating. One of them said that 11 had signed up.

Motion by Selectman Nadeau, seconded by Selectman MacLean, to authorize Boy Scout Troop 21 to camp out on the Musquash property on December 2, overnight to December 3, 2006, carried 5-0.

B. Public Hearing/Street Acceptance of Sheffield Street at Kimball Heights II

Chairman Maddox opened the public hearing at 7:43 and asked if anyone in the audience wished to comment. There being none, he closed the hearing.

Motion by Selectman MacLean, seconded by Selectman Jasper, to accept Sheffield Street as a Town Street , as recommended by staff and the Planning Board, carried 5-0.

C. Ottarnic Pond Co-op, Sewer & Water Project

Selectman Massey said this co-op was a housing development that had a failed septic system in most of their units, so they have applied for a Community Development Block Grant for 50% of the cost of replacing their septic systems, with connections to Town sewer. They’ve also received a 20% grant from the State, so the Town would create a betterment system for only 30% of the cost. It would be created like the Glen Drive sewer betterment district. As part of the project, they have already connected to Town water, but are going to replace the existing pipes with a new system. That will be funded entirely by the co-op. The Town will have to create some sort of water betterment district and they will repay the Water Utility for the cost of that construction. This is something that desperately needs to be done, and getting the grants were good news. The Town Engineer will be responsible for the project oversight. The Sewer Utility Committee understands they will be responsible to come up with the recommendations about the creation of the betterment district, the financing mechanisms, etc.

Motion by Selectman Nadeau, seconded by Selectman Massey, to forward this issue to the Sewer and Water Utility Committees to discuss the next steps and details of setting up a betterment assessment district, or districts, to be coordinated by the Town Engineer, carried 5-0.

D. Older Persons’ Advisory Council Report

Selectman Nadeau, Committee Chairman, recognized the members of the OPAC committee—Rhona Charbonneau, Joyce Goodwin, Sue LaRoche, Andrea Perreault, Len Lathrop and Lucille Boucher. Chairman Maddox said this was a great report and the committee should be recognized for it. He asked Selectman Nadeau for a quick overview.

(Start Tape 1-B)

Selectman Nadeau said other towns were asked what systems they had set up for their Seniors and the report gives a little history of the different programs. The State also did a survey, as did OPAC. The responses were broken down into the different categories—health, newsletters, transportation and meals—and the findings the Seniors are looking for. Chairman Maddox asked if the report was available to the general public, or available via electronic format. Selectman Nadeau it can be. Mr. Lathrop said it was all electronic.

Selectman Massey said the obvious question was what OPAC was asking the Board to consider. The report contains a lot of things that could and couldn’t be done, but no specific plan that they wanted the Board to implement, or what they wanted the Board to do now. Mr. Lathrop said they were tasked in March and got underway in May with this project, to look at what other towns were doing, and to come up with some recommendations that met some of the needs of the Seniors and also kept in mind the needs of the Town. The biggest thing the committee agreed on was the senior population needs some staff, some support and someone to manage the operations of forming a Senior Council of Aging and providing on-going services to that population. The report showed some demographics where the population is growing, mostly based on new development in the Town. A lot of things that go on with the current Hudson Seniors, those number can’t really be measured until the operation comes under the Town offices. Staffing is the most important thing. That person could then be tasked with finding grant opportunities, and right now there is a ton on grant money, a ton of State money out there to forward to the Town. The question with any staff that comes before the Board is how they are supervised. During the plan, they offered three public options. One being a committee similar to the Rec, with a budget that would have a budget and any generated funds would be returned to a general fund. The second would be a committee appointed that would have a modified budget, but would also have a structure, such as Friends of the Elderly that could provide for some of the other needs. That model is what Pelham does. They have a structured committee of 16, appointed by the Selectmen, and then they have a Friends of Pelham Seniors, who take care a lot of the needs through fundraising and other methods, and they also take care of some of the people that can’t afford

the dues or need a little bit extra to get through. The third, obviously, would be to keep it as a private situation, not have any tie with a budget, but would continue to receive in kind services from the Town, such as the Seniors do now—lights, electricity, a place to meet. In the short future, space is an option. They talked about two alternatives for space in discussions. One would be a new center, and the second would be a collaborative effort with the Rec to move the Rec out of the current Community Center and provide that space to the Seniors on a more consistent and less confusing timeframe. That would be a long-term plan. This population is growing in Town and actually deserves some service. They didn't speculate much on their talk of a new Rec Center. That was beyond the committee's scope. They had a sunset date of October, and working with volunteers, they met every other week. Sometimes they met a couple times a week and, near the end, it seemed they met a couple times a day. They touched on most things they could, and it's an initial plan. All of the members are excited the Selectmen have asked for input about the Seniors and that there is kind of a real nice feeling that this group of Selectmen have the best interest of Seniors in their minds and in their planning.

Selectman MacLean thanked the committee for the report, saying it was good reading and easy to follow. It's just too bad more people didn't participate in the survey because without a lot of participation, it doesn't give a real picture of the overall public view. Mr. Lathrop said a survey has to be distributed on a broad base and even when the Police does their surveys, which they send out to every home, they don't get as much of a response as one would think. Selectman MacLean liked the idea of having the Seniors be part of the Town's activities, not necessarily a private group any more, like a Recreation Department that could be called Senior Activities, where the Town provides a venue for Seniors to get together and have these types of activities, with fees set up here and there. Hopefully, a lot of it would pay for itself, with fees. It's a step in the right direction where they might coordinate the use of the Community Center with a coordinator or new staff person and get things going that way. That would be the first step—a baby step, but a step in the right direction.

Selectman Massey said it didn't appear that Nashua was polled. His understanding is the Nashua Senior Center, although run and staffed by Nashua employees and has a budget, the Seniors that congregate there are a private organization. Mr. Lathrop said he'd waive to Lucille, their expert of such things. Ms. Boucher's answer was not discernable. Ms. Charbonneau said Nashua put all the money into that center. They floated a bond for about \$1½ million and that was done because the Seniors owned that piece of land, and they turned that building, technically, over to them. Donna Lozeau got federal funding for the elderly housing upstairs, but that has nothing to do with the center. Selectman Massey asked if there was a private organization called the Nashua Seniors who use that facility, or was the facility was provided to anybody. Ms. Charbonneau said sometimes they will rent the hall out when they are not using it, and then that money goes into their kitty. Selectman Massey said he needed to be a little more clear. Right now there is an organization in Town called the Hudson Senior Council on Aging, a private organization. Ms. Charbonneau said no, it wasn't. The Council on Aging is statewide. Selectman Massey said then he must have the wrong name. Ms. Charbonneau said the Council on Aging is statewide with an office in Concord, and Pelham also have a Council on Aging that started out as Pelham Seniors, but has, for many years, been Council on Aging. Selectman Massey said the group that's in Hudson right now is a private organization. Ms. Charbonneau said no, they are still called the Council on Aging, which is private to a certain degree, but it's still a Council on Aging.

Ms. Perreault asked if Selectman Massey was asking if you can come from another town and belong to that group. Selectman Massey said no. The organization, as it exists today, is self-governing, manages all of its activities, has its own board of directors, and has its own officer slate. The question was if the Town were to create a Senior organization, and any of the three models would fit in that, would it be their anticipation that that group would no longer exist as the group, but would take all of its direction from the Town-funded function, or would they be another organization that provides one aspect of senior services and that they would have to get their direction from this individual. In other words, they would no longer in control of the programs that the senior group would be responsible for making happen. They would provide this as a facility for this organization. Mr. Lathrop said it is all how it is structured right from the get-go. If it is a government/Selectmen-appointed group, it would be totally government. If it was a 50-50 group, it would be half government and half private citizenship. If it was private citizenship, getting some in-Town services or in-kind services, then they wouldn't have a lot. Ultimately, they believe the Selectmen should, as Town government, provide services for these seniors that it ultimately becomes a division, a group, a committee, an operation of the Town, for lack of better definition. The problem arises—and something that Mrs. Charbonneau has made them very aware of—is, as you grow and start to accept outside funding for a lot of these things, you have to be open to people from other communities. In Nashua, with the federal money and stuff that is involved in that whole thing, they have to be open, and a lot of Hudson people visit Nashua. As they structure this, and say the Town needs support in terms of grants, county, state or federal, then they are opening it up to say they allow continuation from people from other groups, other towns, come in.

Selectman Massey said his question wasn't really focused on who would participate; it was organizational, in nature, and so on that basis, of those three alternatives, did the committee have a preferred alternative. Mr. Lathrop said they offered the three alternatives because they didn't have a preferred alternative. It was a committee and they tried to express the matters. They all have their personal wants and dis-wants and personal opinions, so they are not ranked. Selectman Massey asked if they were not presented in order or priority. Mr. Lathrop said yes.

Selectman Jasper said he was trying to figure out the different layers and who was what. The OPAC is a committee that the Board of Selectmen established back in the spring and, as of October 15, they have technically gone away. Chairman Maddox said that was correct. Mr. Lathrop said tonight was their last unofficial act. When they handed over

the report, the committee was dissolved. Selectman Jasper said they had the committee's recommendations before them, but the actual group that exists in Town that was known as the Hudson Seniors is now the Hudson Senior Council on Aging. Mrs. Charbonneau said that was correct. Selectman Jasper said those were the people the Board needed to work with and make sure they are comfortable with what the Board does. Now the Board has three suggestions. If it is either Option 1 or 2, to establish a budget and a Selectmen-appointed committee, or a combination of a Selectmen-appointed committee and modified budget, the employee would be a Town employee, so they would need to do a warrant article. If they go with Option 3, and it would not be a Town employee, they are not really asking for any more money, but if he takes that to the same level that he was thinking, then they would have to increase the community grant to the Seniors by the equivalent of a half-salaried position. Before he goes any further, he'd like to know what the Hudson Senior Council on Aging would like because if the Board forces something on them, it's not going to work. It needs to be what they think is going to work best for them. His preference is not to create another layer of bureaucracy within the Town, or for Steve or anyone else to have another employee to worry about. His preference would be to go with Option 3 and discuss what they want to do, if anything, budgetarily, but he didn't want to make that decision in a void. He asked if the Seniors have a position on the recommendations, or if it is something they are going to be discussing at their meeting tomorrow night. Mrs. Boucher said she thought so; they were waiting to see what the OPAC was going to do, after talking with the Selectmen. The Chairman of the Board is Andy Renzullo.

Selectman Jasper didn't know where the Chair was headed with this, but he recommended waiting until after the Seniors have their meeting, and come back to the Board at a subsequent meeting, at which time they will have the input from both sides before they make any decision. Chairman Maddox said he first wanted to thank OPAC who pulled together what the Board was looking for. There has always been talk of what if, could if, all those things that have gone on in the past. This committee quantified a lot of that information into what other communities have done, how they could possibly go about it, and this is at least giving the Board some sort of base to work from. It has also built a group of people that are younger than seniors to try to tie some of this together. Hudson, being in close proximity to the Commonwealth to the south, has to understand that they need to be thinking about this age group. He comes from Billerica, and his mother, who is 78, won't hang around with "old people," but that service is available to her. As the Hudson population gets older and larger, they are going to need to deal with this. They need to have more dialogue. He didn't think they were going to have a resolution this evening. This Board has to start the process of what they want to do, and if they want to wait to get some input from the Hudson Seniors, as that club is known, but the real reason they went to OPAC was to see what the total group looked at. He'd like to see them continue the dialogue. Although this group is dissolved, they aren't going away. He hoped they have a continuing dialogue as to where they go and whether they take the 10 hours that they put into the FY07 budget in the Rec Support Staff—that they weren't even asking for at the time—but they put in 10 extra hours that are there, if they could use them starting July 1. There is a start. They have some budgetary amount, if they want to call it that, in there. Where this group of Selectman and the Town want to go, as far as if there is going to be a facility needed to be provided, so he didn't disagree that they could ask for their input, but this Board needs more dialogue with its citizens, as a whole, as to where they go.

Selectman MacLean said she agreed with all of that. Len had said something about the group feeling it was about time the Town started to provide services. The role of government wasn't to provide line dancing, or things like that. Yes, they want to do it, and it's a great thing for the community, but it doesn't sit well with her when it is put in that way. When she thinks of providing activities or services such as the scheduling and coordination of the use of the Community Center, coordinate meals on wheels, speakers, medical clinics, all of the things that happen now. If they didn't want to do that any more and wanted it to be of a larger scale and the same kind of activities—dancing, whatever—just sitting around, having a place to congregate, all of those things are wonderful things, and she can see the Town participating, or providing those kinds of services in the same way that the Rec Department runs. She is consistent on this. As much as she loves the Recreation Department, and she does—it's a fantastic program—that this should be run much the same way. Mr. Lathrop said there is no misnomer that the Town of Hudson doesn't provide any services to the Seniors. It is widely recognized that the Seniors have used the Community Center, rent free, for an extended number of years now, with the Town picking up the heat, lights and phone. That has been a wonderful stepping off point. Now they are saying the Seniors need some representation to help manage the services, much as they have said. They are not saying more line dancing. They are saying, "What are you going to do with the nine weeks in the summer?" The Seniors took action the first time when they were 'evicted' from the Community Center and found their own place. In the second year, they found a place through some of the Council on Aging's work, and some work with the Selectmen, and there were some loopholes to the point that the meals program stopped for all those weeks because the VFW was changing their kitchen, and they weren't aware of it because they are all volunteers, and it feel through the loophole. What is the Board going to do in July? That needs to be answered. They need a staff person who is dedicated to that problem. They can't be relegated to this is what they have and this is how it's worked. He is not saying that anybody deserves anything. Everything is by Town government for the benefit of all, but when they look at community grants—and this committee worked really hard and pulled apart a lot of things—they look at transportation and the community grants of \$16,000 and they are struggling with a lot of expertise who uses that community grant, and can that \$16,000 be looked at by a staff person who is earmarked to say can we, at some point, have a structured system of transportation for our elderly? Can we provide a way to get them to the grocery store and to their doctors' appointments and things of that nature? He would waive to Andrea who did a lot of work on that transportation piece that what they get now from Nashua is limited, at best. Those are all things that need somebody's energy, and they need somebody's focus and, unfortunately, they need a person who is being paid to take care of those types of things. That's where they stand.

Selectman Massey asked where to begin; there were several things. First, he was the one who made the motion for the October 15th deadline, but it was not his intention, at the time, that it would be the committee that would be terminated, it would be that the report would be available so the Selectmen could make decisions for the FY08 budget. He's not prepared tonight to think that this committee has been dissolved. Secondly, yes there are lots of things they need to do, but they can't lose sight of the fact that, right now, there are several things that the Town funds, in one manner, shape or form, that's of benefit to seniors. Mr. Lathrop touched on the bus service, and he agreed the way the bus service works right now, it's not clear to him who the beneficiaries are, but they do also provide Home Hospice services to the tune of about \$17,000; they have the Area Agency that they fund at Alvirne HS with about 20 some odd Hudson Seniors that take advantage of that program; and a big factor that almost never gets publicized, the taxpayers of the Town subsidize people who truly need help by providing an income-based deduction for their home real estate taxes. If you make \$30,000 or \$40,000 if you are married, and they have a warrant article to extend that from \$35,000 and \$45,000 and your assets are \$105,000 or less, then you get to exclude that much of your house from the tax base. That is another place where the Town is helping. This report is an excellent document, but at this point, he is hesitant to say which one he likes, for the same reason Selectman Jasper has. If the Hudson Senior Council on Aging meets tomorrow night, he would like to ask them to address those three alternatives and how they would see that operating because it's easier for him to understand how Alternative 1, which is a function similar to the Rec Center, funded and managed solely by the Town, would work than Alternative 3, which is they fund money into a community grant for the Hudson Seniors. Under no circumstances, at this point, could he see having this position report to the Rec Center because he didn't believe, based on what Mr. Lathrop and Selectman MacLean just talked about, that this is a recreation only need for that population. They transcend, and to put it under the Recreation Department would send the wrong message to everybody about the purpose of the committee. It may turn out that's the best place to do it, but right now, he wasn't convinced of that.

(Start Tape 2-A)

The report was needed by the 15th. They have very little time between now and when the warrant articles must be submitted, if they were going to craft a position for this. He asked if the committee, between now and December 15, could make a recommendation to the Board as to which of the three alternatives they would prefer, especially getting the input from the Hudson Senior Council on Aging so the Board could craft a warrant article.

Selectman Jasper called for a technical point of order. In looking at the first page, the vote stated a sunset date of October 15, 2006. He believed that wasn't the report date, that was the sunset date that the committee was done. Selectman Massey is asking a committee that, technically, doesn't exist to do something. He'd be more comfortable, if that's what the Board wants, if they simply extend their date. First, he'd want to know if they'd be willing to reform and continue for a period of time. Chairman Maddox agreed that this committee does not exist at this time, but the Board could reconstitute it again, with a sunset date of 2027. The intent of the Board, at the time, was that this committee not grow legs and go forever. Therefore, he asked Selectman Massey to hold off on his request to a Board that doesn't exist.

Selectman Nadeau said he'd be going to the Hudson Senior Council on Aging meeting tomorrow night, as he is on the Board of Directors, and will bring this up. He will then update the Selectmen at their next meeting.

Mrs. Charbonneau thought everyone should know how this all came about. The Seniors used the Lions Hall before a warrant article was put in for them to have their own facility. The five Selectmen at the time, including her, Ann Seabury and Selectman Jasper and two others, decided that, when Lions Hall came up for sale, that would be a great place for the Seniors to have at least a couple of days a week because they had been situated there for years with the Lions Club. At that time, Selectman Massey was a Trustee of the Trust Funds. There is documentation on how this all came about. This was supposed to be for the Seniors. The Seniors have never cried about this whatsoever; have never given any problems until the Recreation Department came in there and took over for the summer programs—and they have converted it into almost a recreation hall. They have their basketball things in there that people aren't complaining about, except for two large ones, which are dangerous because some people could trip over them. This has been in the works for a long time. The Seniors did have a place with the Lions, and they also had a place when the Town purchased the place because it was supposed to be opened up for the community, but the Seniors had a couple days a week. They could have had three days a week, or whatever they wanted. They rented it out, but there were a lot of problems, so the renting was stopped. The Seniors have been there. They are not unhappy there, but when they are taken out in the summer, which is not right, no matter what anyone says, because they've had this place for how many years and they are taking them out of the hall, moving them out to some other place, disrupting what should not be disrupted. They are older people and they should be able to be there, have their meals on wheels, have their line dancing because the people do contribute to the line dancing and all that sort of thing. People are forgetting this because if they go back into the history—and it's all in the Minutes, which she wishes she had with her—so they could look at them and see what pertains to this whole thing with the Seniors and Lions Hall. The Lions gave them their lights and so forth. The Town has done this for how many years. Also, everybody forgets that it costs to have a Recreation Department over \$100,000 a year. They are contributing to the youngsters, which she thinks is great. It keeps them off the streets, the whole nine yards, but they should also look at the Seniors and they should have a facility. They have not complained about the Community Center, at all, until this whole thing came up with basketball, new flooring, and everything else. This is what the problem is. They are being moved out, and why should they be? The Rec Department should make plans so they can take these kids on their bus trips on Wednesday and Thursdays, or whatever it might be. Why should the Seniors be thrown out of their hall, which is why they purchased it, and the Selectmen said they would have it at least two days a week. Again, all of a sudden, it's a recreation hall.

Chairman Maddox said he was part of the group of five that moved the Recreation Department to the Community Center in the summer. It was a case of the Town doing what it felt was the best for 200 kids, as opposed to 35-40 Seniors. Hopefully, there was going to be a method by which they would take care of both, and this report kind of gives them a handle on that—what they need to do with that, whether they go to Oakwood or find another facility until they have a facility that is dedicated only to the Seniors. To have a facility that is the size of the Community Center to be used for 200 versus 40 was not a hard decision for him. He'd make it again today, although he knows that is not the most popular thing. They are trying to go past that now. How do they go from here to the next step? They need to look at what they can do in July, if they are going to use the Community Center again as the Rec Center. There are some items they need to address, and that is what this was meant to do—bring these things forward and give them a springboard to go from.

Motion by Selectman Jasper to table this item to the next meeting, seconded by Selectman Nadeau failed 2-3. In favor were Selectmen Jasper and Nadeau.

Selectman Massey said he had no problem tabling until the next meeting, but he would want to know a specific agenda for that meeting so they just don't come back and flap their jaws again. He didn't know if the next meeting would give them enough time, and maybe they should do it for the first meeting in December to have a recommendation of one of the three, and they reconstitute OPAC and ask them to come to the meeting on December 12, or 26, but to him, to make a recommendation to the Board to which of the three alternatives, and a recommended funding level to implement it, starting in July 2008. There's a lot of ways to go about that, but since they got the expertise bound up in this document, it seemed they would be the best organization to come back with an actual recommendation for funding mechanisms. That's the only reason he didn't want to table it because he'd like for the next meeting to be a specific purpose and the objective is to have a plan that the Board can endorse and submit to the voters for approval.

Selectman Jasper thought Selectman Nadeau was going to be coming back to the Board with the Hudson Senior Council on Aging's recommendation. He appreciated all of the work this committee has put in, offering three alternatives, but they chose not to give a recommendation for any one of the three. Now it is incumbent on the Board to decide if they want to hear from the Hudson Seniors and make a decision based on that because, even if they reconstitute the committee and ask them for a recommendation, they are not going to be involved in implementing it. It would be foolhardy to say if the Hudson Seniors come in and say they want Plan 3, and OPAC recommends Plan 1, and the Board goes with Plan 1, OPAC goes away and the Hudson Seniors are not going to be happy, and that's not going to work. They need the cooperation of the existing Senior organization. The Board can say 'in your face,' but they are going to have a failure of their hands. They can't force things upon people unless they work for you. The Selectmen work for them—and that's why some of them got thrown out last time.

Selectman Massey said he wanted to be absolutely clear that if they get a recommendation from the Hudson Seniors that, if they would like to see alternative three, how they would see that being implemented when the position would not be working solely and exclusively for the Hudson Senior Council on Aging. It would be working for every senior in Town, which means they would be doing things not necessarily of interest to this particular organization. Chairman Maddox said he was with Selectman Massey. Selectman Jasper said that's not the recommendation; there is no recommendation under article three to have anybody working for the Town of Hudson. Selectman Massey said the issue of this whole thing says that seniors in Hudson need support. It doesn't say the Hudson Senior Council on Aging needs support. He has no problem writing a grant to the Hudson Seniors to do their job, but if that's all they do, they're not addressing what this is asking for. Selectman Jasper said the report says the final model represents the community group known as the Hudson Senior Council on Aging, a nonprofit organization, who would supervise the employee. Inherently, the employee would be an employee of the non-profit. The Town can't have a non-profit organization supervising their employee, so the recommendation under this model, and by extension, they would be increasing their grant, they would have the employee and they would be the ones running the whole organization, and this would be about that organization. Selectman Massey said he understood, but it would not satisfy, in totality, the observations that are in this report and the recommendations for what should be there. They would have no control over that individual, other than budgetary. Selectman Jasper said correct, but he didn't think that was necessarily in conflict with any of the recommendations. If the Selectmen supervise the employee, they may not do 100% of the things in there; they may or may not do 100% of the things in there, with their employee. He wanted to table it to find out what they wanted before they went any further with this wonderful, esoteric discussion they were having.

Ms. Perreault said she had a question and a disconnect. Back in May, the Selectman formed the OPAC—the Older Persons Advisory Council—and for the last five months, they've met on Sundays and Mondays and even after the sunset date to provide the Board with this documentation. As far as it being dissolved, she agreed to a certain extent with Selectman Massey. As a group, they really don't have finalization, although she was understanding Selectman Jasper to be saying that he wants to get his information from the Hudson Senior Council on Aging. She asked, if they were the ones who were going to speak to the Selectmen of the Town, why they weren't hired back in May. Selectman Jasper said the Board asked OPAC to do a job; to make a recommendation. OPAC chose to come forward with three models, without a recommendation. He has to go someplace. He can't go to OPAC; they don't exist any more, and they chose not to make a recommendation. There is one Senior group left standing, and that's why he wants to hear from them. Had OPAC come in and said this is what we want to do, he would still want to know what the Hudson Seniors want to do, but at least he'd have two options to weigh, and they didn't give him that—and please don't criticize him.

Selectman MacLean said she voted against tabling, too, to clarify why they were tabling it. If Selectman Nadeau is going to come back after speaking to the Hudson Senior Council on Aging, and having some ideas and maybe some recommendation of which way they would go, she can't speak for them, but she has a feeling that those people would tend to think the same as OPAC because they are a lot of the same people. She is OK with that and willing to table it now that that has been made clear.

Motion by Selectman Massey, seconded by Selectman Nadeau, to defer until November 28 to obtain input from the Hudson Seniors and to ask the Older Persons Advisory Council if they are of a mind to do it, to provide the Board with their recommendation on that same night and if they are not able to do it, he understands, but he would appreciate their recommendation, as well, and to extend their membership until the warrant articles are finalized for Town Meeting (or February 28).

Chairman Maddox said Rome wasn't built in a day. He asked Selectman Jasper and former Selectman Charbonneau, when the Rec Department started up, it was probably a group of sports-minded people who had been involved for years and said they wanted to start a recreation program. There must be a model there they can go by for a senior program, which would tell them how to go about doing that. They are all trying to get that answer right now. It took OPAC five months to get the information. He didn't think they wanted OPAC to give them a recommendation. The Board was looking at their charge to say what other towns are doing and what Hudson's options are. They weren't looking for them to say "do #3." He didn't have a problem reconstituting them and asking them to do said, but this is not what this report was going to do. As the person who started this trouble, this is not a one-meeting project. They are going to be talking about this for a long time, but this is the basis, the foundation. The motion was a little convoluted, but he understands that it is to ask the Older Persons Advisory Committee to re-up until February 28, to work with the Board, to continue from this report, forward, with input from the Hudson Seniors. He asked how the Rec started.

Selectman Jasper said he and everyone else missed something, or else they wouldn't be having this conversation. Recommendations one, two and three are in prioritized order, so they already have the answer. Their recommendation is No. 1. They don't need to ask anything; it is before them—one, two and three. Selectman Massey said they just indicated that they weren't. Selectman Jasper said then they didn't read their own report, either. He can't help that. For the benefit of everyone listening, he read, "The Council sees this person reporting to the Town via three potential alternatives, which have been listed in prioritized order." One, two and three. They have their answer. Selectman Massey said regardless, he'd still like to see them continue to provide additional support; he didn't want to see them disbanded. He is the one who suggested the sunset clause in order to have information to make budgetary decisions by the 15th of October. He'd like to see the committee continue, at least through the warrant article process for the March elections. It would be worthwhile to ask the committee if they would accept that charge.

Mr. Lathrop said he realized there was a motion on the floor, and this was highly irregular, but there was a third party recognized in Town, that there is a very large section of seniors that do not participate in the Hudson Council on Aging. While they probably don't have a mechanism for their recognition, that should always be in back of the Selectmen's mind when asking for a recommendation from the Council on Aging because this group has been very divided. At one point Chairman Nadeau and he talked about a majority and a minority report to the Board because they were so divided. All of the members of the committee were nodding to him, so he guessed they will complete the task, per Selectman Massey's request. Selectman Jasper said he has no idea what the task is. Selectman Massey said the motion is two-fold. One, to hear what the Seniors think about this and to have the OPAC provide input, as well, so when the Board makes the decision as to what to put forward on a warrant article, or a budget increase, they have the benefit of everyone's thinking. Selectman Jasper asked what he meant by input. They already had a report with prioritized recommendations. What are they expecting beyond that? Selectman Massey said if OPAC thinks Item 1 is important, he'd want to hear their discussions at that time, as to why that was their number one priority and why number three was three. Selectman Jasper said they were already present, and thought they could answer it at this time. If they gave three recommendations, there must be reasons behind that. Selectman Massey said the committee might not be prepared tonight because giving that information wasn't their charge.

Chairman Maddox said the committee was asked to provide a report and the members were invited to this meeting by him for recognition and input. At this point, the Board still has a lot of questions. The first thing the Board needs to do is recognize the report and get it disseminated out to everybody who wants to read it so those following along at home can get an idea of what they are referencing. At the very least, they need to accept the report and get it out. He asked what Selectman Jasper's intent was. Selectman Jasper said his point was the committee members were present; the chairman of OPAC was a Selectman, who Selectman Jasper assumes was well versed in OPAC's rationale for recommending items one, two and three. If there were questions for the committee, they are here now. He would be very concerned if they had a rationale they didn't already know and had to go back to form it to justify the recommendations of one, two and three. Questions could be asked now, or they could be asked to Selectman Nadeau at the next meeting. The only thing he needed to see was what the Hudson Senior Council on Aging thought—how they saw this working, how plans one, two or three would best work for them. While there are other seniors out there, they are not participating and merely having an employee, who works 20 hours a week, is not going to bring people in. People have to come in as part of an organized program and the Board is nowhere near the point of saying the Hudson Senior Council on Aging operating their program here and the Board will develop their own programs with this 20-hour a week person over here. They are going to be reinventing the wheel. He's looked a little bit into the Recreation Department. It didn't start with one group, and then the Board of Selectmen stripping things away from them and going

in a different direction. There has to be a relationship that works. Once they establish that relationship, it can evolve. If they pick number one and the Seniors say they are not interested in doing that, they've got an employee out there with no clientele, which would have to then be developed. Does that make any sense to anybody? He didn't think so and that's why they need to listen to the existing group.

(Start Tape 2-B)

If the Chairman of OPAC, who is also a Selectman, cannot articulate the recommendations, he's not sure individual members are going to be able to do that for the whole group. They'd just end up with a dichotomy of opinion, which is where they already are anyhow. He feels like he is spending his night running around Robin Hood's barn.

Selectman MacLean said they should just move the question. She is not going to vote for it because they should get the opinion from the other group. OPAC has done their job, it is very much appreciation, and they should move on.

Chairman Maddox asked for the motion to be read back, which was, to defer to November 28 to obtain an opinion from the Hudson Seniors, and ask the OPAC Committee to provide their recommendations, also on November 28, and extend their membership through the presentation of their warrant article, or February 28.

Vote: Motion carried 3-2. Selectmen Jasper and MacLean voted in opposition.

Motion by Selectman Massey to accept, with grateful thanks and appreciation, the work that the Older Persons Advisory Council has provided in the document, "What's the Outlook?" seconded by Selectman Nadeau, carried 5-0.

Selectman Massey hoped the electronic version of the report could be obtained so it can be posted on the web site as soon as possible. Mr. Lathrop nodded his agreement.

Chairman Maddox declared a recess at 8:50 p.m. The meeting resumed at 9:00 p.m.

8. NEW BUSINESS

A. Amendment #3 to the Consultant Services Contract for the Library Street/Central Street Signal

Selectman Massey said CLD was doing the bid specifications for the signalization project at the corner of Library and Central and they also have done engineering work on the intersection of Chase and Central but because the total estimated cost of doing the entire project exceeds the current money that's in the corridor account, the decision was made in the spring to cut the project in half and only move forward with the Library Street portion. This addendum is to provide the Town with additional services from CLD to provide consulting services to the Town Engineer during the actual bidding and construction phase of the project. It's for \$10,500 and will bring the total design consultant services contract to \$127,000. The current plan is to put this out to bid in December, with construction in the spring.

Motion by Selectman Massey, seconded by Selectman MacLean, to approve Amendment #3, as recommended by the Town Engineer, carried 5-0.

B. Town Moderator's Request for additional Compensation for Supervisors of the Checklist

Town Moderator Mike Keenan said he would be brief, saying that he has been an observer of Hudson politics since 1965 and has been active in Hudson politics since 1985 and he has never seen such an elevated standard of courtesy and decorum than he has seen tonight and he was very impressed with them. He said he also learned a new word and would try to be 'esoteric' in his remarks. He thanked the Seniors for the seats they let the ballot clerks use in the election, but he wasn't present for himself or for the election staff or budget, per se. It was to make the Board aware of a very good and demanding job that the Supervisors of the Checklist have been involved in that far exceeds their annual salary of \$600. For that amount of money, the Supervisors are charged with making sure that the checklist is accurate. They are not meant to be stuck in the middle of any kind of political game or organization by either the State or the Town. Unfortunately, in pretty much most towns and cities in the State, the Supervisors of the Checklist have become just that. They have been caught in the middle of doing what the Secretary of State wanted them to do, or allowing their given town to fall within non-compliance and perhaps some type of legal or other punitive action. He has got to run with his own experience with the Secretary of State's Office, and particularly their involvement with some members of the AG's office.

Chairman Maddox asked if the Moderator was talking about the voting the other day, where a lot of people had to be sent over to the Supervisors of the Checklist. Mr. Keenan said no, he was referring to the fact that the Secretary of State has decided, in their response to the debacle that happened in Florida in 2000, that the State will undertake the project of compiling a database of all NH voters in every single town so the State can document that a person can't vote in more than one town. Part of the way they are doing this is they are falling back on the Supervisors of the Checklist to come up with a data base in their given towns that conforms to the statewide E-911, having the name, address, and going so far as to get the date of birth and phone numbers of voters so they can somehow control, or be able to tell if someone has voted more than once, not only in a given community, but in another community, as well. Given the fact that there were over 13,000 registered voters in Hudson, and the data entry process to accomplish this is based on the survey he has done anywhere from five to 15 minutes per voter of data entry for each voter. The math is simple. The Supervisors of the Checklist in Hudson have put in a phenomenal amount of time. This is not a situation that anybody could have ever foreseen. It is a situation that is a direct result of mandates from the Secretary of State. In October and

November 2005, the Supervisors were compensated for training—about six weeks of training that occurred that taught them how the significance of the data and the input that would be required. Essentially, the State is looking to set up a bar code system for each and every voter. It's a one-time project, but it has taken an enormous amount of time. In Hudson, they are doing data entry per voter, per the Secretary of State's recommendation and takes about six minutes per voter. The town and cities he has surveyed have gone as low as five minutes per voter and as high as 15 minutes per voter. The marching orders for the work these ladies are doing is specifically at the orders of the Secretary of State. Basically, if the Supervisors do not conform and gather the information in a manner prescribed by the Secretary of State, that means a town is not keeping the checklist up appropriately. He, personally, disagreed because he didn't think that the checklists in and of themselves were wrong, or out of order in Hudson, other than minor address changes, but because the Secretary of State wants this information compiled in a specific way, so they can accomplish this bar coding system, the onus has been placed on the Supervisors of the Checklist. From January to May of 2006, the Supervisors have put in in excess of 680 hours, and this is from a group of ladies who meet maybe four times a year to update the records, in addition to any elections they go to, which is why they are receiving \$600 a year. They have been working 30 hours a week from September through November and the process has continued. They are working on their home computers because there is only one computer available at Town Hall and his own perception is that it is getting to be a morale issue, putting in this kind of time and hours without any reimbursement whatsoever. Given that situation, he called around to a number of area towns to find out how the different Supervisors are compensated and how the other towns are dealing with this particular problem. In Merrimack, there is no annual salary for the Supervisors of the Checklist, but they are paid at the rate of \$10 an hour. All of the input that has been required by the Secretary of State has been done by the Town Clerk's office in Merrimack. In Litchfield, the Supervisors received \$924. They are going to keep that salary, plus inject a clerical hourly rate in the next fiscal budget. However, they are presently operating with a default budget so they have made no way for them to reimburse their Supervisors for the work they are doing right now. In Windham, there is no annual salary, but they are paid \$6 an hour, as needed. In Londonderry, there is no annual salary. They are paid \$10 an hour, as needed. In Salem, the Supervisors are paid \$100 per election, plus \$13 an hour outside of the elections. In Pelham, it's a non-issue because all the work is done by the Town Clerk's office. Pelham and Merrimack are in better shape in their Town Clerk's office than Hudson is. No one could look upstairs in that office and ever see anyone sitting around doing nothing.

Continuing, Mr. Keenan said he has the greatest faith in this Board; probably more faith in this Board than he has had in any Board than he has seen in Town. His being present tonight isn't to put anybody on the spot; he's not trying to badger or cajole the Board because, one way or another, they will find a way to do the right thing for these ladies. If they didn't do what they were doing, the Town would be facing some problems, and that's something they have to expect. Whether or not the Town should be seeking some type of reimbursement from the State for the mandates and the work they are placing on the Town's Supervisors is another issue. That's something the Board of Selectmen would have to take care of, or make a decision on. These ladies deserve something, even if it is minimum wage because they've gone far beyond anything anyone would have ever expected they'd be required to do, and he has the greatest faith this Board will do something to do the right thing for these folks. What they have done is right and appropriate and in the best interest of the Town and they've gone far beyond their statutory obligations are. He didn't have any specific proposals, but he wanted to make the Board aware of the situation because they do deserve something.

Selectman Massey said the Moderator approached him during the elections on this subject because it was pretty obvious that the Supervisors of the Checklist were doing Herculean efforts and he encouraged the Moderator to bring this to the Board tonight because it does cry out for some action. First, he wanted to publicly commend the voters of Hudson because, in many cases, they didn't know what they were being asked to do until they physically got to the Supervisors of the Checklist's table, and he's sure a lot of people approached that in the beginning with some trepidation because they were simply told, "we need information." In his particular case, it was only when, subsequently, after he knew what they were asking that he started telling the voters what they were going to be asked for. With very few exceptions, given the long lines that these folks were standing in after they had vote, they very graciously provided the information that the Checklist Supervisors were asking for. He thanked the voters for their patience and forbearance. Having said that, he wanted to separate two different things. The Supervisors of the Checklist are a statutorily constituted body; they are elected and, by State statute, their salary is fixed by the voters, and that is why they have the warrant article that the Supervisors requested to increase their salary. He is also mindful of the fact that when they signed up for this job, it had a certain set of requirements for it, and nobody in their right minds would have signed up for a job that has required the kind of time and effort and dedication that these three Supervisors have had to endure in the last year. It is no mean task to gather the data, but then to make sure it is accurately reflected in the data base, and it's another example of where the State, in contravention of its constitutionally-mandated requirement, to fund program that they impose on the towns. It would be his expectation that whatever they decide to do in this case, if it involved additional monies over and above the salary that they receive, that they send a bill to the Secretary of State and specifically cite the constitutional item that specifies no mandated programs without the appropriate funding. He'd like to hear from the rest of the Board members what they think the appropriate compensation would be but, whatever it is, they absolutely owe it to the voters of Hudson to send a bill to the Secretary of State.

Selectman Jasper was somewhat befuddled because, unless he missed something, the Board is forwarding a warrant article which increases the stipend from \$600 to \$1,000 which is all they can do because these are elected positions. Nothing that has happened up to this point is anything the Board can do anything about. No new costs that he knows of have actually been passed on. Certainly, a lot of labor, but unfortunately, they haven't been compensated for that. Whatever they do at any time with their salary is not going to be affected unless they do it on an hourly rate and unless,

at that point, there were requirements that the State imposed on the Town that caused them to put in more hours to do that specific task. There might be some towns out there that could make the argument that they are making. He didn't see where the Town has a claim and unless they are suggesting that it should go from \$600 to \$1,200 or \$1,500 he didn't know what the Board could do. They Board has done exactly what the Supervisors asked them to do. They are the ones who requested \$1,000 and the Board did that. They are having a discussion, but there is no proposal to do anything else than what they've already done, so he remains befuddled.

Selectman Massey said it goes to the issue. This is a constitutionally mandated function and by State statute, their salaries are fixed by the voters. What he was going to request was that they do no act on this tonight because he believes it is imperative that they find out, given that they are an elected body, can the Town compensate them outside of their voter-approved compensation and, if they can't, then he was really going to be sorry because they are doing things they never in their fondest dreams are going to have to do. But, from a legal perspective, from a constitutional perspective, if that's the case, they really couldn't do something, unless there was some other mechanism, a bonus, etc. Jokingly, he said maybe an ice cream social, adding that was a slap in the face, an inappropriate way to recognize them. It's a question of whether they can do anything legally that's the force. Selectman Jasper said they cannot.

Selectman MacLean said she was befuddled and bewildered about two separate things. Like Selectman Jasper, she, too, thought they did what the Supervisors asked them to do. She was so happy when she saw this, she thought the Moderator was coming to thank for Board for putting forth that warrant article, recommended by the Board. If the Moderator was referring to back work that the Supervisors have already done, they came to the Board last year for the same thing and, if her recollection is correct, Selectman Massey voted against sending it to the warrant because the Supervisors were virtually volunteers like everyone else and they put in just as much time as the Planning Board, and they are doing more work than they thought they were going to do, but she thinks that was Selectman Massey's argument last year. Selectman Massey said, just to keep the record straight, he recused himself from the vote this year for that precise reason because he was on record with a position. Chairman Maddox asked where they were going with this, since they got the history down. Selectman MacLean said if the Board thinks the Supervisors deserve more money, and she is sure they do, she'd be in favor of sending a bill to the State, without saying what they were going to try to get for the Supervisors, if that's legal. If it isn't, and there's nothing they can do, then there's nothing they can do. They have done the right thing by sending an article to the warrant for an increase.

Mr. Keenan said this has no effect on him, personally, nor does it have any effect on his budget, per se, and he thanked for the Board the increase for the Supervisors. They deserve that and much more. The point he was making was this was something nobody could have foreseen. They received their marching orders from the Secretary of State. Hudson's checklist was accurate and workable, with the exception of minor address changes, but they've been required to do changes to satisfy the needs of the Secretary of State's office. Whether or not they should just grin and bear it is an issue for another time. If these ladies had said this isn't what we signed up for, he assured them there would be some head-banging by the Town and the State. These ladies have been the barrier in between, and they've done it with the best of intentions. Secondly, if they are looking for some rationale, they are using their own equipment. The Town has not provided them with anything to accomplish this. That's another thing that has got to be considered. Finally, he is not asking for a specific figure tonight. A bonus has been done in the past for employees. Whether or not, that's a workable solution in this case, he's not sure. He's not on the Board and didn't have to face the things Board members have to face every day. He does have the greatest confidence this Board will do the right thing. He didn't know what else to say. He has faith in the Board and made it aware of a situation that they weren't aware of. The Board deserved and needed to be made aware of it, but he has great faith they will find some way to do the right thing, and that's where he'd like to leave it.

Chairman Maddox said the first thing they need to do is answer whether there is anything they can do. Selectman Jasper said to go ahead and look, but they'd find out they can't. These are elected officials and the salary is set by a vote of Town Meeting and there is nothing the Board can do. They can't give themselves bonuses or anything like that. Chairman Maddox said it would be beneficial to know if that is, in fact, true. He asked that the research be done. Selectman MacLean agreed that they should check out their options and go from there.

Joyce Cloutier, Supervisor of the Checklist, said Hudson is the only town that she knows of that hasn't compensated the Supervisors in some way. A letter went out from the Secretary of State's office to the Selectmen of the various towns, and explained that this was going to be a very tedious job to do. Most of the towns, everyone she has spoken to in Concord, have gotten compensation for it. When they do the purge every 10 years, they do get extra compensation.

(Start Tape 3-A)

Since the election, she has put in about 37 hours, just transferring people's name, birth dates and telephone numbers and she is not anywhere near done. One of the other Supervisors has put in the 244 new voters that registered and it took her 27 hours. If they all quit, somebody is going to be in trouble—and it ain't going to be her.

Chairman Maddox said, for whatever reason, the Supervisors made him a temporary checklist person for about 45 minutes, and after asking people their birth date and getting their name on the list, and putting the information in, and it was a grueling 45 minutes—and the Supervisors were there for 13 hours. He didn't disagree that it was difficult, but he wishes they had known a day in advance, so they could have announced it at the Selectmen's meeting so people would have known why they were standing in line, but it is what it is. If there is a letter, and the Town Administrator can check to see if one came in to the Town. Mr. Malizia said if he got one, the Board was copied on it. No one recalled seeing such a letter. Selectman Massey said unless the other communities had a vote of the voters to provide this kind

of compensation, then either there was another process by which they were able to compensate, or they are in contravention of the law. It's as simple as that. Chairman Maddox said maybe their salary was paid by the hour. Selectman Jasper said maybe that's what they should do, in view of what is going on—change the warrant article to go from an annual stipend to go to \$10 per hour. That way the ones who do the most work get paid the most. In the past, they have had cases where two Supervisors have done the lion's share of the work, and other Supervisors have done nothing, and they all get paid the same. An hourly rate would be a preferably way of solving this, just change the warrant article, "To see if the Town will vote to pay the Supervisors of the Checklist \$10 per hour," or however it should be done. That's probably the way they ought to go.

Mr. Keenan said he could understand Selectman Jasper's concerns about the statutes and paying people, based on the vote. However, there have been precedent set for this. The purge—the training in October and November of 2005 was paid for by the Town. Ms. Cloutier said no, it was paid by the State. Mr. Keenan apologized for misspeaking, saying this situation was similar to the voting purge, if not more demanding. Selectman Jasper said but that is in the statutes. Ms. Cloutier said this might be, too; she didn't know. Mr. Keenan said if the letter from the Secretary of State's office could be found, and there was some indication this work they were doing was similar to the requirements of the purge, then they'd have the precedent they would need. He just wanted to make the Board aware of it. He trusted that the body would do the right thing to make this right.

Chairman Maddox could not believe that other towns have not had this same problem, so there must have been some allowance. Selectman Jasper said this was not the result of legislative action. This was the result of the Secretary of State reinforcing something that has probably been in practice, but not done correctly. Most of what was going on was asking for birth dates, but he was not. He gave that information out in 1977. Ms. Cloutier said they have no records prior to 1996. Selectman Jasper asked why he wasn't on the list, then. Ms. Cloutier said he should have been flagged, or maybe she talked to him at the prior election. Selectman Jasper didn't know where this came from. If it was something new and required by the Secretary of State, those communities who are compensating on a hourly basis have a legitimate claim. Other communities probably, if it's not legislated, have the ability to say to the Secretary of State's office no thank you, we are not going to do this if you're not going to pay us. He didn't assume this came down as a mandate, but as a request. Ms. Cloutier said it was a requirement. Selectman Jasper said he was going to look into it when he is in Concord to see how this came about. Ms. Cloutier said it has to do with the federal law. Selectman Jasper said if it's a federal requirement, then the Town has no case because the Feds can require them to do anything they want. Then they can keep two sets of voter registration cards—one for Federal and one for State and local, but nobody is going to do that. He will look into it, but if it's a federal requirement, then they are out of luck. What they ought to do is look into changing the article to \$10 an hour for the Supervisors of the Checklist.

Chairman Maddox wondered how they were going to budget for that, when they didn't even know this requirement was going to be due for 2006. They could have probably pulled the money from somewhere else, at that point. Ms. Cloutier said the work they did this year isn't going to be done every year. An hourly wage would be fine; go with an hourly wage and a stipend but, right now, this whole thing is totally new to everyone. It's not something where one town has something over another one. If she had known what was coming up, she would have definitely not been here.

Mr. Keenan said, as Moderator, it was very difficult to really understand what the Secretary of State is serious about in terms of his mandates, and what he isn't serious about. This is one example, here; the requirements that have been placed on the Supervisors of the Checklist. Another thing is the great fanfare the Secretary of State has placed on the new handicapped voting machines. They had training classes and all this and that and the other thing, and a great deal of fanfare of brand new setup booth, but they didn't bother setting up the phone line. It wasn't done in time for the Primary. As a courtesy and out of respect for the Town Clerk, he called the Secretary of State 10 days prior to the November election and reiterated that the phone line still wasn't hooked up. He can guarantee right now that if anyone was to go over to Lions Hall, they would see that phone line dangling from the outside of the building, with a note on it saying, "Verizon, for Secretary of State hookup." It is still not done. Another example of the inconsistency in direction they are getting from the Secretary of State's office is the Moderators were told that if there were less than five handicapped folks who use that particular machine that it was the Moderator's job to have his people, the election workers, also go and vote on that machine so the handicapped folks wouldn't feel that their identities were compromised. He specifically asked the representative of the AG's office, who was there giving that seminar, "Do I have the authority to tell anyone to use that voting machine," and he said absolutely not. Mr. Keenan then asked how he could expect him to have his people go and use that voting machine if they don't want to, and his response was, "Well, if you don't, and somebody from the handicapped lobby decides to make a complaint, I'll have not choice but to testify in court against you, and you should be asking your Board of Selectmen if they are willing to indemnify you and have your legal department represent you." At the end of that seminar, Mr. Keenan write a note to this representative member of the Attorney General's staff and suggested he start writing up the paperwork. This still hasn't been done; it still hasn't been attended to. These ladies are getting stuck in the middle and the Board has to be aware of it.

Selectman MacLean said she'd like to go ahead with her original suggestion that they look into the legalities of this and get back to it. They are not going to figure out anything tonight. Chairman Maddox said that's where they were all coming from, but he wanted to thank these people for their service. It was a long, challenging day. Inasmuch as the citizens were courteous for the most part, it is a noisy, busy program. To do that for the 13 hours is a challenge. Luckily, Selectman Jasper was on the outside, looking in, on this one. Chairman Maddox asked him to look into this at

the State level to see if there is anything that can be done, and asked Mr. Malizia to look and see if there is a letter from the State that would give some guidance to see if there was something else they can do. Mr. Keenan thanked the Board.

C. Donation of obsolete Radio Equipment (Fire Dept.) to Lowell, MA Police Department

Fire Chief Shawn Murray said the Board was provided some background information. The Town recently transferred over from an analog radio system to digital, which included the upgrade of the console in Dispatch, leaving the old console equipment obsolete and has no value to the Town. Lowell, MA Police Department has a similar system, so the Chief was asking if the old system could be donated to them which they would use for spare parts. Selectman Massey said it would be more appropriate to give this equipment to someone in NH. Chief Murray said they didn't put too much effort into this. They asked around, and the radio vendor came up with Lowell, MA. Selectman Jasper didn't think they wanted to spend a lot of Town money looking for somebody who has obsolete radio equipment. He was fine with this recommendation. Chairman Maddox was glad they weren't just throwing it away.

Motion by Selectman Jasper, seconded by Selectman Nadeau, to donate the obsolete radio equipment parts from the Fire Department to the City of Lowell, MA Police Department, carried 5-0.

D. Hazardous Condition Ordinance

Fire Chief Shawn Murray said they began to draft this ordinance earlier this year, per direction from the Board, which gives the Fire Chief the authority to attempt to mitigate any hazardous condition. This draft ordinance has been vetted by the Town Attorney, and their recommendations are included. Selectman Jasper wanted to see several of the defined terms removed because they did not appear anywhere within the ordinance—II. Dwelling unit; III. Explosives; V. Multi-unit dwelling; IX. Rental unit; and X. Single-family dwelling. Moreover, Building already does include the definition of single-family dwelling and multi-unit dwelling.

Motion by Selectman Jasper, seconded by to send this Hazardous Condition Ordinance to the first public hearing on December 12, 2006, with the amendment of deleting II, III, V, IX & X and renumbering the remainder.

Chairman Maddox questioned the definition of hazardous condition, saying it covered just about everything under the universe. Chief Murray said the language mirrors the State Code, Chapter 153:14, State Board of Fire Control. Discussion continued, with Chairman Maddox said he could envision everyone being charged with everything under the sun, or not being enforceable. He wanted to know if this has already held up in court.

Selectman Nadeau asked why a Town ordinance was necessary if there were State statutes already in effect. Chief Murray said the State statutes do not cover single family dwellings. Selectman Jasper said what they should focus on, if they had to take someone to court, is "unreasonable danger." Everything is a possible danger, but an unreasonable danger is ratcheted up. For example, a lawnmower in a garage is a potential danger; a lawnmower parked underneath a wood stove is an unreasonable danger. Chairman Maddox said then "unreasonable" should be defined. Selectman Massey quoted Supreme Court Justice Blackman, "I can't define unreasonable, but I know it when I see it." Discussion continued. Selectman Massey moved the question.

Vote: Motion carried 3-2. Selectmen Maddox and Nadeau were opposed.

E. Use of Musquash Conservation Area by Boy Scout Troop 21 (Taken up earlier.)

F. Receipt of a Donation from Flash Photo Sports to the Recreation Department

Motion by Selectman MacLean, seconded by Selectman Nadeau, to accept the \$500 donation, with the Board's thanks and appreciation, carried 5-0.

G. Special Site Review Committee

Selectman Massey said in the last three years, including his time on the Planning Board, he has heard comments that it would be nice if they had an expedited site plan process. One of the major recommendations that came out of the Economic Development Conference was the business community would like the Town to be more business-friendly. About a month ago, he approached the Community Development Director about putting something forward for the Planning Board to implement. Based on a vote of the Town in 1999, the Planning Board was authorized to constitute such an action. Before them tonight is a recommendation from the Board of Selectmen, to ask the Planning Board to implement this. He has reviewed this proposal with Chairman Maddox, the Planning Board representative, and with Mr. Sullivan. It is modeled on other towns who have done something similar. Selectman Jasper said this was long overdue—precisely, since 1999. He noted a grammatical error with 3.4 Minimum Requirements, which was corrected to read, "In order to meet the minimum requirements, the application must include an approved site plan, etc." Selectman Massey said the reason something didn't happen in 1999 was because that's when the transition occurred within the Community Development Department, and it got lost in the shuffle.

Motion by Selectman Massey, seconded by Selectman Jasper, to recommend to the Planning Board that they create a Special Site Plan Review Committee pursuant to RSA 674:43 III and the affirmative vote on Article 43 at the 1999 Annual Town Meeting, to review and act upon Minor Site Plan applications that have been submitted to the Community Development Department; further, included in this recommendation is the proposed Minor Site Plan regulation," carried 5-0.

(Start Tape 3-B)

H. Southern NH Water Supply Task Force

Selectman Massey thought they ought to participate because it will be important to know what the region is doing. As the Water Utility liaison, he would volunteer to attend.

Motion by Selectman MacLean, seconded by Selectman Nadeau, for Selectman Massey to represent the Town of Hudson and attend the aforementioned meeting on November 17, 2006 from 3:00 – 5:00 p.m. at PSNH Energy Park, 780 North Commercial Street, in Manchester, carried 4-0. Selectman Massey abstained.

9. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Jasper said on October 4, a good portion of the Legislative Delegation met with Commissioner Murray in Litchfield to talk about the northern bridge, which was a very productive meeting. He couldn't recall if he talked about that at a subsequent meeting or not, but he didn't think he did. The legislation is being drafted by Representative-elect Haefner and they will be following through on that. The Commissioner is working with them to develop the correct language. After the meeting, he stayed and met with the Commissioner relative to the northern-most point of the circumferential highway, and he read her response. "You asked if it would be possible for the Town of Hudson to take ownership of the property, previously purchased by the Department for building the segment of the circumferential highway between 3-A and 111. If the Town were to commit to a public road, with access controlled, I believe an agreement could be arranged whereby the Town could construct such a road. Any surplus land adjacent to the layout would remain State property, available for resale as surplus property, following the road's construction. Whether a case could be made for not requiring monetary compensation for the land needed for the right of way issue would need to be explored with the State Treasurer and turnpike bond counsel. If the Town would like to pursue this further, please have them forward a letter requesting such consideration."

Motion by Selectman Jasper, seconded by Selectman Nadeau, to send a letter to Commissioner Murray, requesting to begin to explore the possibility of acquiring, through sale or lease or other agreement, a section of the land owned by the State between NH 3A Lowell Road and NH 111, (the Southern section of the circumferential).

Selectman Nadeau asked if the State owns the section from 111 to 102. Selectman Jasper said no. Selectman Massey said they own some piece of it. Selectman Jasper said his expectation is that prior to opening the bridge to 102, if they get it approved, there will rapidly be the realization that it is going to be necessary to construct the portion from 102 to 111 because he thinks the traffic models will show X amount of people will be cutting across Robinson Road and Greeley to get to the bridge that will necessitate that section, which is permissible by the State. There are two big pieces there that they don't own—the BAE property and the Brox property. Chairman Maddox said they need to start somewhere, and this is a good start to get the ball rolling.

Vote: Motion carried 5-0.

]Selectman Jasper thanked everyone who worked at the polls last Tuesday, which was a very busy day. Particularly the Supervisors of the Checklist had a tough task and some people were not too happy. He thanked all the voters who came out, regardless of who they voted for—but he especially appreciated those who voted for him.

Selectman MacLean wanted to wish everyone a Happy Thanksgiving and let everyone know how grateful she was to be sitting on the Board. Every year, she voices her favorite saying, "We shall become truly a thankful people when we weep, not because we've lost something, but because we've been given so much." Chairman Maddox said that saying is growing on him; he likes it better every year.

Selectman Massey said he had a laundry list of items, but in light of the late hour, he was going to cherry-pick.

]The south end water tank project has gone out to bid. Those bids are due to be opened December 13.

]The Sewer Utility Committee has recommended that the Board of Selectmen create an on-going dialogue with the sewer commissioners in Nashua. Chairman Maddox said that would be helpful because, as they found out during the budget season, Nashua slipped the Town a bill for a substantial amount of money that the Town was not prepared for, which caused great consternation with the Sewer Utility Committee.

Motion by Selectman Massey, seconded by Selectman MacLean, to direct the Chairman of the Board of Selectmen and the Sewer Utility Liaison to establish a meeting with the Sewer Commissioners in Nashua to create an on-going dialog for the purposes of future capital projects, primarily, and secondarily, for on-going business relationships; further to include the Chairman of the Sewer Utility and the Town Engineer, carried 5-0.

]Selectman Massey said they need to make sure they get what they are asking for from VHB on the proposed potential development at Green Meadow. To that end, he contacted the Town Planner today and, as of today, there has been no report that was promised to the Town that was going to come in the September-October time frame. Unless something has changed, he requested that the December 5th workshop include a meeting with Martin Kennedy from VHB and that they have at least the following three items on the agenda: 1) an update on the traffic program and, in light of what the Town Planner mentioned to the Planning Board during the Green Meadow issue two meetings ago, a development is required to—if they create additional traffic burdens, the obligation on the developer is to mitigate that additional traffic burden, and he wanted to be absolutely certain, when

they get the reports, that they understand what additional burden has been placed on the Town and what its position is going to be relative to the required mitigation from the developer; 2) the current status of the projects they undertook to go to other life centers and do the due diligence on the after-the-fact results of what they were promised from the beginning and how that translated into reality; and 3) this advisory committee's thoughts on it. It is absolutely critical they get a clear picture now on the traffic issue. Otherwise, they are going to be behind the eight-ball. His recommendation is that's what the workshop should be. Chairman Maddox asked if there was a consensus. Several affirmative replies were heard.

]Selectman Massey said last night, the Conservation Commission voted to begin the process of putting together a request for proposal for a mapping of prime wetlands in the Town. Before they put that proposal out for response, they want to get the Board's input on the final document. At some point in the near future, they are going to come with a draft proposal for the Board.

Selectman Nadeau thanked everyone who came out to vote and the people who stopped to talk to them about the trash totes. He thanked the Hudson Junior Women's Club for what they did at the polls and the dinner. He thanked everyone who helped out at the polls, and the displays of the library and the other ones that were there. He then wished everyone a Happy Thanksgiving.

Selectman Maddox said 6,000 people showed up to vote, much better than the primary. The Town of Hudson had a good turnout. It could always be better, but there was a good cross-section of voters of all ages. Because they had a long line of people at the registration, all of them spoke to a good number of people about the trash totes. He has some questions he is going to run by Kevin Burns for discussion at a later time. People came up with some good questions and gave input. He now knows more about trash and totes than he wants to, but it was a good interaction between the voters and the Selectmen. He also thanked the workers. Everyone thinks it's only 7 a.m. to 8 p.m., but some people started at 5:00 a.m. to collect the ballots out of the sealed vault upstairs to get them to the polling place and get everything set up, and some of those people didn't leave until 11:30 p.m. It was a long, hard day for people, some of them almost volunteers for what they are being paid. From the Town and the Board, they are appreciated. He thanked everyone for their patience with the lines. E through H was the long line, out to the doors almost the whole day. He didn't know if there was a family meeting and everyone voted, but that line was all the way out to the door, almost all day. He hopes the Board will do something with their Legislative Delegation to try to get items that are important to Hudson pushed forward so they can see that this Board is interested, especially transportation-related items. It would be nice for the Town to see who these people are. Selectman Jasper said to buy some ice cream and they will all come in. Chairman Maddox thought that could be arranged. All those people who ran, whether they won or lost—it's a tough thing to put down your dollar and put your name on the ballot. Whether they won or lost, they were part of the system and he applauded those who went through all of that effort to get elected—to get all that grief. People did what they had to do, standing out and waving, putting up signs and having a position on items and taking a stand for things. He thanked Representative Jasper and all the other who got elected for their service.

10. NONPUBLIC SESSION

Motion to enter Nonpublic Session under 91-A:3 II, (a)The dismissal, promotion or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him, 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) The hiring of any person as a public employee;(c) Matters which, if discussed in public, likely would affect adversely the reputation of any person, other than a member of the body or agency itself, unless such person requests an open meeting; 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 by Selectman MacLean.

Selectman Jasper referred to the Assessor's reorganization plan and said 99% of it did not involve specific personnel. If they need to discuss a particular person, that can be done in nonpublic, but he would not participate in a re-org discussion in nonpublic. Selectman Massey agreed with Selectman Jasper, saying the reorganization could be discussed in open session because that wasn't tied to an individual; it was tied to an issue. The section that deals with an individual could be handled in nonpublic.

Motion by Selectman Massey, seconded by Selectman Jasper, to remove the Assessing item from nonpublic. Chairman Maddox said there was already a motion on the floor. Perhaps that motion could be withdrawn and he would bring the Assessing item up under Other Business. The question of procedure continued to be discussed. Selectman Nadeau withdrew his second and, therefore, they were still in open session.

Assessing Department Reorganization Plan

Assessor Jim Michaud said, as the Board knew, a person resigned from the Assessing Department as part-time Appraisal Technician, which left a vacancy. He also has a part-time Secretary. He was seeking authorization to combine two part-time positions into one full-time position. He has had a lot of difficulty in trying to move the department forward with full-time staffing. He was trying to bring some stability to the department by having a full-time person maintain regular office hours, as well as deal with the exemptions issues. The full-time person would also enter the sales that occur each year into the data base, as well as entering in data to the equalization on line system. He presented some financial information which would not over spend the bottom line for this year, or for next year's proposed budget. He owes it to the Town to try to staff the department in a way that reflects the growth had already occurred, as well as future growth. The only reason the Appraisal Technician left was because there were not benefits to working part-time, and no retirement.

Selectman Massey said the Assessor has made a good case for the position that the department has been in, going back to the 1990's. However, it would be his position, based on the action of the voters at the March '93 Town Meeting, that if they were to

move forward, it would have to be via warrant article to create a permanent full-time position. Selectman Jasper concurred with Selectman Massey, although he applauded Jim for continuing to try to come up with creative ways to manage his department. The Selectmen and the Budget Committee have supported his staffing increase but, for some reason, the voters continue to not want to property that department, which is becoming an increasing problem. The Board has already put forward to the Budget Committee next year's budget. To do this now, they would have a problem in July. His biggest problem, though, is consistency. The Police Department came in with a plan to take the two positions and create one, and the Board did support that. Selectman Massey said Mr. Michaud did come in with the appropriate warrant article, but the Board did not forward it. Selectman Jasper said if they put out too many articles, his always gets lost, and they are creating a real crisis in this department. Several years ago, they took two part-time positions that were in Fire, and transferred those positions into Assessing and that's how he got his two part-time people. He understands the problem, but he can't support this proposal. The only thing they can do is either reconsider their position on the warrant article, or wait till next year.

Motion by Selectman Massey, seconded by Selectman Jasper, to reconsider that warrant article, reworded such that the voters clearly understand that two part-time positions were being eliminated, creating one full-time position, which would be on the Board's agenda for November 28.

(Start Tape 4-A)

Mr. Michaud said this has failed seven times, and it was called six different things. Chairman Maddox asked how many hours the two part-timers worked. Mr. Michaud said 29.5 each. Chairman Maddox didn't understand the rationale of giving up 60 hours to get 40 hours, when he (Mr. Michaud) is already saying the office is understaffed. Mr. Michaud said his proposal indicated that he would come before the Board next year for contractual assistance, which would be in the budget to cover the outside work that the part-time appraisal technician has been doing that this position would not be doing, because this would be an in-house position. He was balancing work hours with a desire for stability. He will greater stability and greater longevity with someone that knows that they have a pension plan to work towards, and they have benefits. He is looking out for the Town—not for him and not for the department. This is a department that depends a lot on institutional memory and some specialized knowledge of statutes in order to give timely and accurate answers. These are positions that could work overtime, if necessary. Mr. Malizia said they could contract someone for the field, but they need someone in the office.

Vote: Motion carried 5-0.

Motion by Selectman Jasper, seconded by Selectman Nadeau, to enter Nonpublic Session under 91-A:3 II, (a)The dismissal, promotion or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him, 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) The hiring of any person as a public employee;(c) Matters which, if discussed in public, likely would affect adversely the reputation of any person, other than a member of the body or agency itself, unless such person requests an open meeting; 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.

Chairman Maddox stated that Nonpublic Session was being entered into at 10:38 p.m., which concluded the televised portion of the meeting. Any votes taken upon exiting Nonpublic Session will be on the Selectmen's next meeting agenda. Nonpublic Session was terminated at 11:45 p.m.

Motion by Selectman Jasper, seconded by Selectman MacLean, to seal the minutes of the nonpublic session carried 5-0.

11. ADJOURNMENT

Motion by Selectman Jasper, seconded by Selectman Massey, to adjourn at 11:47 p.m., carried 5-0.

Recorded and transcribed by Priscilla Boisvert, Executive Assistant

HUDSON BOARD OF SELECTMEN

Richard J. Maddox, Chairman

Shawn N. Jasper, Vice-Chairman

Kathleen R. MacLean, Selectman

Kenneth J. Massey, Selectman

Benjamin J. Nadeau, Selectman