

**HUDSON, NH BOARD OF SELECTMEN  
Minutes of the February 12, 2002 Meeting**

7:00 – 7:30 p.m. Attorney Client Session

1. **CALL TO ORDER** by Chairman Ann Seabury at 7:35 p.m.
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2. **PLEDGE OF ALLEGIANCE**, led by Selectman Rhona Charbonneau
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3. **ATTENDANCE**

**Selectmen:** Ann Seabury, Rhona Charbonneau, Robert E. Clegg, Jr., Shawn N. Jasper & Terry Stewart

**Staff/Others:** Paul D. Sharon, Town Administrator; Priscilla Boisvert, Executive Assistant; Kevin Burns, Road Agent; Richard Gendron, Chief of Police; Frank Carpentino, Fire Chief; Shawn Murray, Assistant Fire Chief; Lt. Todd Hansen, Union President; Doug Robinson; Richelle Denny; Jeff Emanuelson; Ray Rowell; Representatives from Hannah Dustin Quilters, Holt's Antique Show, Lion's Club, Junior Women's Club and Clean Start; Dennis, SUN; Ann, TEL; John, Derry News

4. **PUBLIC INPUT**

**Shawn N. Jasper, 83 Old Derry Road,** stepped down as Selectmen to speak to the Board as a member of the public, saying he was speaking as a part-time Town employee: "I don't mean to sit here and be contentious. However, in my role as a Call Fire Fighter, as you all know, there are a number of grievances that I have pending. The day for the Board to hold a hearing and issue a ruling expires today. It's very troubling, as an employee, to find that when you think that you have certain rights and certain guarantees in terms of protection that, in fact, you don't. People say that I'm no different than any other employee, but I sit here today having had the disciplinary action taken against me on January 3 and here we are on February 2 and I have not have had the ability to have any hearing take place. Madam Chairman, at Town Meeting, on Saturday, twice you got up and spoke to people who had previously spoken and said, 'You should be ashamed.' I think this Board, and particularly you, as head of Government here, should be ashamed that I have not had that opportunity. I filed my grievances in a timely fashion and I had expected to have those grievances heard. The Town Attorney spoke with my attorney on Friday, right up to the deadline. To date, we have nothing in writing. I have asked questions relative to the first grievance, which was remanded back to the department head. It was stated that that grievance was moot because it was remanded back, yet I asked or grieved some 15 different issues in there and had asked how was that moot. I still haven't received a response to that. The Town needs to move on this. I have rights as an employee, which the Town has denied, at this time. I feel that my rights to due process have been denied by the Town. I understand that there may be issues as to whether all or any of you feel that you have the ability to impartially sit as jurors in this case. That does not take away my right to have had a hearing. The Board had the obligation to me as the employee to call a meeting together and at least make that ruling so, at that point, we could move forward. To date, nothing has happened. To date, I don't know what is going to happen and that's not right, not in terms of what's going to happen to my grievance. I don't even know what the process is going to be. And I would ask that you take care of this matter in a timely fashion. As far as I know, this Board has only gotten together and discussed that whole issue once. You know, it's been some 40 days, at this point. So, I would hope that you would try to move this process along and take an interest in seeing that those rights that I have are granted to me."

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Chairman Seabury said this was something she was going to bring up under Other Business. Because of what happened at the Town Meeting and since the Ethics Warrant Article was mutilated, she thinks he was in favor of a mediator. She talked with the Town Administrator and feels they have to move forward with this. She was trying to do this in a nice fashion. In a discussion she had with Carolyn Choate, she said that it's very hard for this Board to sit in judgement on a Board member. She felt uncomfortable about doing that. However, now she doesn't feel so uncomfortable. She thinks they should go forward. Today, she asked Paul about the procedure since Mr. Jasper is not a union employee. The first step was to go to the Fire Chief, but he didn't like what the Chief said, so he grieved the Chief to the Town Administrator. Then another grievance was placed on the Town Administrator. (Mr. Sharon interjected that there were more than that.) She has a thick packet on this subject that she has been trying to go through. She felt that the Board members should give him a hearing. She has not been involved in a lot of grievances, but she understands that if you are part of a union, the union and the person comes before the department head. If he denies the grievance, the next step is the Board of Selectmen.

Mr. Sharon said it would go to him and the grievance is either upheld or denied, based on an objective finding of fact. If the grievance is denied, the grievant has the ability to take it to the Board of Selectmen. Chairman Seabury asked who comes before the Board of Selectman. Mr. Sharon said the one who feels aggrieved and the person who first denied the grievance. In this case, the Fire Chief. The problem with the process in this case is because there have been ex parte conversations with people who are supposed to sit in judgement, the process is tainted.

Mr. Jasper said he already stated that he believed there were some Board members who may feel they are unable to sit at this time. There were ex parte conversations after he filed the grievance. His conversations were extremely limited and were about the process, but he thinks that occurred on both sides. He has said all along that Chapter 43 of the RSAs addresses that issue. He was present tonight to say that the time for this Board to act has expired. He is willing to discuss other options, but what he is getting right from the fifth or sixth day after he

filed his grievance to the Board that the Board felt this was a problem. Now, 20 working days have passed, plus a holiday and weekends. It has been a long process and he felt that the Town had an obligation to try to fit something into that 20 day window. If the Board feels they can't sit because of conversations that took place, he would respect members who feel that they are no longer able to sit in judgement. He is asking the Board to get the process going.

Selectman Clegg said his interpretation of the RSA is completely different from Mr. Jasper's. He disagreed that the RSA says when personnel have a problem, you would replace the Board of Selectmen. The chapter is about other issues. Mr. Jasper is asking the Board to go forward as quickly as possible, but Mr. Jasper has hired an attorney, who speaks to the Town Attorney. He wondered if Mr. Jasper was removing his attorney from the picture and inviting the Selectmen back in to try to resolve things. Mr. Jasper said the Board of Selectmen is responsible for how quickly its attorneys move on this issue. There has been great delay at every step. Things have been pushed to the maximum time limit to drag this out. It's in everyone's interest to have this issue resolved as quickly as possible. The process isn't moving quickly and they should all be concerned about that. Selectman Clegg didn't believe the Board of Selectmen has done anything to prolong the process. Typically, when an employer is notified that an employee has an attorney, communications stop and are conducted through attorneys. He needs to know if Mr. Jasper is speaking for himself, and the Town should tell their attorney they no longer need attorney-to-attorney communications and that they are going to settle it by having a hearing, or does he listen to what Mr. Jasper's attorney is telling the Town's attorney. Mr. Jasper said the two attorneys are supposed to be talking, but they haven't been. There has been little attempt by the Town's attorney to return phone calls or make the effort to communicate. Anyone in his situation should find the need to have representation. That doesn't give up his right to speak before the Board. He doesn't know what is going on; his attorney doesn't know what is going on; there is nothing in writing, no proposal from the Town. He has waited patiently up to the deadline and is requesting they move the process along.

Selectman Clegg said he spoke with the Town's attorney at a function, who doesn't think he's getting quick enough response from Mr. Jasper's attorney, but he didn't want to start a grievance about attorneys. They work by the hour, so it behooves them to make phone calls to each other when they know they are not there. He's not going to say either one is at fault. But, knowing something about labor law, he wondered if Mr. Jasper was asking to take the lawyers out of the picture, or if they were to continue to negotiate and go back to the original process that was outlined in the personnel manual. Mr. Jasper didn't think they could do that. They have to negotiate something, but he didn't come here to negotiate; he came to inform the Board of his situation. It's sad if because he has an attorney the Board isn't going to listen to what he has to say. Selectman Clegg wasn't saying he didn't want to listen. He was saying, from a legal standpoint, they want to be very careful. He didn't want to bypass the attorneys, if they are talking. Mr. Jasper said he's trying not to bankrupt himself in the process. There has been no legal correspondence from his attorney; he's written all his own grievances and has done everything himself, with legal advice. He plans to be represented at the hearing, when it is held. He has been using his lawyer only for advice, but has still spent a tremendous amount of money. The longer this drags on, the more money he has to spend. He is trying to do as much of this as possible, but he has not received a response from the Board of Selectmen, nor has he received a written response from the Town of Hudson, in any way. There was a brief conversation on Friday, but it was not a productive discussion. He is still waiting to find out what the Town's proposal is. There was a process in place that has expired. He wants to know what the Town is proposing. He's asking the Selectmen to direct the Town's attorney to make a proposal. The Chairman told him at the last meeting, three weeks ago, that the Town was waiting for information back. He expected to hear something by now as 20 working days have expired. As of tonight, he has nothing in writing from the Town of Hudson and that's wrong.

Selectman Clegg sympathized, saying he had to spend \$10,000 because the ballot didn't match the warrant. He's aware that sometimes it is costly when Selectmen make mistakes. He asked if Mr. Jasper was asking that the Board call the Town Attorney and have him expedite the conversations with Mr. Jasper's attorney. Mr. Jasper said and to get a written proposal from the Town as to what process they'd like to use so that can be respond. A phone call a week isn't going to get them anywhere. He didn't want to rush through the process but nothing has been served by dragging this out for as long as it has been.

Chairman Seabury said her understanding is that Mr. Jasper still wants the attorneys to go forward and when he has his hearing, his attorney will be present. This isn't something they can do tonight. Mr. Jasper assumes that the Selectmen need to have conversations with their Attorney to decide the process. Mr. Sharon said the employee is implying that the Selectmen are somehow obligated to come back with a proposal. Mr. Jasper said the 20-day period has expired. There isn't going to be a hearing or decision reached tonight. There was nothing he could do within that 20-day period. If all the Board members felt they were not able to hear this, they should have called a hearing or a meeting, recused themselves, and at that time, they would have known they didn't have to wait for the 20-day clock to run down. They would have known there wasn't going to be a hearing and the Board could not have fulfilling their obligations and would have had to devise a new process. That should have happened a long time ago, so they still could have had something happen within 20 days. The clock has run out. Where does he go from here? Chairman Seabury asked if Mr. Jasper was off of suspension now. Mr. Jasper said yes.

Selectman Clegg didn't think the Board has dragged anything out. It wasn't until two weeks ago that they had final resolution of what the punishment was--a suspension for insubordination and when that period was ending. It is pretty hard to look at some of those issues without clarification. Mr. Jasper said the 20-day period started when he grieved the final disciplinary action that said he was suspended for 30 days. Mr. Sharon asked if Mr. Jasper was including the ones that he had responded to, as he is a step in the process, even though he has become so tainted he can't objectively hear it. Mr. Jasper said the grievance process they are in now is when Mr. Sharon remanded the issue back to the Chief. There was a grievance that began relative to that. Mr. Sharon said that was responded to. Mr. Jasper said there was a 20-day clock on the grievance that needed to be dealt with and the subsequent action didn't have anything to do with this particular hearing. He's not accusing the Board, per se, of dragging their feet. He's asking to please move this along. It doesn't serve the Town to drag it out.

Selectman Clegg agreed, but some of Mr. Jasper's comments seem to be accusing the Board of dragging its feet to create more harm. Mr. Jasper said he wasn't suggesting that. He understands it is a difficult situation and he's saying nothing has happened and the Board needs to take a more pro-active approach in moving this along. His attorney is telling him that when the Town's attorney called him, he wasn't available, but when he called back the Town's attorney wasn't available. He understands how that goes, but they did joke on expecting a phone call on a Friday afternoon because that is when things seem to happen. Chairman Seabury asked if the process started when Mr. Jasper asked to send the tape over. Mr. Jasper said that tape has nothing to do with this.

Selectman Charbonneau asked Mr. Sharon if they didn't receive a paper with 15 grievances listed on it. She has gotten so much, she doesn't know where they are at. She wondered how many grievances they have. It looked like a shopping list. Mr. Sharon said there was an initial grievance that got remanded back because, in his mind, the Chief exceeded his authority in terms of the discipline that was imposed. The Chief then imposed a different disciplinary standard and that generated at least two grievances. One grieved the fact that he (the Administrator) wasn't hearing the grievance and another grieving the new disciplinary action and, in the middle of that, a list of 15 questions, which are really not part of the grievance procedure, per se, and then there was a fourth grievance. He responded to two of the grievances just recently. There is a fourth one and another one came in today. Mr. Jasper said today's was relative to his reassignment to a different station. Mr. Sharon said he didn't know if that grievance ever went to Step 1. Chairman Seabury asked if he grieved that to the Fire Chief. Mr. Jasper said no, because as with the first one, it was a decision of the Fire Chief. It was his understanding that Mr. Sharon was the person he was to grieve it to. He'd be glad to re-do it and give it to the Fire Chief. His understanding was that a decision made directly by the Fire Chief would be grieved directly to the Town Administrator. Mr. Sharon said if an employee feels aggrieved because of some interpretation of his supervisor as to his working conditions, that employee has the right to take that to his superior as a grievance. If that superior is the department head, as was the case in the first grievance, the question was how could the department head be the next step in the grievance when he was the first step, so that automatically came up to Step 2. But that doesn't mean that every subsequent interpretation of working conditions is going to skip Step 1. Mr. Jasper said he didn't come here to talk about that grievance, but if he grieved it to the incorrect party, he will gladly re-do it.

(Start Tape 1, Second Side)

**Jeffrey Emanuelson, 3 Hillside Drive, re. Resignation/Withdrawal as Call Firefighter.** Mr. Emanuelson said he had talked to Mr. Sharon about speaking to the Board in Nonpublic Session but since everything else has been made public, he would speak in open session. He read the following statement: "Madam Chairman and Board of Selectmen, I come before you tonight to make an attempt to shed some light on the events that have been occurring involving myself and three other members of the Call Fire Department. I am not here to speak for the other fire fighters affected, but for myself. I joined the Hudson Fire Department in 1989. At the time, I worked as a part-time Dispatcher and worked hard to obtain the training and skills to become a Call Firefighter. Also at this time, I was a Call Firefighter for the Town of Litchfield, as I was living in Litchfield, at that time. In May of 1995, my family purchased a home here in Hudson. Over the years, I have enjoyed the time I spent here and the training I received. This training and experience was an integral part of my ability to be hired by the Manchester Fire Department and enjoy the career that I have today. Hudson has been known as a progressive department in both training and operations. Many times I would hear compliments about the Hudson Fire Department and its members. The events of the past months are but the latest installment in the long road that brings us to this point tonight. Statements have been made that we joined in the Hudson Fire Department knowing that the rule regarding secondary employment and public safety was in place. I feel that this is not correct. I joined the Hudson Fire Department in 1989, long before this rule was passed. I was hired by the Manchester Fire Department and thus became a member of Local 856 in Manchester in August of 1994. This, again, is clearly before the rule was adopted in 1996, as we stated before. One of the issues I'd like to bring to your attention is that when I sent my letter retracting my resignation to the Board of Selectmen to the Chairwoman, I sent it directly to you, Mrs. Seabury. I copied the Town Administrator and the Fire Chief, as a courtesy. Less than 24 hours, this personnel issue was public knowledge. I was contacted by the president of my local, who had received a phone call from a third person who he, himself, had received a phone call from a representative of Local 3154. I am disturbed that a personnel issue was public knowledge. I believe that this is a violation of my rights as an employee and the Town's personnel policies. On another note, my wife received a note last week which was unsigned and with no return address. This letter references a disciplinary matter that I was involved in many years ago and how was she going to publicly answer for this now that she has placed her name on the Town ballot for the Ethics Committee. I regret that this event occurred, and I was disciplined for this matter, and the issue has never surfaced again, not even when I tested for the position of Call Lieutenant and was interviewed by the Fire Chief. Again, I find it disturbing that a confidential personnel issue is made public. This is an obvious attempt to dissuade my wife from seeking and elected position. I am requesting that the Board of Selectmen investigate these issues and seek out those responsible for violating my rights as an employee of this Town and that proper disciplinary actions be looked into. My request for a leave of absence is for a couple of reasons. First and foremost, to allow me to attend to a personal illness in my family. The second is to reassess my position as a Call Firefighter and make a decision at a later time. Thank you for your time in this matter."

Selectman Clegg asked Mr. Emanuelson, since he is a union member, if and other union members will work to change that rule that came in. This is a situation in at least five other communities he aware of at State level. Mr. Emanuelson said the union process and by-laws are similar to the democracy we live under and there are representatives that make recommendations and have voting rights, with delegates to conventions and things like that. It's an issue that needs to be looked into and is something that can possibly be changed. He didn't know if one person could start the ball rolling or not, but he will look into it. Selectman Charbonneau asked if he could start a petition and get other Call Firefighters to sign it so they can bring it before the Union. Mr. Emanuelson said any of those options are possible. The IAFF is looking out for the best interest of their members, which is not always the best for every single individual member. Overall, they do a lot of good. Combination departments and volunteer departments and people that work in other public safety agencies, whether it's a police officer or county sheriff or a state fire instructor, serve a very worthwhile purpose.

Chairman Seabury asked if the letter was addressed to Town Hall. Mr. Emanuelson said yes, directly to her. Chairman Seabury asked if mail is stamped when received. Mr. Sharon said it is. Chairman Seabury far be it from her that she would go around the countryside telling people about the resignation. She is up to her eyeballs in alleycats and he wasn't her top priority. Mr. Emanuelson understood that and was saying that he sent out three letters, one to the Chairman, one to Mr. Sharon and one to the Fire Chief. Less than 24 hours after the letter would have been received in the US Mail, he was getting phone calls from his union president, asking him what he was going to do. His union president's version of what his letter stated was completely different.

Selectman Jasper asked if in the union bylaws, when they speak to disciplinary action, if it says "charges may be brought," or "charges shall be brought?" Mr. Emanuelson believed it was "may" but didn't believe they mandate anyone to file charges for violating a bylaw. Otherwise, that would include tens of thousands of firefighters. Mr. Sharon asked if that was our business. Selectman Jasper asked if he didn't have the right to ask questions. Mr. Sharon said absolutely. Chairman Seabury told Selectman Jasper not to get huffy. This has blown so out of proportion, their lives are being sucked into a vacuum with this call firefighter business. It is all they live, breathe and drink. She wants it out, off the plate and finished. Period. Selectman Jasper started to respond, but the Chairman told him not to go there. She is fed up with this. Everyone wants to zing someone else and she is tired of it. She thanked Mr. Emanuelson for coming forward.

Selectman Stewart said Mr. Emanuelson showed great courage and she expected the Board to look immediately into his allegations. Chairman Seabury said good, then they can have more fights. Selectman Selectmen Clegg said this should be taken up under Other Business. Howard Dilworth, Jr., 36 Old Derry Road, Elderly Exemptions – Mr. Dilworth said the Town is in the middle of a revaluation. Regarding the elderly exemption, if the property increases in value because of the revaluation, elderly residents have to pay more property taxes. This may be a good time to look at the elderly exemption issue.

## 5. CORRESPONDENCE

- A. From: Chief Richard Gendron, Chairman, Highway Safety Committee  
 Re: 1) Ordinance 02-01 Installation of Stop Signs on Musquash & Sanders Roads  
     2) Manpower Shortage  
 Refer to: New Business
- B. From: Frank Carpentino, Fire Chief  
 Re: 1) Request for Approval for Apparatus Floor Lighting at Central Street Station  
     2) Public Education Program presented by Bob Longo  
     3) Emergency Management Training Courses  
 Refer to: New Business
- C. From: Maurice and Denise Duval  
 Re: Request for Release of Paper Street  
 Refer to: New Business
- D. From: Tom Sommers, Sewer Utility Consultant  
 Re: 1) Capacity Allocation Requests  
     2) Glen Drive Sewer Pump Station  
 Refer to: New Business
- E. From: Jim Michaud, Assessor  
 Re: Veteran's Tax Credit Applications and Applications for Abatement  
 Refer to: New Business
- F. From: David Yates, Recreation Director  
 Re: Receipt of Monies for Skateboard Park  
 Refer to: New Business

Motion by Selectman Clegg, seconded by Selectman Stewart, to receive the Correspondence, with appropriate referral, carried unanimously.

## 6. NOMINATIONS & APPOINTMENTS

- A. **Building Board of Appeals** (1 Member, term to expire 12/31/02)
- B. **Conservation Commission** (1 Alternate, term to expire 12/31/04)

**Richelle Denney** was present and said she has lived in Town two weeks. Her credentials were impressive. The Board waived their practice of appointing on the second meeting of the month.

Motion by Selectman Jasper, seconded by Selectman Stewart, to appoint Richelle Denney to the Conservation Commission as an

*Alternate, with a term to expire 12/31/04 carried unanimously.*

- C. **Nashua Regional Planning Commission** (1 Alternate, term to expire 12/31/03—unexpired term of Howard Dilworth, who was appointed to a membership position.)

**Doug Robinson** was present. His name on the ballot for the Ethics Committee and is essentially unopposed. When he is elected, he would have to resign his seat on all other Town boards. The Board felt that, rather than go through this again in another month, they would not appoint him at this time.

- D. **Sewer Utility Committee** (1 Member, term to expire 12/31/04)

*Motion by Selectman Jasper, seconded by Selectman Clegg, to readvertise for the vacant positions carried unanimously.*

## 7. **OLD BUSINESS**

### A. **Lions Hall**

#### 1) **Public Hearing/Board Action on Fees**

Chairman Seabury opened the Public Hearing at 8:35 p.m. and asked if anyone wished to speak.

**Susan Flaherty, Chairman of Hannah Dustin Quilters and Carolyn Ingliss, Chairman of the Lions Hall Committee within the membership of Hannah Dustin Quilters.** Ms. Ingliss said they are a non-profit group with an established budget that runs May through June. They do not have the resources to pay a \$400 rental fee. They give away as much as they can, after operating expenses. They used to pay \$150 for rent and could request that tables and chairs be set up in the hall. They would now have to put everything back that they took out or risk losing their \$250 deposit. All of the insurance companies they contacted told them that \$1 million is the standard, but the Town is asking for \$3 million, cumulative. One of their members researched the RSAs on the Internet, which seems to indicate that \$1 million is what their liability would be. She asked if the insurance was for them or for the Town. Selectman Clegg said it is an insurance policy to hold the Town harmless when they use the property. Mr. Sharon said it is not much more to get a \$3 million from a \$1 million per occurrence policy. Ms. Ingliss said all of the people they spoke with said the usual is \$1 million-\$2 million, not \$1 million-\$3 million. They would like to continue using Lions Hall. The recent improvements are so wonderful, it is hard to believe it is the same hall. They have been meeting there since the late 1980's, with a membership of 266. They requested that they would be able to meet at least for the rest of the year, March, April & May, at their current rate. They do not have the money to pay \$400 a month, nor can they find another place on a minute's notice.

(Start Tape 2, Side A)

Ms. Flaherty said if the Town does raise their rent for next year, she hoped it wouldn't be to \$400. They cannot afford that. They are a nonprofit organization and have rules that protect their finances. They can't just pull the money out for something they think is a good cause. The rules keep them honest. They wouldn't be able to help by doing windows or floors, but they could do a quilt that the Town could raffle. Possibly, they could provide lessons. They have been a good tenant and both Paul and Sean told her that.

Selectman Clegg said the Quilters were in the hall on February 4, and he wondered if they were aware of the fact that some Town workers were very offended by the way the Quilters treated them. Ms. Flaherty said it seems to them that lately the Town sends their people only on the Quilters' meeting days. As the president of 266 women, she tries to approach things with humor. She asked the electrician why he was there and he asked her if she wanted him to leave. She doesn't want to start a fight with the Town of Hudson. She had said to the man, "If you go up the ladder with those jeans, my women will be watching you and they will never pay attention to me." She offered to write a letter of apology to the electrician. Selectman Clegg said if that was a male saying that to a female, a cruiser would have probably shown up. His understanding was that there were guys in there to set up for the voting booths for the next day and a number of comments were made, using a microphone. Ms. Flaherty said some of the women pointed out that they were going to have to pay more money, chairs were not being put out for them, and people were coming in to the hall to set up for another function. The door is noisy and it was raised and lowered several times. She told them she thought they were going to leave, thinking they were the electrical workers, who had told her they were leaving. She apologized to the Town workers. It seems like everyone likes the first Monday of the month, which is the Monday they are there. She was trying to be a good tenant, trying not to fight with the Town and trying to do things with humor. She is not a Hudson resident, but it is the Hudson residents who are most rabid about what is happening. They are fed up with what is going on. She again said she would write a letter of apology to the electrician because sexual harassment was definitely not her intention. Selectman Clegg didn't think it was right for women to sexually harass men. Ms. Flaherty said there were no sexual innuendoes made to the Town workers, it was to the electricians. Selectman Clegg said he believed they would disagree with her.

Selectman Charbonneau asked when they started renting the Lions Hall and what the fee was. Ms. Flaherty said they started renting in the late eighties at \$75, then it went to \$100 and then to \$150. Mr. Sharon said the \$150 fee was set when the Town bought the property.

**Sherri Woolsey**, President of the Hudson Junior Women's Club, said they also use Lions Hall and are also not-for-profit and cannot afford \$400. They use the hall mainly for community improvement projects to benefit the Town, such as their Bunny Breakfast that is coming up March 16. They have a pending contract with the Town, depending on the outcome of tonight's meeting. They are looking into alternate places if the \$400 is passed. She asked if they would be charged for their bake sales during Town elections. Chairman Seabury said no. Ms. Woolsey asked if they continue to sponsor Candidates Night, if they would be charged to use Lions Hall. Chairman Seabury said not as far as she was concerned. Selectman Clegg said those were Town functions. Ms. Woolsey said but the Juniors' would organize and sponsor it so, therefore, it would be the Women's Club using the hall. She asked the Board for special consideration for Town non-profit groups. The \$150 is manageable, but not \$400.

Selectman Clegg asked what the Bunny Breakfast was. Mr. Woolsey said it's a pancake breakfast they do two weeks prior to Easter as a fundraiser for their community improvement project. The current project is the skateboard park. In the past, they used the money to paint Lions Hall and other beautification projects, some of which are still in the works. Selectman Clegg said they are asking for security deposits because the Town is tired of groups, not the Jr. Women's, leaving the place like a pigpen and expecting someone to clean up after them. He asked if they had a problem with the clause that states they have to broom clean when they are done. Ms. Woolsey said they've had conversations about this. They understand it's refundable, but who would decide it was left as clean as it was when they got there? Selectman Clegg said people are just being asked to broom sweep and not to leave piles of papers and things all around. Ms. Woolsey said they didn't have a problem with broom cleaning and, to her knowledge, they never did leave it in a mess. Selectman Clegg asked if she knew that their group could ask for special consideration at any time on the rental fees. He assumed that the Board of Selectmen would take into consideration what the function was. If they were holding a fundraiser so the group could go to the Bahamas, he doubted if they would get the hall for less than \$400. Ms. Woolsey said she was, but consideration doesn't mean it would happen, and then they would be held to the \$400 figure. Selectman Clegg said if they are given the hall for a \$150 fee, the group could conceivably hold fundraisers so they could all go on trips. Ms. Woolsey said the group wouldn't do that. Selectman Clegg said if she wanted a level of trust from the Town, she should have a level of trust for the Selectmen.

Ms. Woolsey said she would agree with that, but as time and members change, things change, too, which is why they are looking at raising the rates. Selectman Clegg said they are raising the rates because of how much it costs to run the hall, divided by the amount of times they can rent the hall. At a minimum, they should break even. The citizens of the Town shouldn't have to subsidize other organizations. He liked what the Quilters, do and what the Juniors' do, but taxpayers' money is being used to subsidize some groups' actions, as good as those actions are. There might be some taxpayers in Town who do not think the skateboard park is a good idea. If the Town doesn't charge individual groups what it costs to operate the hall, then they have to charge the taxpayer.

Ms. Woolsey wondered why the Boy Scouts and others are deserving of a break. Selectman Clegg said when the Town bought the hall, they used money from the Seniors, with the idea that that would be their center, as well as other uses. In his opinion, the Seniors should never be charged for the use of the hall. They don't charge WIC because it's the government, giving local citizens free food. Chairman Seabury said the Hudson Junior Women's have been around for a long time and do an awful lot of good things for the Town. She didn't think they should be charged a fee.

**Charlene Provencal**, past President of the Hudson Nottingham West Lion's Club, said they too are a charitable organization. Most of their money goes to the Town and to the handicapped children in Farmington, NH. They would have a hard time paying \$400, but the \$150 is reasonable. Selectman Clegg asked if her organization has a problem with setup and leaving the place clean. Ms. Provencal said they didn't have any problem leaving the place clean, but they are 24 women, and setup might be a problem. They could probably get husbands and significant others to help. Selectman Clegg said it was costing \$150 to have a guy go in and set up the facility. In essence, everyone was getting a free rental. When they were gone, the same guy would charge to come in and clean it all up and tear it all down. The new contracts for cleaning do not include setting up tables and chairs. Ms. Provencal said there were a lot of times when Richard would have the hall set up for the Seniors and they would move the tables and chairs where they wanted them. There were only a couple of times when they asked Richard to set up 15 or 20 tables. They were often already there and they would just move them to where they needed them.

**Don Holt**, Holt's Antique Show at Lions Hall, said he has a show every Sunday. Regarding the insurance, there is a big difference in price between \$1 million-\$2 million and \$2 million-\$3 million and has to be purchased for one year. He uses the kitchen each week, which would cost \$500, plus a \$250 deposit. He sets the hall up because each week it's different. He objects to cleaning the hall and taking it down. There are no papers or beer cans on the floor. All of the trash is in the containers at the front and back of the hall. He has extra tables that he puts out, but his people pick them up and store them in the back room on a cart. He uses the hall 27 to 29 weeks a year. Regarding storage, he has a 4 x 4 cart on wheels that he

keeps in the back room that has a register, a coffee urn and signs. He uses two kitchen cabinets, the same as the Seniors. It would be tough for him to remove everything from the building each day. He has a refrigerator in the kitchen. His main concerns are the little bit of storage that they have and the cleaning up after the event. He asked if the \$1-\$2 million would be ok, or if the Town still insisted on \$1-\$3 million. Selectman Jasper asked what the difference in price was. Mr. Holt said the \$1-\$2 million is \$1,414; the \$1-\$3 million is \$2,480. Selectman Clegg thinks it should be up to the Town's insurance carrier to determine what it is the Town has to mandate that everyone carries.

There being no further speakers, the public hearing ended at 9:10 p.m.

Motion by Selectman Clegg, seconded by Selectman Jasper, that the rents for the non-profit, charitable organizations in Hudson, such as the Lions Clubs, Hudson Jr. Women's Club and the Quilters be reduced to \$150, but they must abide by all other terms of the agreement, including setup, takedown and broom cleaning of the hall.

Selectman Clegg said if he ever finds out that a non-profit is using the hall to raise money for purposes other than charitable, non-profit, he'd be before the Selectmen, asking for the numbers to go back up. Selectman Jasper said it was his intention, in seconding the motion, that it is not limited to just the nonprofits listed. Selectman Clegg agreed. Selectman Jasper questioned whether or not the Quilters met the charitable criteria. Someone in the audience answered that they did. Selectman Jasper asked if it was charitable or nonprofit. Someone said nonprofit. Selectman Clegg said he was told by the State that they are nonprofit/charitable. Someone in the audience stated they give the money to two charities. Selectman Clegg said they could always amend their motion.

(Start Tape 2, Second Side)

Selectman Jasper said the Hudson Historical Society is nonprofit, but not charitable. However, they could take them on a case by case basis.

Selectman Charbonneau asked if the Quilters' schedule could be changed to another day if they are bothered by people coming in to set up for elections. Selectman Clegg said prior arrangements will have to be made with Sean Sullivan. Selectman Jasper said if the Quilters can adjust their schedule to be out of there by noon, that would be fine. One of the Quilters said they have always made arrangements to be out by noon, if they know there is an election the next day.

Mr. Sharon asked the Board for latitude to work with some of the groups on their storage issues to make it a lot less problematic than it has been. Selectman Jasper said that storage area is a total disaster. It needs to be cleaned up. They have to think in terms of having Town Meetings and School District Meetings there. Everyone pretty much agrees that will happen next year. They will have to be replacing tables and chairs on a regular basis and they need to be able to organize the back room. Some storage is not going to be a problem. Selectman Clegg said they shouldn't be granting anyone but the Seniors storage in the kitchen, if their intent is to allow caterers to hold functions there. Selectman Charbonneau asked if the Town pays for outside storage for anything else. Mr. Sharon said yes, for archived records, which he wouldn't think of putting at Lions Hall.

Vote: Motion carried 4-0. Selectman Stewart abstained because she is a member of one of the organizations.

Selectman Jasper said Selectman Clegg made a motion to reduce fees, but they didn't actually adopt the fee schedule.

Motion by Selectman Clegg, seconded by Selectman Charbonneau, to adopt the fee schedule, as amended, carried 4-0. Selectman Stewart was out of the room.

## 2) Cleaning Contract

Mr. Sharon said he and Sean Sullivan have had some concerns about the prices for cleaning services and, in some instances, whether or not the people who put in the proposal had enough backup to actually do the work. There exists the possibility that he might be able to bring back to the Board a contractual arrangement with someone who has been working at the hall. He'd like to keep the current arrangement in place and come back with a proposal at the next meeting.

Motion by Selectman Jasper, seconded by Selectman Clegg, to defer this to the next meeting (2/26/02) carried unanimously.

## B. Call Fire Fighter Resignations/Withdrawals

Chairman Seabury said rather than accept the resignations of Mark Rapaglia and David Sassak, she would acknowledge their receipt. Selectman Clegg clarified that those two did not ask to rescind their resignations. Selectman Jasper said that was correct.

## 8. NEW BUSINESS

### A. Public Hearing Ordinance 02-01 Installation of Stop Signs on Musquash & Sanders Roads

Chairman Seabury opened the public hearing at 9:20 p.m. and asked if anyone wished to speak. There was no response, so she closed the hearing.

*Motion by Selectman Jasper, seconded by Selectman Clegg, to adopt 02-01, as recommended by the Highway Safety Committee, carried unanimously.*

**B. Manpower Shortage (Police Department)**

Chief Gendron said his monthly activity reports have been keeping the Board posted on his manpower shortage in the Police Department. They have three vacancies, three officers serving in the Armed Services and another officer who is on light duty work, following knee surgery. Tomorrow, he has a Sergeant going out on surgery, so he will be on light duty. The manpower situation seems to be getting worse. It's getting close to his having to go back into uniform. He has reduced the Detective Division down to two, which means a lot of the work is being transferred into patrol to do follow-up investigations. Recently, he had to move an officer out of the legal bureau and assign him back on the street. When he did that, it caused Judge Howorth from Nashua District Court to call with his concern, as Hudson is bringing 40-50 cases a week and bogging down the system with juvenile, motor vehicle and criminal cases. It won't be a popular, but he is being forced to take the Resources Officers out of the schools and reassign them back on patrol. He is sure he will be getting calls from parents, saying they do not want that to happen. All three of them have programs on-going, and to pull them out totally would be disastrous. They will have to take turns coming out one or two days a week back on the streets. If he loses one more person, or if someone else gets injured, he doesn't know what he will do. An alternative is to hire a part-time attorney to help with the court cases.

Chairman Seabury said that's what she was going to suggest, and that he should do it now. He has to cover those court cases. Selectman Jasper said he, too, was going to suggest that. However, the question is price. He didn't want to be in a situation where they pay a part-time person more than the full-time. Chief Gendron said he could explore that issue to see what he can come up with. It might be best to see if some law firm would do this on a part-time basis. The County has attorneys, but they are bogged down, as well. Sometimes they are there for a juvenile case and, at the same time, have to be upstairs for a criminal case. Courts won't stop and wait until the prosecutor can get to the other floor. They need two people.

Chairman Seabury asked if he was in the hiring process now. Chief Gendron said yes, that three people are slated for psychological evaluations. He sent two people to a college for recruiting. They are competing with a lot of other police departments. The quality of applicants they are seeing lately just isn't there and he doesn't want to lower his standards. They will pay in the long run if they do.

Selectman Jasper said he'd like the Chief to see what he can find and come back to the Board with the options in terms of getting someone from the outside. It seems that Judge Howorth's doesn't understand that it's not budgetary, but an inability to fill the vacancies. He thinks the Board should respond. Chief Gendron assured the Board that Judge Howorth does understand exactly what the problem is.

**C. Request for Release of Paper Street, Map 59, Lot 4**

Mr. Sharon said this was a request to have the Town vacate a paper street that's not being used. Ordinarily, it is circulated for comments among the department heads. In this case, there are no compelling reasons to maintain this paper street. Over and above that, by operation of law, since it was platted in 1910 and never opened or improved for 92 years, it automatically reverts, even if the Board does nothing. Both abutters have indicated they have some interest in taking their half of the street. Rob Desmarais brought up an issue about utilities being protected. They do have utilities that are adjacent to it, but not in that stub of a street.

Selectman Jasper said the Director of Community Development's memo recommended that it not be released. Mr. Sharon said he has since had discussions with him, and thinks his concerns regarding the utilities have been addressed. Selectman Jasper said the letter talks about frontage. Mr. Sharon drew a sketch for visual clarification, saying that vacating that street would cause a pork chop lot, but it would have frontage. Selectman Jasper said the Town Engineer's letter said Map 59/Lot 4 may become an unconforming lot if that paper street is abandoned, as it would reduce the lot's frontage from 125' to 45'. He didn't feel comfortable taking action on this with that type of recommendation from staff.

Selectman Clegg asked if they could table this until the next meeting so Sean Sullivan could be present. Mr. Sharon said if the case were made that it did revert by operation of law, that would have created that non-conformity prior to the Town's Zoning Ordinance being adopted. Selectman Clegg was aware of that, but that duplex is fairly new and if they came before the Planning Board and used that paper street as their frontage, they are now coming in and saying they want to do away with the paper street.

*Motion by Selectman Clegg, seconded by Selectman Jasper, to table this until the next meeting.*

Selectman Jasper said there were two letters not recommending this action, one by the Engineer and one by the Community Development Director. Chairman Seabury asked if Duvall, who owns the duplex, brought this up. Mr. Sharon said yes. Chairman



Seabury said he is probably using the paper street for a driveway. Mr. Sharon said they are.

*Vote: Motion carried 4-0.* Selectman Charbonneau (an abutter) abstained.

**D. Fire Department Items**

**1) Request by the Fire Chief for Approval for Lighting at Central Street Station**

Chief Carpentino asked for Board authorization to purchase some lights in the Fire Station. They tried to budget for this in the past, but it has always been cut out. It is now a safety issue. Bulbs are actually falling from the fixtures, which happened during a Boy Scout tour. It would cost \$4,800 to replace all of the lights on the floor. They have the money in the budget because they had budgeted for a heating system that they had had to repair last year. Selectman Stewart wondered why the Chief's memo, dated December 10, took two months to get before the Board. Mr. Sharon said because they were right in the middle of budget discussions and it just got carried over. The Fire Chief reminded him that it hadn't come to a conclusion, so he put it on this agenda. Chairman Seabury didn't have a problem with the request, nor did Selectmen Clegg or Charbonneau.

**2) Public Education Program presented by Bob Longo (Withdrawn by the Fire Chief.)**

**3) Emergency Management Training Courses**

Chief Carpentino said they are taking an aggressive training approach to the Town's Emergency Preparedness/Local Emergency Planning Committee. The schools are jumping on board with their safety programs. On February 27, they will be starting with a class on Principles of Emergency Management, one half-day class a month, leading up to a large scale exercise later this year that will involve Town and School resources. Selectman Clegg asked if the Chief was aware that there would be some changes at State level with the Office of Emergency Management that should result in a greater amount of money coming into towns like Hudson. Chief Carpentino said he was and that a rep was coming in to the training to talk about some different things.

**E. Receipt of Monies for Skateboard Park**

Chairman Seabury said the Skate Park Committee held two fundraisers and received \$437 from a Christmas tree pickup and \$330 from a 50/25/25 raffle that was held during Comedy Night on January 19.

*Motion by Selectman Clegg, seconded by Selectman Stewart, to receive the monies on behalf of the Recreation Department for the skateboard park carried unanimously.*

**F. Items from the Sewer Consultant**

**1) Request for Capacity Allocation, 134 Lowell Road, Map 14, Lot 9**

**2) Request for Capacity Allocation on Derry Lane, Map 23, Lot 25**

**3) Request for Capacity Allocation on George Street, Map 57, Lot 90**

**4) Request for Capacity Allocation at Dairy Queen, Map 57, Lot 42**

*Motion by Selectman Jasper, seconded by Selectman Stewart, to approve Items 1-4, as recommended by the Sewer Utility Consultant, carried unanimously.*

**5) Contract for appraisal services re. Glen Drive sewer pump station land acquisition**

*Motion by Selectman Clegg, seconded by Selectman Charbonneau, to approve, as recommended by the Sewer Utility Consultant, carried unanimously.*

**G. Assessing Items**

**1) Veteran's Tax Credit Applications (178 Derry Street, Map 029/Lot 015; 66 Mobile Drive, Map 027/Lot 015/Sublot 080; 56 Lawrence Road, Map 036/Lot 026/Sublot 004)**

*Motion by Selectman Jasper, seconded by Selectman Stewart, to grant, as recommended by the Assessor, carried unanimously.*

**2) Applications for Abatement (178 Derry Street, Map 029/Lot 015; 66 Mobile Drive, Map 027/Lot 015/Sublot 080)**

*Motion by Selectman Clegg, seconded by Selectman Jasper, to grant, as recommended by the Assessor, carried unanimously.*

**9. OTHER BUSINESS**

**A. Lion's Club Fundraiser**

Selectman Stewart, a member of the Hudson Lion's Club, asked her to bring this request forward. They will be holding a ham and bean supper fundraiser to aid the Susi family. The funds will help pay the medical bills for Michele. They respectfully request that they be allowed to run the fundraiser, along with a penny sale, on March 22 at Lions Hall. They have already reserved the hall for that evening. They would greatly appreciate it if the Board would waive the rental fee for this function. The Lions Club does not have a problem with paying the \$250 deposit and will set up and clean up the hall afterwards.

*Motion by Selectman Clegg, seconded by Selectman Jasper, to waive the rental fee for the Lion's Clubs to hold a fundraiser for the Susi family on March 22 carried 4-0.* Selectman Stewart abstained.

**B. Junior Women's Bunny Breakfast Fundraiser**

Selectman Stewart said the Junior Women's had a request for the Bunny Breakfast fundraiser on March 16 that is being held to benefit the new skateboard park. All proceeds, after expenses, will be used to donate a safety rules sign for the park. Additional funds, after purchasing the sign, will be used towards landscaping the park. They are asking the Town to waive the rental fee for Lions Hall for this event.

*Motion by Selectman Clegg, seconded by Selectman Jasper, to waive the rental fee only for the Bunny Breakfast, with the understanding all profits will go to the skate park community project carried unanimously.*

**C. Hannah Dustin Quilters**

Selectman Stewart said when she left the room earlier, it was to speak to the Quilters. They are willing to run a class during the Summer Rec Program for the children. She will talk to Recreation Director about it.

**D. Jeffrey Emanuelson's Public Input Remarks**

Selectman Jasper said when this was being discussed under Public Input, it was decided that it should be discussed under Other Business, but it should be discussed in Nonpublic Session. Chairman Seabury said ok, and then apologized to Mr. Emanuelson for her earlier remarks, but she is fed up and tired with this and she is short-tempered. She asked Paul to check into his allegations.

**E. Selectman Shawn N. Jasper's Grievances**

Chairman Seabury said she and the Town Administrator have set up the hearing for Shawn's grievances for Tuesday, February 19 at 5:00 if the Labor Attorney can make it.

**F. Chairman Seabury's Vacation**

Chairman Seabury said she was leaving for vacation the last weekend of February and asked Vice Chairman Jasper if he would fill in for her. He said he would. Chairman Seabury asked Selectman Jasper about the Chamber dinner that she already spoke to him about. Selectman Jasper didn't know yet.

**10. LICENSES AND PERMITS**

Request for a Hawker/Peddler Permit by Glenn Smeltzer to sell flowers for The Blushing Rose at True Value

*Motion by Selectman Jasper, seconded by Selectman Clegg, to approve the permit carried 4-1.* Selectman Charbonneau was opposed.

**11. ACCEPTANCE OF MINUTES**

**Board of Selectmen Minutes of the January 22, 2002 Meeting**

*Motion by Selectman Stewart, seconded by Selectman Jasper, to accept the Minutes as presented and refer to file carried unanimously.*

**12. COMMITTEE ANNOUNCEMENTS**

2/13	7:00 Planning Board in CD Meeting Room
2/14	6:30 Recreation Committee @ Rec Center
2/14	7:00 Sewer Utility Committee in BOS Meeting Room
2/14	7:30 ZBA in CD Meeting Room

2/18 Washington's Birthday Holiday—Town Hall closed  
 2/18 7:30 Library Trustees @ 49 Ferry Street Annex  
 2/20 6:00 NRPC Legislative Forum @ Anheuser Busch  
 2/28 7:30 ZBA in CD Meeting Room  
 2/21 7:30 ZBA in CD Meeting Room  
 2/25 7:30 Conservation Commission in CD Meeting Room  
 2/26 7:30 Board of Selectmen in BOS Meeting Room  
 2/27 7:00 Planning Board in CD Meeting Room

### 13. **REMARKS BY THE SELECTMEN**

Chairman Seabury said Saturday was a bright shining day for Selectman Jasper with the Ethics Ordinance changing. That puts it back in the Selectmen's bailiwick. Selectman Jasper said it didn't do anything for him, at this point. Chairman Seabury said that the Budget Committee wasn't convinced by all of the people that spoke in favor of the raises to change to a recommendation. Selectman Jasper said no one even brought up the subject for discussion. Chairman Seabury asked if they went over each article to vote on them. Selectman Jasper said they asked if anyone wanted to revisit special articles, so some came up for discussion. The only one that changed was the Police Captain's position, and only by one vote. If the full committee was present, it probably wouldn't have changed.

Selectman Jasper said the Fire Chief said he didn't want to call him a liar, but "figures lie and liars figure." Everything that he read that day (at Town Meeting) was from what was handed out to the Selectmen and the Chief back in October. They were established numbers. The administration did not dispute any of the numbers, although they presented other numbers and facts. Anyone can disagree with them, but facts are facts. Chairman Seabury apologized, saying she has zoned out on this issue and she didn't even know what figures he was talking about. Selectman Jasper said it was relative to the two new firefighters and he was speaking to staffing levels and call levels. There were no lies and no attempt to manipulate the numbers.

Selectman Charbonneau said she was disappointed they lost the \$50,000 for Benson's, but she was happy and it was worth it since they got the contracts at the deliberative session. She was happy that the voters voted for the contracts and for the two firefighters, because now they will be at the Burns Hill station. That is very important for the people in the southern section. With the contracts, they will be able to keep the firefighters who have experience. She is concerned about the safety of the people in Town. It's important for people to get out and vote and make sure these contracts are passed. They need to have a safe Town. The police contract will help because they are having a difficult time getting police officers here. She cannot understand why the Budget Committee did not vote to recommended the raises, adding that they are closed-minded.

Selectman Clegg said while Selectman Jasper believes his figures to be the true figures, he disagrees with them and he doesn't want anyone to think those are the only figures out there. There is great disagreement on them. As he stated at Town Meeting, he lives at the end of Town that doesn't have the same level of service as the other parts of Town. He's asking people to help those on the southern end of Town out and give them a fully staffed station.

Selectman Stewart wished her daughter a happy 14<sup>th</sup> birthday.

Chairman Seabury apologized for being out of control. Someone at the beauty parlor today from Lyndeboro said they watched the Selectmen on t.v. She started simmering when the Budget Committee started to play god on the non-union employees salaries. She got incensed, and tried to calm herself down. When she gets angry, she gets very upset. It was a direct insult to the Fire Chief, the Assistant Fire Chief, the Town Administrator and the Executive Assistant, all of whom work very hard. Sean Sullivan just arrived on the scene, and he got thrown into that bailiwick. The next day, she heard that it was a setup deal and that made her even madder. She was surprised John Knowles, whom she thinks of as a fine, cultured man, to be in the middle of those shenanigans. That was a tremendous eye-opener. She couldn't believe he was working behind the scenes like that. Then they got to the RAVE ordinance. By that time, her head was pounding and that's when she flipped. Every year, there are new ordinances or amendments. All the Chief was asking for was an opportunity to control what could be a very nasty thing. All she could think of was the Town's officers having to meet up with a bunch of crack heads at 3:00 a.m. at a RAVE party. That's why she flipped. She has a sense of humor and has a lot of fun and enjoys it, but she takes seriously the safety of the employees and the ability to earn a decent wage. The taxpayers are being given a service, and that costs money. Regarding the Ethics Ordinance, when Ken Massey and John Drabinowicz were pulling the microphone back and forth, she had to laugh. She was disappointed in the Budget Committee's decision. She believes the firefighters deserve a raise and she believes the non-union employees deserve a raise. She believes the Police Department deserves a raise, too, but why give them one and not the other two? And the Professional Management Union. All of these people make their lives very comfortable and they all deserve compensation.

### 14. **NONPUBLIC SESSION**

Motion by Selectman Clegg, seconded by Selectman Stewart to enter Nonpublic Session under RSA 91-A:3 II (a) Personnel Issues and (b) Hiring of Town employees carried 5-0 by roll call vote.

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 Nonpublic Session was entered into at 10:05 p.m. and was terminated at 10:40 p.m.

Motion by Selectman Clegg, seconded by Selectman Stewart, to seal the Minutes carried 4-0. Selectman Charbonneau was out of the room.

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Motion by selectman Stewart, seconded by Selectman Clegg, to hire Brian Lessard and Christopher Sevigny @ \$13.13 per hour, Grade VIII, Step Minimum, effective 2/17/02 as Truck Driver/Laborers in the Highway Department carried 4-0. Selectman Charbonneau was out of the room.

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Motion by selectman Stewart, seconded by Selectman Clegg, to hire Kelly Marquis as a full-time Dispatcher in the Fire Department, effective 2/17/02 @ \$22,474.27 in accordance w/IAFF Local 3154, carried 4-0. Selectman Charbonneau was out of the room.

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Motion by selectman Stewart, seconded by Selectman Clegg, to hire James Bavaro as a temporary full-time Firefighter/EMT-I, effective 3/3/02 @ \$25,623.14 in accordance w/IAFF Local 3154, carried 4-0. Selectman Charbonneau was out of the room.

15. **ADJOURNMENT**

Motion at 10:41 p.m. by Selectman Clegg, seconded by Selectman Stewart, carried 4-0. Selectman Charbonneau was out of the room.

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Recorded and Transcribed by Priscilla Boisvert  
Executive Assistant

**HUDSON, NH BOARD OF SELECTMEN**

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**Ann Seabury, Chairman**

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**Rhona Charbonneau**

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**Robert E. Clegg, Jr.**

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**Shawn N. Jasper**

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**Teresa Stewart**