

HUDSON, NH BOARD OF SELECTMEN

March 11, 2019 Meeting Minutes

1. CALL TO ORDER - by Chairman Coutu the meeting of March 11, 2019 at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE - led by Police Chief Bill Avery.
3. ATTENDANCE

Board of Selectmen: Roger Coutu, David Morin, Marilyn McGrath, Angela Routsis, Normand Martin

Staff/Others: Steve Malizia, Town Administrator; Donna Graham, Executive Assistant; Jim McIntosh, HCTV Media Director; Elvis Dhima, Town Engineer; Jess Forrence, Public Works Director; Sergeant Roger Lamarche; Police Chief Bill Avery

4. PUBLIC INPUT

Chairman Coutu asked does anyone in the audience wish to address the Board on any issue which the Board has control of at this time. Seeing none.

5. RECOGNITIONS, NOMINATIONS & APPOINTMENTS

A. Interview

- 1) Conservation Commission - (2 vacancies - 1 member term to expire 12/31/19; 1 alternate term to expire 12/31/21)

Jennifer Parkhurst (incumbent alternate)

Motion by Selectman Morin, seconded by Selectman McGrath to defer the appointment of Jennifer Parkhurst, carried 5-0.

- 2) Sustainability Committee - (2 vacancies - 1 member term to expire 4/30/19; 1 alternate term to expire 4/30/20; 1 alternate term to expire 4/30/21)

Chairman Coutu noted Mr. Wyatt you've applied for a position on the Sustainability Committee. We have your application. I'm sure we've all had an opportunity to read it. We like to get to know who the people are who apply and why they apply. You don't necessarily have to have experience in what you apply for although it helps. We are very interested in knowing why you want to serve the Town of Hudson and tell us a little bit about yourself.

Tim Wyatt - 139 Barretts Hill Road, Hudson, NH. I thought it would be a good place for me to start looking towards retirement from employment and maturity and hope to serve the town more. I thought this might be a good place to start. I've been to a few of these meetings so I have a little bit of an idea what the commitment and level of volunteerism here. It's pretty impressive. It's not something I would ever think to even consider without coming to a few more of these. It is something I think in time having lived here for more than 20 years. We now own a home where and my son graduated from Alvirne. We're really committed to this place and would like to be more aware of what's going, contribute if I can. Specifically sustainability. I find it interesting. My career is in home audio electronics. I have a bit of a technical background. Having attended the first meeting a couple of weeks ago, very interested in the kind of work that's being done and would like to see if I can contribute a little bit to tell the town what sustainability is all about - recycling, energy, and see if we can't help find some ways to improve and save the town some money and looks towards the future.

Selectman McGrath asked to confirm you did say that you attended a Sustainability meeting. Mr. Wyatt said I did.

Chairman Coutu told Mr. Wyatt we have an option here. We have a full member term. There's a difference between an alternate and a full member. Full members and alternates participate in the meetings inasmuch as they can ask as many questions as they want but only full members can vote on matter. There are times when full members are not present and an alternate is appointed to seat for that person. At that time, they could vote. It sounds to me like you're ready to make a commitment to want to serve. It's not something you're looking into. You've been to the meetings. You've been to more than one, right? Tim Wyatt indicated one Sustainability meeting. Chairman Coutu said you got a feel for it and you're ready to make a commitment. If I were to entertain a motion to appoint you to a one year term to April 30, 2019 but it gets reappointed right after that. You'd be able to attend one more meeting and if you didn't like it, you could let us know and we wouldn't reappoint you. If you want to be reappointed, you can notify us. Donna will tell you what the procedure is to reapply and then we'll give you a three year term.

Selectman McGrath asked Mr. Wyatt which would you prefer. Would you prefer to start out as an alternate or as a full member? Tim Wyatt noticed that it's a well appointed committee. They're not hurting for members at the moment. I feel that I'd be able to make a contribution as a full term member. Selectman McGrath noted that term would expire on April 30th of this year so you'd have to reapply. You don't have a problem with that? Mr. Wyatt said no.

Selectman Martin asked are we not able to appoint further than April. Steve Malizia noted because they're staggered terms, you want to keep everybody on the staggered terms so this is the term. It's easy enough to be reappointed once you're on.

Motion by Selectman McGrath, seconded by Selectman Routsis, to suspend the rules and nominate and appoint Tim Wyatt as a member to the Sustainability Committee with a term to expire 4/30/2019, carried 5-0.

Chairman Coutu said welcome aboard. Anything we can do, don't hesitate to come to the Board and ask. We'd be more than willing to help you. Donna will get a hold of you and tell you about the meeting times and whatever information you may need and probably help you what the process will be after April to reapply. It's no big deal. You might not have to come back at that time because we just saw you. Thank you so much Mr. Wyatt. We appreciate it.

B. Resignation

1) Michael Pitre as an alternate to the Zoning Board of Adjustment

Chairman Coutu indicated I had a communication with Mr. Pitre and Mr. Pitre wants to resign. I'll entertain a motion to accept the resignation of Michael Pitre.

Motion to accept the resignation of Michael Pitre as an alternate to the Zoning Board of Adjustment with the Board's thanks and appreciation.

Selectman McGrath asked did he submit a resignation in writing or did he just convey that to you. Chairman Coutu said he conveyed that to me. Selectman McGrath asked what date did he do that. Chairman Coutu said it was this past weekend. Selectman McGrath said I'm not comfortable with that. As I stated at the last meeting, he could have called Town Hall. He could have submitted something by e-mail. He could have submitted a resignation in writing. I can't vote to accept a resignation that I haven't seen, that I haven't witnessed. As far as I'm concerned, it's not a resignation. I'd be willing to make a motion to vacate the seat which I think is an appropriate motion.

Chairman Coutu stated I have a letter dated January 28, 2019. We all have it in our packet signed by Mr. Brackett. I believe he's the Chair of the committee is he not. It says here I have two requests for you to forward to the Board of Selectmen. I'll bring your attention to number one. "Can a member from

the Board of Selectmen's office please reach out to Mike Pitre ZBA alternate? He's not attended a ZBA meeting since last spring. We requesting an answer in writing as to his desire to continue in the ZBA or a formal resignation." I reached out to him. He didn't reach out to me. He told me he wished to let me know that he's resigned. I guess he's not going to put it in writing. I can't put a pen in his hand and force him to do it. He has resigned. He told me he's resigning. I'm akin to accepting his resignation on the basis of the message that I received from him. Vacating the position. I just don't want to get into a language...

Selectman Routsis thought that's why we had deferred it for was to find out if we were able to vacate the seat. That was the whole reason we pushed it off two weeks was to find out whether we could do that.

Chairman Coutu said there was no need to call our attorney. It was just a discussion on whether or the term "vacate the seat". Steve Malizia said he's deemed to have resigned. In the letter that I sent to him on behalf of the Zoning Board, I "if we don't hear from you by February 20th we will presume that you've resigned from the ZBA and will move forward with appointing a replacement alternate member. Semantically you can call whatever you want but he's been notified and he didn't respond. He has effectively resigned or the seat is vacant. Take your pick.

Selectman Morin indicated we do have a policy per say that if you've missed three unexcused meetings you were off the committee. Was that a registered letter you sent so we have a guarantee that he saw it? Mr. Malizia didn't recall if it was certified. I don't think it was.

Since I've been on the Board anyway - 10 years, Chairman Coutu said when somebody didn't show up for three meetings, the Chairman would notify us and it would have been considered a resignation by not showing up. You're voluntarily resigning the position. We can deal with semantics. I'll do whatever the Board wishes at this point. I just want to put this item to bed.

Motion by Selectman McGrath, seconded by Selectman Morin, to vacate the seat that is currently held by Michael Pitre on the Zoning Board of Adjustment for failure to attend meetings, carried 4-1. Selectman Martin in opposition.

6. CONSENT ITEMS

Chairman Coutu asked for Consent Item A. 1. to be pulled for separate consideration.

Selectman Martin asked for B. 1. to be pulled.

Chairman Coutu asked anybody else wish to remove any items for further consideration. Hearing none.

Motion by Selectman Martin, seconded by Selectman Routsis, to approve consent items A 2, 3, 4, 5, 6, 7, 8, and 9, C, D, E and F as noted or appropriate, carried 5-0.

A. Assessing Items

- 1) Elderly Exemption - Map 175, Lot 34 - 7 Pond View Drive, w/recommendation to approve

Motion by Selectman Martin, seconded by Selectman Morin to approve Consent Item A. 1., carried 4-0-1. Selectman Coutu abstained.

- 2) Current Use Lien Release - Map 128, Lot 6 - 288 Webster Street, w/recommendation to approve
- 3) Elderly Exemptions - Map 148, Lot 040, Sub 119 - 5 Shoal Creek Road; Map 198, Lot 054 - 1 E Street; Map 156, Lot 039 - 16 Phillips Drive; Map 165, Lot 130 - 3 Summer Avenue, w/recommendation to grant

- 4) Disabled Exemptions - Map 153, Lot 022 - 21 Cheney Drive; Map 178, Lot 013, Sub 031 - 87 Mobile Drive; Map 182, Lot 179 - 20 Adelaide Street, w/recommendation to grant
- 5) All Veterans Tax Credits - Map 170, Lot 020 - 33 Bradford Circle; Map 160, Lot 104, Sub 017 - 61D Windham Road, w/recommendation to grant
- 6) Solar Exemptions - Map 186, Lot 020, Sub 004 - 11 Karas Crossing Drive; Map 177, Lot 033 - 6 Jump Lane; Map 136, Lot 003 - 18 Bockes Road; Map 259, Lot 014 - 152 Dracut Road; Map 241, Lot 014 - 10 Leonard Avenue, w/recommendation to grant
- 7) Veterans Tax Credits - Map 175, Lot 034, Sub 012 - 14 Pond View Drive; Map 162, Lot 075 - 72 Sullivan Road; Map 191, Lot 187, Sub 063 - 63 Overlook Circle; Map 217, Lot 001 - 5 Hunter Lane, w/recommendation to grant
- 8) 2018 Supplemental Tax Bill - Map 156, Lot 63-44 - 316 Elmwood Drive, w/recommendation to approve
- 9) Disabled Veteran Tax Credit - Map 175, Lot 034, Sub 012 - 14 Pond View Drive, w/recommendation to grant

B. Water/Sewer Items

- 1) Sewer Abatement - S-UTL-19-06 - Radziewicz 21 Adelaide Street, w/recommendation to approve

Selectman Martin said my question on it is on 1/22/19 the Board of Selectmen signed an abatement for water utility. Never mind. Chairman Coutu said that was the over usage. Selectman Martin didn't look at water. I saw utility. Because of the over usage on the water that triggered the meter for the sewer, Chairman Coutu said it's based on the water usage. Steve Malizia said because the water bill is billed monthly and the sewer bill is billed quarterly, this catches up. That's why it wasn't here for the same thing.

Motion by Selectman Martin, seconded by Selectman Routsis, to approve Consent Item 6. B. 1., carried 5-0.

C. Licenses & Permits & Policies

- 1) Request to Solicit Funds - Teen Challenge NH

D. Donations

- 1) 2,000 from Walmart/Sam's Club to be placed in the Community Policing Donation Account

E. Acceptance of Minutes

- 1) Minutes of the February 12, 2019 Meeting
- 2) Minutes of the February 26, 2019 Meeting

F. Calendar

03/12 7:00AM to 8 PM TOWN MEETING - Community Center
03/13 6:30 Lowell Rd/Sagamore Bridge Project Alternatives Meeting
03/13 7:00 Planning Brd - Buxton CD Meeting Room
03/14 7:00 Zoning Brd of Adjustment - Buxton CD Meeting Room
03/19 7:00 Municipal Utility Committee - BOS Meeting Room
03/20 6:00 Library Brd of Trustees - Hills Memorial Library
03/21 7:00 Benson Park Cte - HCTV
03/25 7:00 Sustainability Cte - Buxton CD Meeting Room
03/26 7:00 Board of Selectmen - BOS Meeting Room
03/27 7:00 Planning Board - Buxton CD Meeting Room

03/28 7:00 Zoning Brd of Adjustment - Buxton CD Meeting Room

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on February 26, 2019

- 1) Motion by Selectman McGrath, seconded by Selectman Martin, to seal the Nonpublic Session Minutes of February 26, 2019, carried 5-0.
- 2) Motion to adjourn at 9:15 p.m. by Selectman Martin, seconded by Selectman McGrath, carried 5-0.

8. NEW BUSINESS

A. HCTV Equipment Upgrades at Hills Memorial Library

Chairman Coutu recognized HCTV Media Director Jim McIntosh. Mr. McIntosh messaged me and sent me the proposal of the plan and asked me if it was doable. I said it definitely is just bring it before the Board and here he is. I've been watching broadcasts from across the street. They are not the same quality as what we have over here. It's all yours Jim.

Jim McIntosh explained the equipment at Hills Memorial Library that we use to broadcast and televise the meetings - School Board meetings and any other meetings that occur there is outdated, old, and mostly it's starting to fail. Anybody who watched the last School Board meeting saw how bad it really was. The girl could not get the cameras to focus. They refused. The camera control is not working. They're old analog cameras. They're basically figure an old security camera. They're almost 7 years old but they're an older model than that. We'd like to replace that and bring in more modern, update to date equipment hi def. We don't get high def. transmission from Comcast. They down convert our signal and then they reup convert it to send it out to people. If you use high quality equipment, you get a better picture. If you all remember, just 2 years ago the pictures from here were pretty bad. They were grainy and crappy but if you look up now, you'll see the difference in quality even though that's only digital and not high definition rebroadcast. We want to bring the same thing back to the School Board. We're trying to get the same equipment we have in the other 3 control rooms that we use. That way there it will be easier to cross train all the people that come in and easier to maintain a balance and the quality of the recordings that go out.

Mr. McIntosh said I did contact one vendor we've been talking to. I got a rough list of what's available out there. Mostly its newer models of what we have in this room currently which works pretty well. I come before you to ask you for permission to contact the vendors and get quotes because his estimate of this is roughly \$26,000 to \$28,000. If you think it's worth it, I'd like to find out about getting quotes to get this equipment replaced and upgraded.

Selectman Routsis had two questions just because I don't remember and we have a lot of stuff that comes in front of us. Have you come in front of the Board previously asking to put RFPs out when you need to do upgrades? Mr. McIntosh said yes I have in the past. We did it for this room. We did it form the CD room on the other side. When we initially sought to put a transmission room at the Access Center, we came before the Board and we just made a quick request to do it.

Selectman Routsis asked with the bids when you open one and select one, where does that money come from to pay for it. Jim McIntosh said it comes from the HCTV revolving fund. It doesn't affect technically the town money at all. It's kind of like one of those ghost things. There's money in an account somewhere that they can take but I can't touch myself. Steve Malizia said it's from the franchise. It's allocated for this type of purpose in a revolving fund that was voted on and established by the voters.

Chairman Coutu said I don't want to see it get lost in the shuffle is that you mentioned the control room equipment. That was one of the things that you mentioned to me is that that equipment is not the same as what we have in these two control rooms in our basement. You wanted to have all of it and you

mentioned that you wanted to upgrade that equipment so that they're all the same and consistent so that when you're training somebody here to run this control room you don't have to run across the street and train them. As you do now, you have to run across the street and show them the different equipment. The setup is a lot different. It will integrate and everybody will be all linked up in consistent type of equipment. Any other questions? Seeing none, I'll entertain a motion.

Motion by Selectman McGrath, seconded by Selectman Routsis, to authorize the Media Director to solicit vendors and quotes for replacing HCTV equipment at the Hills Memorial Library building.

Selectman McGrath commented I think it's important to get the right equipment so that those meetings are televised and people are able to watch them. It is an important function for this town and it represents a lot of money for the voters. I think it's critical that we have good connections so that people can hear it and see it if they wish.

Jim McIntosh agreed. That's the reason that we want to do this. We've had bad quality there. There's another piece of equipment we're going to be trying to get later on but we're going to try and get rid of some of the little changes in between. Some older equipment we're replacing but parity of everything is what we've been shooting for all along. Our belief is that our main purpose is the government meetings first then everything else comes below that because we have to inform the people of Hudson and that's what we started out to be for was to broadcast meetings to inform the public. We'll do the best we can with your help.

Vote: Motion carried 5-0.

Jim before you leave I want to say this. Chairman Coutu said you guys have been exceptionally busy the past month. There's no doubt. I think people are beginning to understand the community as a whole are beginning to realize the value of Hudson Community Television as has been witnessed by the volume of advertising. I've never seen it. I can remember when I was the only one doing anything on television and now everybody is getting into the act. You guys did an outstanding job. You were able to space everybody out, get them all in to do their little pitches, great job. I know that all of the candidates appreciate what you and your staff have done to let the candidates appear before the public. The reaching out to the community is working. Thank you. Please pass that on to Mike.

B. Bid Recommendation - Melendy Road Sewer Main Replacement Construction Services

Chairman Coutu recognized Town Engineer Elvis Dhima.

Thank you Mr. Chairman. Good evening everyone. Elvis Dhima said the town is basically about 80 miles of sewer mains out there. Most of them are owned and operated by us. In 2017, Public Works inspected a certain section on Melendy Road between Able and Central and identified a significant sag on about a 135 foot run. The project will consist of demoing this particular section, installing a significant bypass 24 hours a day with a secondary system in place, and a road closure for 4 to 5 weeks during the time that the school is closed. Looking into the logistics in the schedule, we felt that this was something that needed to be done on the outside instead of an inside job. We went out to bid on January 4th. We had a pre-bid meeting on the 18th and on February 22nd we got 4 bids. They are about \$98,000, \$115,000, \$116,000, and \$152,000. The last one is from Salem, MA, that's why it's a little bit off. Our estimate was \$126,000 while we budgeted \$130,000. While we did the evaluation so the bid which is standard procedure for us, we can across the fact that the lowest bid ended up being the highest one. So it went from \$185,000. The reason for that is that while the numbers for the quantities remained the same and they were provided by the town, the unit cost for each item was off and we don't know why. Basically were all off and the math didn't add up. Based on that, we disqualified that bid and with that said, I'm here for you tonight to recommend to actually award this contract to the actual lowest bidder Jennings Excavation out of Nashua, NH.

Chairman Coutu stated I have a question relative to the lowest bidder only because I want to have it clear in my mind the number. The lowest bidder came in at \$98,480 and you're saying that his numbers

didn't add up. They didn't add up to \$98,480 after you re-added them or something was added specifically. What brought the number up and what was the new number and why?

Steve Malizia indicated if you look at this spreadsheet that's been provided to you, the new number is \$185,374. Quite simply put, the numbers in the column if you look up the column is says unit price and total cost. They made mathematical calculation errors all through their bid. I don't know why. They had the right amount of units but when you extrapolated and you multiplied it by the cost per unit that they provided, their number does not calculate to be \$98,000. It calculates to be \$185,000. I didn't put their bid together. I didn't make their bid but their bid mathematically is incorrect. If you just take the number of units and the unit cost and you multiply it over, you get this number over here - \$185,374 quite simply put.

Chairman Coutu asked the unit total in the first column is consistent throughout and across for all bids. Mr. Malizia said correct. Chairman Coutu asked there is no one that is providing because sometimes I see unit costs and that could be a misnomer in some cases. Somebody may have a piece of equipment that will carry more footage than the one that's initially proposed. Did anybody look to see if that was the problem?

Elvis Dhima said no. It was consistent. What Mr. Malizia is saying is that everyone basically said its apples to apples but the cost of the apple is different for every bid. For this particular one, the lowest one ended up being the highest one. The math just simply didn't work. A simple example - there's 100 units of gravel and they put in \$100 for 1 unit. So 100 times 100 is \$10,000. We'll they're showing on the bid that it's only \$1,000. In reality, it's really \$10,000. Another example is for asphalt. There's 35 tons and let's just say it's at \$100. That should be \$3,500. It's \$35,000. So it's just not adding up. Our concern is when we start paying the contractor, we pay him based on the month it's been done on the quantities. It's hard to say well I'm going to hold it to this number or the unit price is something different. It's impossible for the town to pay a contractor if they say one number and they do another. If this was a DOT project, they would be disqualified just based on the fact that the bids did not make sense. We're all the same standards when it comes to awarding contracts in this town. The same procedure and protocols for general language and just based on that being possible for the town to pay this contractor therefore we disqualified them.

Steve Malizia noted if you look at the original bid which I was curious so I literally took everybody's bid and multiplied them all out. If you take these numbers and multiply the unit times the unit cost that they provided, their number is not \$98,000. It's \$185,000. I didn't put their bid together. They put their bid together.

Chairman Coutu asked have you spoken to them to tell them that they were...Mr. Dhima said no. We typically don't get involved. I just wanted to keep it clean because in case something changed it wouldn't be fair to the rest. My take on it is I've seen this before but just maybe one item out of 100. People make mistakes. My take on it is that they decided what number they were going to bid on and then someone else went in and actually put the unit prices after the fact. Usually you want to have one person in or have the excel sheet with a format in it so it makes it automatically.

Selectman McGrath indicated if their formula is incorrect in their spreadsheet. Mr. Dhima said it's not even close. It's completely off by 10. I think it was done manually. I don't know. It's something we can't work with so therefore we just disqualified him and we're going to the next lowest bidder.

Chairman Coutu said fair enough. I just wanted to have that clear in my mind. My last question to you Sir would be on each of the bids with the exception of the one that was disqualified who put nothing, what is the alternate? Elvis Dhima explained the project consists of removing 135 feet of pipe. Within this 135 feet of pipe, there's a segment there about 20 - 25 feet that's actually going through the bridge. For that to happen, it's going through a metal sleeve. Our concern is that in case this metal sleeve fails, we want to have a backup. I don't want to shut down the project and say all right we're going to have to figure out how we're going to pay for it. In that case, we carried an alternate in case something fails which is the sleeve, we have backup that that will happen. We don't expect it to happen but we

just don't know what we're getting into. I believe it will be fine but I want to have that in place just in case we need it.

Chairman Coutu said it won't be in place because we're not allocating based on the motion that I have before me the additional \$7,500. He is the lowest bidder on the alternate as well. They're asking for just the base construction which is the \$115,416. If something happens, you're going to have to come back before us for \$7,500 more? Mr. Dhima said yes. If it's under \$10,000, I'll ask the Chairman to basically sign off on that change order which will still be under budget.

Steve Malizia said or if you're more comfortable you could just do the not to exceed amount of \$122,916. Chairman Coutu stated I'd feel better that way then you don't have to come back. If we don't need it, then we'll take the \$7,500 back.

Motion by Selectman Morin, seconded by Selectman Martin, to award the bid for construction services for the Melendy Road Sewer Main Replacement to Jennings Excavation Inc., the lowest qualified bidder, in an amount not to exceed \$122,916 with funds from the Sewer Capital Projects, Melendy Road Account 5564-656 as recommended by the Town Engineer, Public Works Director, and the Finance Director, carried 5-0.

- C. Acceptance of a NH Highway Department of Safety Grant in the amount of \$1,703.98 for the Law Enforcement Terrorism Prevention Grant Program

Chairman Coutu recognized Sergeant Roger Lamarche and Chief Avery.

Chief Avery noted Sergeant Lamarche is the second shift supervisor and he is on the SWAT team and this training definitely affects him. He's going to present it to the Board.

Sergeant Lamarche explained the NH Tactical Officers' Association has secured funding through the State of New Hampshire, Department of Safety, Division of Homeland Security and Emergency Services. Through that federal funding, they have allotted every regional SWAT team in the State of New Hampshire to afford 4 representatives from each regional team to attend the New York Tactical Officers' Association Conference and Expo that's happening April 16th through the 19th of this year over in Vernon, New York.

A little bit more about my background with the SWAT team. Sergeant Lamarche stated I've been with the team for almost 10 years. Currently assigned as a team leader. The other officer from Hudson that's going to be involved with this is would be Master Patrol Officer Pat Morrissey. He's been with the team for 4 years. The selection of myself and Officer Morrissey is an indication of where we fit in on the team. Only 4 spots out of 60 potential members of the Southern NH Special Operations Unit and we're 2 of those people selected for it. That speaks to what we put out for representation with our team. It's a unique opportunity for Officer Morrissey and myself.

(Sergeant Lamarche) The conference will be Tuesday through Friday. The conference is going to also involve a trade show, however, we're already pre-registered for some classes. Combat leadership is a class, cutting edge tactics to help keep us ahead of the curve, and on the front lines when critical instances happen. It's very critical that we do try to combat complacency and everything like that by refreshing our training as often as possible. We're going to be exposed to world class instructors from all over the country representing all different practices. There is also going to be an opportunity to debrief some major critical incidents that happened. An example would be the Dallas shooting that killed 5 officers. We'll have an opportunity to speak to tactical leaders that were involved with that to see what they did right, see what they could have done better. In a nutshell, this is a unique opportunity for 2 officers from Hudson to represent our agency in the So. NH Special Operations Unit to get some really good training and stay ahead of that curve. Again, we see the value for us in the Town of Hudson with the special operations officers that we do have on the team. I know as a Supervisor now too those are the people we're going to lean on when it hits the fan. Everything we can do to stay current, stay up to date, and stay fresh is definitely going to provide an exceptional service.

Chairman Coutu indicated good presentation Sergeant Lamarche. I appreciate it. I think that people need to realize that when a tactical team gets called out - this isn't a TV show. It's not well produced. The chips fall when the chips fall. Having control of the situation is imperative and having people who know what they're doing and what to expect and that's the kind of exposure you will get when you go to New York. Things change rapidly. Equipment changes rapidly and we need to be ahead of the curve because it's a different country we live in than we did 10 years ago and we all know that. We have to come to realize that. I applaud you and thank you for your service as a tactical member.

Selectman Martin congratulated Sergeant Lamarche assignment for this. How are you guys selected, from within the team? Sergeant Lamarche said yes from within the team. I can't tell you what criteria was considered. I can just tell you Officer Morrissey does an exceptional job. He recently obtained a position as an assistant team leader. What I will say that I do know is what we bring to the table to the team and what they recognize is from the leadership down is that we're valuable to the team and that they value us enough we would bring back those training tools and value back to the team in a pretty good manner. Selectman Martin said thank you for taking that on and I hope you enjoy it.

Chairman Coutu asked would you conduct an in-house type of thing with the other members of the team as a result of the information you gather. Sergeant Lamarche said yes. Typically what the Chief has allowed me again this year, I'm going to be an instructor for SWAT school. Its two weeks training. We'll be based out of Nashua this upcoming year. That training is for all the tactical officers in the State of New Hampshire. Just another testament to what our team and what we have here in Hudson for personnel. I'm going to be an instructor for that. In the almost 10 years I've been on the team, I've been able to receive excellent training and spit it back out if you will. What we like to do and what we're afforded especially me as a supervisor, we do a lot of roll call training, a lot of discussions. Again trying to work with what we have. Social media is great. We have a lot of access to current events. We will Monday morning quarterback tactical scenarios that we see out in the headlines. Anything you read as a headline that involves a SWAT team or an officer involved shooting, we look at it through a different set of lens where what went right, what went wrong, what can we do, and what could we have done. There's no set schedule if you will or set syllabus where we're putting out specific stuff but we're constantly having conversations, constantly debriefing anything that we do in town that's worthy enough of getting some kind of lesson out of it. The nice ½ hour pursuit we had that landed in Lowell, that was a well-run operation by everybody in this agency and we debriefed that because there's value from learning what we did right and what we did wrong. We're always putting stuff out.

Chairman Coutu said like anything in the police department, there's always debriefing after every critical incident to ascertain what went right and what went wrong and how can we do it better in the future. Any other questions or comments?

Selectman McGrath thought it's a high honor for you to be selected to do the training. It's a testament to our Police Department in Hudson that has earned that honor as well. From my perspective and as a long-time resident of this town that has seen a lot of changes and a lot of very positive changes for us, I think it's wonderful and I congratulate you for that. That's for you too Chief.

Chief Avery reiterated what Sergeant Lamarche had mentioned about the leadership that not only him but the rest of the members of our team have displayed through that regional team. I'm in constant communication with the SWAT Commander from Derry Police Captain George Feole. Second to none our officers. Every one of them they may not be even be a Sergeant like Officer Morrissey but they've been put into those leadership roles even though there may be other Sergeants on that team, our officers have been put into leadership positions which is a testament to the work that they put into this team.

Chairman Coutu stated that speaks volumes of Patrolmen Morrissey when you look at it. Chief Avery stated it's a very good problem to have for me when I start looking at promotions with all of our officers that display leadership as we move forward.

Selectman McGrath commented by the way I witnesses that motion through into Lowell. They went screaming by my house and it was like what the heck is going on.

Chief Avery recognized and thanked Selectman Routsis for her service to this town. I know tonight is her last night and thank you very much for all you've done. I appreciate it.

Motion by Selectman Martin, seconded by Selectman McGrath, to authorize the Police Department to accept the NH Highway Department Safety Grant in the amount of \$1,703.98 for the Law Enforcement Terrorism Prevention Grant Program, carried 5-0.

D. New Safety Manual Policies

Chairman Coutu recognized Town Administrator Steve Malizia.

Steve Malizia stated back in February we had a Joint Loss Safety Committee meeting where we discussed incident reporting, handling employee injuries, and accident and incident reporting. Selectman Morin actually attended that meeting. In essence what we have here is a policy that we have and a new policy - an additional policy so that we make sure we're reporting all incidents, accidents, and any kind of claim. The Finance Director actually worked on this during my vacation, got consensus from the rest of the committee so we are recommending that we incorporate these into our safety manual.

Selectman Routsis asked who maintains the employee personnel files now. Steve Malizia noted they're in my office so ultimate me with Kathy Wilson and she does all the workers' comp. Those files are separate. They're not in the personnel file. You have to keep your workers' comp. separate from your personnel folder. She has those folders.

Motion by Selectman Morin, seconded by Selectman Martin, to adopt Town of Hudson Safety Manual Policy 19, Handling Employee Injuries, and Policy 21, Accident/Incident Reporting and Investigation Procedures, into the Town of Hudson Safety Manual as recommended by the Joint Loss Safety Committee, carried 5-0.

E. Town Wide Paving Contract Extension

Chairman Coutu recognized Public Works Director Jess Forrence.

Jess Forrence stated with the memo that I had sent down, you can see why I keep coming back or Kevin kept coming back. Brox has done a fantastic job holding prices for the last 3 or 4 years. In the memo it shows the different prices that even Nashua has. We did a couple in the other surrounding communities. By far, Brox is the lowest bid throughout them. The money saved towards the bottom of things, it's just paving. Just the black top they put down. That does not include reclaiming, milling, labor, costs, tax sealing or anything else. I'm here tonight just to extend this contract for one more year and say thank you to Brox for making my job easier.

Motion by Selectman Morin, seconded by Selectman McGrath, to extend the Town Wide Paving Contract with Brox Industries, Inc. for FY20 which includes: asphalt at \$67.48 per ton; reclaiming at \$1.36 per square yard; and cold planing at \$1.35 per square yard as recommended by the Public Works Director, carried 5-0.

Chairman Coutu asked does anyone recollect reading anything on Facebook about a street we just did and puddling in front of their home. Selectman Morin indicated Belknap Road. Chairman Coutu asked is that our responsibility? Mr. Forrence said yes. It could be a snow bank in the way. It could be a catch basin covered. I'm not sure where it is. Chairman Coutu guessed what their saying is it's a dip. It looks like a pool out there.

Selectman Routsis stated what they said was when the road was repaved it made it so it was higher than their driveway so it causes the water to go in. When they talked to your department about it whenever it was, the solution they put in was almost a little speed hump at the end of their driveway and that's causing so that the water just stays there and has nowhere to go to.

Jess Forrence indicated I met with the lady down there and I told her what the alternatives were. If we were to keep the water from going onto the property, we would have to put a bump there. I told her that if she did not maintain the little pipe that they have beside the garage, the water was going to puddle in her driveway. We took care of the water coming from the street out going down the road past her driveway. She did not take care of the pipe in the driveway and that's why it sits there. I'll look at it again.

Elvis Dhima believed her son stopped by the Engineering Department. I directed them to go to DPW to talk to staff. If they were not able today, I'm sure they're going to stop at some point. They did reach out to them.

Selectman Routsis had a separate question. I know I asked it once before what roads needed to be done and when. You had mentioned at the time basically when there's construction done on a street that's when you look at paving it. Have you reconsidered that at all given some of the roads in town and the state of them and maybe putting a plan together? Mr. Forrence said there are a lot of streets in town that we're just going to take care of. Construction usually has been done on it and so forth. We're waiting for the gas company right now. They have plans for Library Street, Central Street of replacing gas mains so we want to work with them. We're going to get some money out of them to put into the repair of the streets so we can use that to offset some of our costs for making it look better so it doesn't look like Nashua. We're working on a plan now that we know what the numbers are which should make things a little better out there.

F. Public Works Dept. - Request to Advertise for a Truck Driver/Laborer Position

Chairman Coutu recognized Public Works Director Jess Forrence.

Jess Forrence noted it's for two Truck Driver/Laborers. The past couple of weeks we had two people resign and I would like permission to advertise for two new ones.

Steve Malizia said you're looking to promote somebody up from a Truck Driver/Laborer. You're going to do that in nonpublic. The other one is somebody resigned on a Saturday night before the last snow storm. Chairman Coutu asked do we have that one before us. Have we seen that one? Mr. Malizia stated he called and told him. He didn't submit anything. Jess Forrence indicated it was a text that the gentleman sent and when I did call him, he just flat out and wouldn't take a call again. It took me weeks to get keys and his ID badges. Chairman Coutu asked was he long term? Short term employee? Mr. Forrence said short term.

Chairman Coutu asked if there were any questions.

Motion by Selectman Morin, seconded by Selectman Martin, to authorize the Public Works Director to advertise for two (2) Truck Driver/Laborer positions, carried 5-0.

G. Revenues and Expenditures

Chairman Coutu recognized Town Administrator Steve Malizia.

Steve Malizia stated we're 8 months through the year, two-thirds of the way. Motor vehicles continue to crush it. They're at 74.1 percent. They're doing awesome. Interest on investment, the climate has been very favorable. You're about a month off on ambulance but when you add that estimated month in, you're right on target. We're going to be sitting down probably in the next couple of weeks - the Finance Director, myself, the new Police Chief, and the new Public Works Director - just to make sure that they understand when you get to the end of the year what you're looking for so that we don't run into any snafus. Chief Buxton is experienced at this so not really as important. Other than that, we're in very reasonable shape.

Chairman Coutu said I have two numbers that jumped out at me. We're talking small dollars but I want to clarify why. On page P3, the last item, IT Recreation. Is that because of the move that it went way

over budget? Steve Malizia said yes. Chairman Coutu assumed that. Then when you go back up on the top of the page, 5583 - ZBA - why are they spending money like...Steve Malizia stated we're using a professional recorder for their minutes which we hadn't budget. Chairman Coutu said that's the difference. It wasn't budgeted because we didn't know if we were going to find one. Mr. Malizia said we found one and we're using that person and that person costs money. It's where we're at. We'll make it up somewhere else in one of the other budgets. Chairman Coutu noted it's not big money. It's up 209 percent over the budget. Now I understand. Mr. Malizia said we've accommodated that into next year's budget but this year's budget I sort of have to make it up.

9. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Morin - I met with the School Board last Monday night in reference to the Opioid Grandparents Committee. They were definitely all in on it. They were very happy that we came forward to doing it. I received an e-mail from some of the school people today. Hopefully we'll be moving forward with the next meeting within a very short time to get that moving right along.

Chairman Coutu said I watched you Monday evening and you did an outstanding job presenting it. You did a great job. Thank you.

Selectman Morin commended the Fire Department in an 8-day period. They did 4 fires, 2 multiple alarms, and probably the biggest fire we've had in several years. They did an outstanding job and good to say that all the buildings are still standing.

I want to say thank you very much to Selectman Routsis. I wish her the best of luck. There will be a write in. I appreciate all the help you did when I started. Thank you very much. Good luck to you Chairman Coutu.

Everybody in town please come out and vote tomorrow. It's very important.

Selectman Routsis - Good luck to everyone running tomorrow. Good luck to you. I will be there in the evening part. I will not be there all day. I do want to thank everyone who tolerated me for the past three years. I am not always easy to work with but I hope I did what was best for the town and for the employees in the town. My hope is to come back one day. It's a big year for my daughter. She goes off to college so I want to be there for her and then after that when I can focus on other things again, I do plan on running.

Chairman Coutu noted priorities matter. My best memories of you go back to day one - sitting on the chair across from the polling place where I met you and Spiros. We had a good conversation. It was obvious to me that I think that was the year the track was on the ballot at the same time. The conversation we had you told me how much you had worked with the schools and because of your daughter's participation in school. I was watching the people coming in and I recognized a lot of them as people who show up when there's a petitioned warrant article and I said you're going to do well. Looks like they're all coming out. It worked out for you. Good. You're doing the right thing for your daughter and for your family.

Selectman Martin - Thank you Mr. Chairman. Good luck to your daughter. Enjoy. Thank you for spearheading the grandparents. Good luck to you tomorrow and to everybody on the ballot tomorrow. I will be there early. That's all I have.

Selectman McGrath - Karen Burnell is stepping down after 24 years as the Town Treasurer. She has worked closely with town staff. She's managed almost a dozen bank accounts with thousands of monthly transactions. I think that the town ought to thank her for her time and dedication and the good work on behalf of Hudson. That's my comment about Karen.

As far as you Angela, I wish you well and wish you enjoyment over the next year or two and I expect to see you back. That's all that I have. Thank you.

Selectman Coutu - Relative to a comment made by Selectman McGrath, could you put together a nice letter to Treasurer Burnell from the Board so that the next Chair will have a letter to sign on behalf of the Board of Selectmen.

I don't have much. This could very well be my last meeting and I've enjoyed being a Selectman. I appreciate everyone's input and support when we needed it. We've had differences of opinion but politics wouldn't be the same if everybody just got along all the time and we all just voted the same way. There would be no need to elect 5 different people. I've learned a lot and I'm not going to lose any sleep if I lose the election. Life goes on. I have a family and we have issues and we have things that we have to deal with on a day to day basis. It's imperative that people get out and vote not because of any one issue because it's an opportunity that we have as American citizens to do our part in electing those people we wish to have represent us. It's an opportunity. It's a gift in a democracy that a lot of other countries don't have. That election which most impacts the voters, most definitely in their pocketbooks every single year is your real estate tax bill. That should get you out to vote regardless of where you stand whether you support a school issue, or town issue that's on the ballot, you should be going out and you should go down the ballot and do your best to select the candidates you feel will best represent your interests at the same time support those costs items you feel that this town can afford and if you can't afford it, you just vote no. Again I want to thank each and every one of you. I hope to be back but if I'm not, I'll be here on some board or commission. I'll apply for something. I like doing for my town and I will continue to do for my town. We have a telethon to do next November and we'll get it done regardless. Thank you. That's all I have.

10. NONPUBLIC SESSION

Motion by Selectman Martin, seconded by Selectman Routsis, to enter nonpublic session pursuant to RSA 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 or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted; and (c) Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting. This exemption shall extend to any application for assistance or tax abatement or waiver of a fee, fine, or other levy, if based on inability to pay or poverty of the applicant, carried 5-0 by roll call.

Chairman Coutu entered Nonpublic Session at 8:05 p.m., thus ending the televised portion of the meeting. Any votes taken upon entering open session will be listed on the Board's next agenda. The public is asked to leave the room.

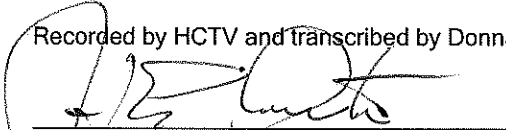
Chairman Coutu entered open session at 8:40 p.m.

Motion by Selectman Routsis, seconded by Selectman Martin, to promote Mike Siteman from Truck Driver/Laborer, Grade VIII, Step 4, at \$21.48 per hour, to Special Equipment Operator, Grade XII, Step 4, at \$25.10 per hour per the Hudson Public Works Union, AFSCME Local 1801, Contract, carried 5-0.

11. ADJOURNMENT

Motion to adjourn at 8:41 p.m. by Selectman Martin, seconded by Selectman Morin, carried 5-0.

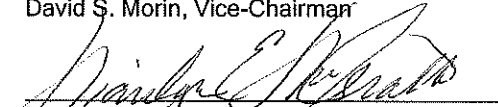
Recorded by HCTV and transcribed by Donna Graham, Executive Assistant.




Roger E. Coutu, Chairman



David S. Morin, Vice-Chairman



Marilyn E. McGrath, Selectman

Angela Routsis, Selectman


Normand G. Martin, Selectman