

HUDSON, NH BOARD OF SELECTMEN

Minutes of the November 10, 2020 Meeting

1. CALL TO ORDER - by Chairman Morin the meeting of November 10, 2020 at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE led by Town Moderator, Paul Inderbitzen
3. ATTENDANCE

Board of Selectmen: David Morin, Kara Roy, Normand Martin, Roger Coutu
Excused: Marilyn McGrath

Staff/Others: Steve Malizia - Town Administrator; Lisa Nute - IT Director; Jess Forrence - DPW Director; Bill Avery - Police Chief; Rob Buxton - Fire Chief; Jim McIntosh - Dir. of Community Gary Gasdia - School Board Member; Paul Inderbitzen - Town Moderator

4. PUBLIC INPUT

Town Moderator, Paul Inderbitzen was in attendance and stated he had some input. Mr. Inderbitzen then went on to say good evening ladies and gentlemen. I'm sorry I didn't have my stats ready to get on the agenda today, but I didn't really want to wait to present them because while it's fresh in everybody's mind I wanted to go through some things. First of all I need to publicly thank all the poll workers, including those members of the Board of Selectmen who were there. For their hard work and dedication. The poll workers had to attend a number of training sessions and meetings to get ready for both the primary and the general election. Because of the volume of absentee ballots I thought that we would be at the polls very late. However, because of their work we actually reported our results at 11:00 pm. everyone did a fantastic job.

I also need to thank our Police and Fire Departments. Their work in managing the traffic and people flow was great. I know there were traffic delays getting into the parking lot, but once there the lines to check in were not too bad. Considering we processed 9,521 in person voters I thought was pretty remarkable. And also the Fire Department for transporting the ballots back and forth from the school was really a joint effort by the Town departments. I have to point out too that the Town Clerk, Patti Barry, and her staff, along with Wayne and other Town Hall staff, they were impacted tremendously by the volume of the absentee ballots that they received along with their regular duties. I think their workload must have been quadrupled between August and Election Day. They maintained a very professional attitude throughout the whole process. And I'm really thankful for the work that they did in getting us ready. I intend to meet with the School Board to express our appreciation for their letting us use Memorial School. I'm going to express that with them as soon as I can meet with them.

Now for the numbers. Did you all get what I sent? The Board replied yes. The Moderator went on to say, for the public let me say that we had a record number of ballots cast. 14,719 voters total. It's a 70.4% turnout of our registered voters. 35% of the total were absentee ballots. Another record. Normally we run between 6-8%. This was 35%. We had 1,042 new registered voters on Election Day. Which is pretty average. I believe the last presidential we had close to 1,200 as well. But many more registered leading up to the election. So that also put a strain on the Clerk's office. There were a lot of new registered voters.

The ballot clerks, as you can see, processed 732 voters per hour on average. I believe that our wait times were not excessive given the volume of the people we had coming in. the larger room also made the lines much better than when we were at the Community Center. In the voting booth room, we never had a line to find an empty voting booth. And the line to check out was really minimal. The staff in that room did a great job and it looks like they were having a lot of fun doing it. So I thought that was interesting. If you look at how we processed everything, I know the lines by letter would get long in one and short on the other and then it would switch and go on. It was very difficult, but if you look at the

check in books the numbers averaged out pretty evenly. It's just all the M's came at one time and all the I-L came at another. And you just can't get around that. It seems to happen every election. We try to adjust. We did split one of the books at one point to make it easier.

So I thank you for your time and I will answer any questions anybody has. Seeing no questions, Chairman Morin said, we just want to thank you and your people, and as you said, all the employees that participated in that because it was a very big undertaking this year and it was a drawn out undertaking. We did fairly well and as you said being outside the lines were long, but they were constantly moving. I thought we heard the longest somebody stood was 30 minutes. It wasn't that excessive. The Town worked as a team and got that through and we greatly appreciate it. Mr. Inderbitzen replied, saying I think it went pretty well considering the volume. It's the biggest turnout we've had in a long time. Seeing no questions from the Board, Chairman Morin thanked the Moderator for his update.

5. RECOGNITIONS, NOMINATIONS & APPOINTMENTS there was none

Chairman Morin went on to Consent Items and asked, does any Board member wish to remove any item for separate consideration on consent items? Seeing none. Selectman Martin made a motion, seconded by Selectman Roy to approve consent items A, B, C, D, E & F as noted and appropriate. Carried 4-0.

6. CONSENT ITEMS

A. Assessing Items

- 1) 2020 Supplemental Tax Bill: Map 165, Lot 28 - 16 Campbello St.
- 2) 2020 Supplemental Tax Bill: Map 147, Lot 22-6 - 4 Westchester Court
- 3) 2020 Supplemental Tax Bill - PILOT Agreement Map 109, Lot 10 - 300 Derry Road
- 4) Tax Deferral Lien Release: Map 178, Lot 013, Sub 111 - 37 Mobile Drive
- 5) Current Use Lien Release: Map 135, Lot 19 - 15 Griffin Road

B. Water/Sewer Items - none

C. License, Permits, Policies

- 1) Petition & Licenses for Three (3) New Poles - License #'s 158/11, 158/12 and 158/13 on Standish Lane

D. Donations - none

E. Acceptance of Minutes

- 1) Minutes of October 15, 2020

E. Calendar

- 11/11 Veteran's Day - TOWN HALL CLOSED
11/12 7:00 Zoning Board of Adjustment - Buxton Meeting Room
11/16 7:00 Traffic Advisory Committee - Buxton Meeting Room

- 11/17 7:00 Municipal Utility Committee - Buxton Meeting Room
- 11/17 7:00 Budget Committee - Hudson Community Center
- 11/18 7:00 Library Trustees - Hills Memorial Library
- 11/18 7:00 Planning Board - Hudson Community Center
- 11/19 7:00 Budget Committee - Hudson Community Center
- 11/19 7:00 Benson Park Committee - Buxton Meeting Room
- 11/24 7:00 Board of Selectmen - Buxton Meeting Room

7. OLD BUSINESS

A. Votes taken after the non-public session on 10/27/2020

- 1) Selectman Roy made a motion, seconded by Selectman Coutu, to hire Jessica Trickett as a full-time Telecommunications Technician at the Hudson Police Department with a starting salary of \$20.52 (Step 1) per hour, in accordance with the Hudson Police Employee Association Contract. Carried 4-0.
- 2) Selectman Coutu made a motion, seconded by Selectman Roy to hire Jacqueline Lemay as a full time production coordinator at \$21.96 per hour, Step 1, of the Hudson Support Staff AFSCME Local 1801 contract. Carried 4-0.
- 3) Selectman Roy made a motion, seconded by Selectman Martin to allow Community Media Director, Jim McIntosh to advertise for an HCTV part-time assistant position with a starting rate of \$15.00 per hour. Carried 4-0.
- 4) Selectman Coutu made a motion, seconded by Selectman Roy to approve Tax Collector/Town Clerk request to buy back 80 hours of vacation time. Carried 4-0.
- 5) Selectman Coutu made a motion, seconded by Selectman Roy to approve DPW Director's request to buy back 200 hours of vacation time. Carried 4-0.
- 6) Selectman Martin made a motion, seconded by Selectman Coutu to accept the resignation of Brittany Lewis of the HPD effective 10/27/2020. Carried 4-0.
- 7) Selectman Martin made a motion to adjourn at 9:55p.m. This was seconded by Selectman Roy. Carried 3-0.

B. Email Addresses for Board and Committee Members (Follow-Up from 10/27/2020)

Chairman Morin recognized IT Director Lisa Nute. Ms. Nute said good evening Mr. Chairman, Board. Last meeting you asked me to come back with a count of members of our committees, boards and elected officials would be interested in a Town email address. This was not part of your packet because I wanted to give them as much time as possible to respond. So they had about a week and a half. We had 10 people who came back interested in an address. 26 members not interested. They've already set up separate accounts or for whatever reason have decided to keep what they're doing.

Then we've got 46 members I've not heard back from. I reached out again for at least a couple I haven't heard from but I'm assuming they are not interested. We need a minimum of 10. Since we've got 17 current vacancies and then they decide that they do want an email address I'd like to have at least a handful of spare license so if we could do something like 20 licenses I think that would work for now. The cost for that at \$89.00 each is \$1,780. That's in the upper right-hand corner of your page.

Selectman Coutu was recognized and asked Ms. Nute is that a reoccurring cost or a one time cost? Ms. Nute replied, that's a onetime Selectman Coutu. Selectman Coutu then said, and you're recommending that buy 20 licenses? Ms. Nute said yes, that would give us a handful to pull from if vacancies are filled or somebody does change their mind. My only concern is I haven't officially heard from Conservation and Planning, though we know it went out to them. Those were the two that Selectman Roy was concerned about. I reached out again to Benson Park. I don't know if they didn't have a chance to respond or if they in fact were not interested. But in case people come back then and say, yes, if we have some spares we can take care of them. Selectman Coutu then said Planning hasn't had an official meeting for three weeks now so that's probably why. Selectman Coutu then said, Mr. Malizia, in the last conversation we had relative to, the last conversation the Board had, relative to email addresses I mentioned something to Mrs. Nute relative to cost and how the cost was going to be assessed. I gave that some thought and I thought it would be, and if you have difficulty with dealing with this let me know, but I thought that this should be absorbed under the Town Administrative costs. The Town Administrator replied saying we'll need to transfer money because we don't have a budget for this and with a small budget like that it's always difficult sometimes to take an extra hit. So we can either plan to move the money now or I can wait and see how the year goes. But at some point in time I do not have this budgeted. I have no problem paying for it but I need to have some extra money because again, our budgets are pretty slim for the office. Selectman Coutu said, let me as another question if I might Mr. Chairman. Ms. Nute, you've been absorbing the cost of all these emails, correct? In the past you have absorbed them? Ms. Nute replied, correct. Selectman Coutu went on to say, okay, I just think it would be more fair if we absorbed it that way. As far as transfer money, I don't think that would be difficult to do. The Town Administrator said, we can find the money.

Chairman Morin then asked Ms. Nute, are those numbers that you want to purchase going to be enough in case we get new employees or somebody retires or quits and then we have to replace an email or after? Ms. Nute said, I'm maxed right now the five will come out of Fire for new firefighters. At a minimum I'd need 10 from this Board tonight. I definitely need some additional for those vacancies that get filled if they're interested or if people come back now as Selectman Coutu suggested, not everybody's had a meeting. We only had a couple weeks since you were here. So I don't know what the money factor is though so I'm kind of giving you a conservative amount in the middle there. Chairman Morin said I understand what you're saying, conservative, I get it. But we're going to go through all this again when we hire a new employee or somebody quits and you have to give them an email address and we don't have one. So can we get a few more to have on hand is what I'm asking. Ms. Nute replied, absolutely. I'd welcome that. I just don't know what your money situation is. Chairman Morin then asked how many do you need? Ms. Nute replied, I have 46 members that didn't reply back, I'm not going to assume they all want one but I'm thinking that if we at least cover Planning and Conservation that might be beneficial. That's nine members on Planning, seven on Conservation. Then the 10 who are in fact interested. So that would be a good number. Chairman Morin then said, so I would assume if we're looking at the numbers that didn't want it and you take the number of those two groups that haven't got back to you, I'm going to assume that only half would probably say they want them. So I don't see why we need to buy all but I see we need to have some extras. How many do you need? Ms. Nute said, let's say 28. The Town Administrator said, I'd round it off to 30 just looking at what we have. I think 30 is a reasonable number.

Selectman Coutu made a motion to approve the purchase of 20 email address licenses for our Town Boards and Commissions. Selectman Roy asked, Selectman Coutu can we amend that motion to 30 as just discussed? Selectman Coutu asked, what did I say? Chairman Morin told him, you said 20. Selectman Coutu said, I'm sorry, I meant 30, yes. Absolutely. Selectman Roy seconded this. Chairman Morin then asked, can we in the future plan ahead for this so we have some available if people quit or we hire new employees and we don't have to go through this. Ms. Nute said, I'm not concerned about those. It's these Board members that come and go, vacancies for people. Chairman Morin said, I

understand but we just hired five firefighters and we didn't have emails for them. That's what I'm saying so if we have a couple on hand all times now. Ms. Nute agreed with that. She then said, I'll charge the department. How often do we get more employees? If people leave....Chairman Morin interrupted Ms. Nute saying, but you have people leave and you told us last meeting that you couldn't give them that email address right away because there's a time lag. So we need to have some to stand by in case we get new employees. Ms. Nute replied we're managing that okay. Its new employees coming in. we've got a little pool to manage the overlap until a license becomes available. That part is managed fine. It's when you add new employees that we're not ready for. We're taking care of that and this will certainly cover us. Thank you. Seeing no further discussion, *motion carried 4-0.*

Chairman Morin said to Ms. Nute, before you go, the program we looked at this morning, what's the status? Ms. Nute replied, so we have a mock meeting scheduled for 1:00pm on Friday at the Hudson Community Center with the Town Planner, the assistant that they will have with the phones, HCTV, one member of my staff and I. hopefully Chairman Malley will be there as well. We'll test a meeting. I've got a couple of my people who will call in so I can find some other members of this Town to simulate. Chairman Morin said, why don't we do what we had talked about, have at least two people from every department so you have a large amount of people joining g in there so we make sure that there's no problems come the 18th? Instead of doing a small one, let's do a full one with a large amount of people. Make sure it works. Ms. Nute replied, absolutely. Chairman Morin then said, we'll have Mr. Malizia send out an email tomorrow to the Department Heads requesting two people per department that can participate in this.

Selectman Coutu said, Mr. Chairman, I think the public needs an explanation as to what we're talking about. Selectman Martin said, I don't know what you're talking about. Ms. Nute was recognized and said, the Chairman came in while I happened to be entering a meeting with the Town Planner. We are testing a more robust piece of software for the virtual meetings. So that people can raise their hands so that they can come in muted initially and we're also trying to find a better process for their phone so that maybe we can stack calls and have a clerical person taking those calls from the office and then with HCTV's help maybe doing something over the microphone there, so that Brian doesn't have to manage a cell phone at the front of the meeting or something. We're trying to work out the process so it runs a little more smoothly for them. The sound and everything was great. They didn't really have a problem with the process but it's one caller at a time. In anticipation of people having to come in more virtually because of the cold weather and not being able to stand in the tent outside, we're going to see if we can take more callers at once instead of one at a time and by appointment. Selectman Martin asked, meaning there's more people in the call room, the meeting room versus two or three people. MS. Nut said, correct. It's the same vendor of software but a more robust package so the room can hold more. This is also in anticipation of Deliberative Session so that we can have many citizens participating, whether by listening only or wanting to participate as if they're standing at a microphone. Chairman Morin said, basically what we're gonna offer is you can be in person, you can email, you can call in on a phone or you can be virtually. You got four options. Selectman Martin said, he's still gonna follow the public input guidelines.

8. NEW BUSINESS

A. Revisit and Discuss Upgrading all Town Street Lights

Chairman Morin recognized Jess Forrence, Director of Public Works. Mr. Forrence said, thank you. The last visit here Selectman Coutu and Selectman Roy had some questions and asked me to bring back the information. I hope I provided that. On top of this Selectman Coutu had asked me a question. I don't think I've answered it to the fullest. When it comes down to the lighting I think I made a mistake on what we actually own on a pole. We do not own the pole. Public Service or Eversource owns the pole. Eversource owns the light arm. Eversource owns all the wiring in it. The only thing the

Town will end up owning, if we go with this the light itself. When they do go to change them it's just a quick two wire clip and go. It doesn't take long at all. Other than getting that out of the way, if you look at the first page I had the vendor go through it very clearly. It's sort of self-explanatory. I didn't know what else to do sitting there talking with them. The initial cost, what we have right now for running the street lights in Town, we're still not 100% sure what we own. That will be another benefit of this is going down, counting everything, making sure everything is, Uncle Joe doesn't have a light on his garage that we're paying for instead of him. This will do the accurate count on that. Right now we carry \$163,000 in the street light account. After the LED change over the estimated cost, it should be pretty close, drops it down to \$76,000 with the \$86,000 done after the program savings.

Mr. Forrence went on to say, I think it's worthwhile. Like I said earlier, this company does have State bid. They're converting all the highways light poles that you see out there. They're doing all the lights throughout Concord. I think it would be a great savings. The money we save can be put towards Town-wide paving. Chairman Morin asked if there were any questions or comments. Selectman Roy was recognized and asked how long will it take them to convert everything? Mr. Forrence said they're looking once they get the okay and everything is done to manufacture they say about 11 months to get everything in. Selectman Martin then asked, so how are they determining what's the Town's and what's mine because I have a street light on my street and it's not the Town's. I pay for the dang thing. Mr. Forrence said well that would be one of the indications who's paying it from there. And when they find something that's disputable we'll sit down with Eversource and go over it. If we have to we'll get in touch with the home owner and see where that goes. Billing says a lot. The location does also. If it's out of the right of way or it's not on Town owned property then the resident should be paying for it, unless it's some type of safety issue or something.

Selectman Coutu was recognized and said that brings up interesting question. Selectman Martin the pole you're paying for is it on an existing telephone pole? Selectman Martin replied, yes. Selectman Coutu then said the pole was there, it carries lines, it just didn't have enough lighting so you're paying to have the front of your property lit up? Selectman Martin replied, yup. Selectman Coutu went on to say, okay that brings an interesting question because there's quite a few of them in Town like that. I know I had one at my business. I put one up. I paid I think it was \$35 a month for them to light up my parking lot every single month. Are they gonna be converting those lights or just the street lights? Mr. Forrence replied saying just the lights that cost the Town money to run. They would probably offer the....Selectman Coutu interrupted saying, no, it behooves them to do it. They lead by example. If they're providing a light and it's not an LED fixture and it's a high density light at a very expensive cost, they ought to say, we're going to change all of ours out too and drop the costs to the consumers, the businesses and individuals in Town who are paying for it. They lead by example. If they're gonna leave their old fixtures up what are they telling us? It's good for us but it's not good for them? Know what I'm saying? Mr. Forrence replied it's something we'll have to discuss. Selectman Coutu said, I think you ought to mention that to them and save some consumers some money. Aside from, obviously the taxpayers are gonna save, I understand that and I appreciate your putting this packet together by the way, Jess. It was very informative. At first glance I had to do some mathematics and I had to read some more of the language but in the end it was pretty comprehensive, well detailed, cost analysis and breakdown is pretty clear. One typo error is that in year three it won't be 2012, this is on the third page, second from the last paragraph where it says year two 4/1/2020, year three is not year three 4/1/2012 it's 2023. That was the only thing I found. A typo. Other than that it was very well done. Thank you Jess. Seeing no further questions Selectman Roy made a motion, seconded by Selectman Martin to waive the competitive bidding process as outlined in Town Code 98-1 c and to award a contract to Affinity LED lighting for the replacement of the existing street lights in Town with new LED fixtures in the amount of \$284,617 dollars. The first year payment will be made from the \$100,000 Eversource rebate payment with the remaining three year purchase payments of \$66,075.40 annually made from the DPW Streets Electricity budget 5552-206. Chairman Morin asked if there as any discussion. Selectman Coutu said, as you've heard me say, Mr. Chairman, in the past I'm not a strong advocate of waiving the going out to bid. I don't think there's anybody else in the State of New Hampshire that can do this except the company that owns the poles. So I think that waiving the bid is very proper in this instance and I will be supporting the motion. Carried 4-0.

B. FY2022 Default Budgets

Chairman Morin recognized the Town Administrator who said I've calculated the default budgets for the General Fund, Sewer Fund and the Water Fund for Fiscal Year 22. These are the amounts that go onto the warrant should the operating funds for the Sewer, Water and General Fund fail. This is the fallback or the default position. I've included some spreadsheets. One is by fund the other is the actual detail of how we arrive at the default budget. This is following the formula that we've used in the Town of Hudson for probably 20 years now at this point in time. We've been an SB2 community since 1997 so this is the formula. As you can see we articulate what the ins and the outs are. So there are one time expenditures that you do not get to roll over. You take those out. But there are things that the voters approved either contractually or through labor contracts or whatnot. Those are added in. again, this is the default budgets for the General Fund, Sewer Fund and Water Fund. There's three different motions if the Board is willing.

Selectman Coutu was recognized and said, where this is somewhat procedural, Mr. Chairman, year after year, I *make a motion to approve the Fiscal Year 2022 General Fund default budget in the amount of \$30,479,143. This was seconded by Selectman Roy. Carried 4-0.*

Selectman Coutu made a motion to approve the Fiscal Year 2022 Sewer Fund Default Budget in the amount of \$1,833,655. This was seconded by Selectman Roy. Carried 4-0.

Selectman Coutu made a motion to approve the Fiscal Year 2022 Water Fund Default Budget in the amount of \$3,745,037. This was seconded by Selectman Roy. Carried 4-0.

C. Appointment of Deputy Town Treasurer

Chairman Morin recognized Town Administrator, Steve Malizia. Mr. Malizia explained, I received correspondence from the Treasurer, Rachel Burnell recommending we appoint Thomas Barrett as Deputy Treasurer in case Ms. Burnell is unable, absent or not able to perform the function. The statute articulates that the Treasurer appoints but the Board of Selectmen approve the appointment. Mr. Barrett is the treasurer for the School District. It seems to make sense that he's on the other side of the street and conversely, I'm not sure what the School Board is going to do but they may appoint Ms. Burnell as their deputy. It makes sense that it's somebody involved in the business. So there's a recommendation to approve Ms. Burnell's appointment of Thomas Barrett as Deputy Town Treasurer effective November 11, 2020. Selectman Martin asked this isn't going to be necessary in March, correct? The Town Administrator replied it's still necessary in March even though you're going to appoint as opposed to elect, it's always a good idea to have a backup person who can authorize checks and disbursements. Right now you have one treasurer. In case she's incapacitated or unable to function for whatever reason we have a deputy. Selectman Martin said but it will be different because we're appointing her and she's going to be a Town employee, correct? Mr. Malizia said she's not a Town employee she's still articulated in the law. She's just appointed as a Treasurer but she's not a Town employee. Selectman Martin said, oh, gotcha. Thank you. Selectman Coutu was recognized and said there's no need to increase the budget in any way. This will not add to the cost. The Town Administrator said this is an unpaid deputy position. Selectman Roy made a motion, seconded by Selectman Martin to approve the Treasurer's appointment of Thomas Barrett as Deputy Town Treasurer effective November 11, 2020. Carried 4-0.

D. October Revenues and Expenditures

Chairman Morin recognized the Town Administrator who explained, we are one third of the way through the year. Some of the items may look a little skewed because we spent CARES money and we're still getting reimbursement or expecting reimbursement from the Federal Government. As we

talked about the reno upstairs for example, that's a large amount that we've committed to but the money has not come in yet. Obviously we'll be applying it if we haven't started to already. So it just reflects in here and it skews some of the numbers. Other than that we are where we should be at the end of October. There's nothing major. We've encumbered trash contracts, legal contracts and other items such as that. Car registrations continue to do well. Slightly ahead of the 33%. About 35% there so we're doing well there. I believe ambulance was a couple of months off. Don't forget that we split the ambulance revenue now with the revolving fund. But we're showing, I believe, two months behind. Interest has been lagging but I think that's mostly a function of the Treasurer needs to book the last month or two.

Selectman Coutu was recognized and said is 5120 under Town, is that where the bulk of that money is for the reimbursement? The Town Administrator replied that's the bulk of the money for the renovations that we're doing in Town Hall. Selectman Coutu then said, people are still getting married in Hudson, I see. Mr. Malizia replied, they can't do it in Nashua so they do it in Hudson!

E. Tree Lighting at Library Park

Chairman Morin said that's coming up the day after Thanksgiving. We have had an increase COVID in Town. I don't know Chief if you want to come up here in case there's any questions. Chairman Morin went on to say I guess we need to decide what we want to do. Do we want to make it virtual? Do we want to try to hold the regular? I know the Lion's Club is not doing their normal Santa Claus thing afterwards. They're going to do something that afternoon at Alvrine High School 2-3pm. it's gonna be a drive by type of thing like they had for Halloween and it has nothing to do with the tree lighting at Library Park. Selectman Martin said I just say send one of the Public Works guys over, plug it all in and we'll be done with it. We need to avoid contact from person to person. I think that's probably, I'm not sure what he's gonna say but I'm sure he would agree with me the Fire Chief. Just have somebody plug them in when it gets dark and be done with it. Chairman Morin said we had that discussion today in the EOC meeting. Selectman Martin said I won't attend it. Just because of the....Selectman Coutu said I'll be there. Chief Buxton commented saying, I think that's a prudent decision at this point with the case load the way it is. We're at 35 active cases in the community. For every case that comes off the list we seem to gain two so we're certainly seeing an uptick in this area. Chairman Morin added, just so people in Town are aware, we understand that Santa won't be making his arrival but there are plans being put together by the Rec Department to kind of have the same type of thing they did at Easter with the Easter Bunny. So that is being worked on so everybody knows. Chairman went on to recognize Jess Forrence, Director of the Public Works Department. Mr. Forrence said if we're going to do somebody throwing a switch is there a time that you want to advertise that that might be happening for anyone that might want to show up? Chairman Morin said no. you guys are gonna put it on a timer. When it gets dark that day the lights are gonna come on.

9. REMARKS BY THE SCHOOL BOARD - Mr. Gasdia said first off thank you all for having me. A couple things, similar to all of you, we're working on the budget. We are finishing up this Thursday so we're having a special meeting on Thursday the 12th to finish that up. Then we'll have our regular meeting the next Monday. There's a few things that are rather important for the public to know if they did want to weigh in. we're gonna be talking about winter sports. How is that going to proceed, if it can proceed? The State has essentially left it up to each Town to decide how they want to participate so we're going to hear from our Athletic Director and then go from there. We're also talking about the possibility of proactively going to remote learning after either Thanksgiving, Christmas or both. The idea there is, as Chief Buxton said, the cases are on the rise. Whether people are going to travel or if they're going to have family over, do we want to just proactively say we're going to go remote as opposed to situations like we have this week where because we have a couple of active cases our middle school is all remote. So that's gonna weigh in. I do want to say the partnership with the Town, especially Chief Buxton, has been absolutely phenomenal. We're one of the only districts around for

the most part, is open. That's because we had a great plan with the help of everybody here. It's being followed to the best it can. The PPE is there and when there is an issue everybody is engaged and we've contained it. Will that be able to continue once we get into after Thanksgiving? That's really the question that's on the table there.

That's it for School Board. I will say two other things. This weekend is Scouting for Food. I know the Food Pantry needs a lot. If anyone is out there, leave a bag Saturday morning at the end of your driveway. It goes directly to the Hudson Food Pantry. It does not go out of this Town so we really need your help there. Finally, on the eve of Veteran's Day, I just want to thank all the Veteran's for their service.

10. REMARKS BY THE TOWN ADMINISTRATOR - the Town Administrator said, I wanted to bring up that on your table tonight there is a warrant article. It says Warrant Article O. Chief Avery, as you recall during his budget discussion, talked about a capital reserve fund for equipment that doesn't fall under the bullet proof vest or it doesn't fall under the weapons replacement. Chief Avery prepared this today. I had the Attorney review it so I thought this was an appropriate time because if the Board is interested in forwarding this, the Budget Committee meets next week and those are the last two meetings for the Town side of the budget until the public hearings in January. So if the Board is interested in forwarding this article tonight would be an appropriate time to take action. Selectman Martin spoke up saying, I don't know the procedure. We're just forwarding it to the Budget Committee. Do they have to accept it? The Town Administrator replied, you have a choice to forward it or not forward it. That's this Board's prerogative. Should you forward it, the Budget Committee will then deliberate on it and assumingly have a vote and then it gets forwarded. They can't stop it from going to the warrant. It's up to this Board, this body, whether you want to forward it. If you don't it doesn't go anywhere. If you do, that's the next step. So in essence, Chief is looking to establish a capital reserve fund to be able to purchase new and replacement Tasers, bullet proof shields and body cameras. As you recall we had a conversation about body cameras and the expense that those are. Right now our two capital reserve funds would not cover the replacement of those items. So the Chief wanted to establish a capital reserve fund with the Board of Selectmen as agents to expend.

Chief Avery added, certainly. If you were to add up those three items, the bullet proof shields, which expire every five years, our body cameras will be end of shelf life after five years and our Taser contract is five years. It will be a total of \$580,000 that the next chief will be coming in front of you to ask for in one year. I think Chairman Morin made the recommendation to create this capital reserve account. I worked with my Captains over the last couple weeks since my budget presentation to the four of you. I got this approved through the Town Administrator and obviously he sent it over to Attorney Lefevre this morning I believe, and you have the final product in front of you now. That is my recommendation as well that we do establish this. We're ask for \$50,000 up front then next year we'll start and keep adding to it until we can come up with that number. Because these costs are not going away and as we talked about the night of my budget, the body cameras are not going to be reduced in price. They're just going up. Selectman Coutu made a motion that the Board of Selectmen forward Warrant Article O to the Budget. This was seconded by Selectman Martin. Carried 4-0.

Mr. Malizia was recognized by the Chairman and said we've had two meetings with the Budget Committee. I think they've gone very well. There are two more meetings. There's an Assessing, Recreation, Police next Tuesday and then wrap up will be next Thursday. Selectman Martin asked, is it really? Okay, got me puzzled now. The Town Administrator went on to say, I'd also like to remind everybody that Town Hall is closed tomorrow for Veteran's Day. If you see a Veteran thank them for their service. And I'd also point out that the Town Clerk's office will be closed Thursday and Friday as we'll be starting the renovation and they're moving their materials. Just for the public to know, they'll be coming down to this room to do any motor vehicle or other Town Clerk transactions. Starting on Monday. It will be clearly marked and there will be a pathway down. But just so folks know. We put it on the web, Facebook and TV. That starts Monday.

11. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Roy - Selectman Roy said I just want to thank everybody who worked at the polls and supported the election. I also want to thank the people who came out to vote. They did it respectfully, with courtesy and with no issues. I thank them for their patience, respect and courtesy.

Selectman Coutu - Selectman Coutu said a question and a comment. The question is are we gonna prepare a warrant article for two polling places? The Town Administrator said, that's up to this Board. Selectman Coutu said that's what I'm saying. How long we gonna wait before we make a decision to put this on the ballot and let the voters decide if they want two polling places. Chairman Morin said, would you like to make that? Selectman Roy said, how much time do we have I guess? Selectman Coutu said, we have, on that kind, no it's not a citizen's article. The Town Administrator said, it's a non-appropriation type article. So you basically have probably until the beginning of January until you absolutely have to do it. Because the Budget Committee would not weigh in on it pro or con. It's when the Budget Committee weighs in is when you like to try to get it there earlier. Selectman Coutu said instead of making a motion can we schedule this for an item of discussion so that we can have Mr. Inderbitzen back in? Chairman Morin said, actually we can do that. You'll have enough time. Because you're going to miss the next meeting. Selectman Coutu said I'm just going to miss the next meeting. Chairman Morin said we'll schedule it for two meetings out so you're here. Selectman Coutu said okay first meeting in December.

Selectman Coutu then said, again, tomorrow is Veteran's Day. We are praying for the souls of all the veterans lost and we pray on Thanksgiving for all who are living and have given so much of themselves to serve our country to give everybody the opportunity to go out and vote.

Selectman Martin - I want to say Steve you are correct about the two meetings. You are correct. Then I don't have anything else.

Chairman Morin - I also would like to thank all the veterans out there for what they have done for this country and in service to us. Also want to say Selectman Coutu and myself attended the police ceremony yesterday. It went very well. Swore in quite a few officers, promotions and some awards. It was a very good turnout.

Chairman Morin asked, does anyone have anything else? Selectman Coutu said, want to remind them of the Telethon? Chairman Morin then said, due to the picture that's been circulating I've been hearing a lot about that. We probably shouldn't put that in people's minds. (laughter in the room). Selectman Coutu said the Saturday of Thanksgiving week. So after thanksgiving. On that Saturday Selectman Morin and I, with the assistance of School Board member Gary Gasdia, our good friend who assisted us last year with his scouting group did an outstanding job for those who wanted to donate materials. We'll be doing it at the Community Center. We'll have a truck outside. People can come in and donate food, perishable/nonperishable, toys and they can leave them. The Scouts will take them and load them on the truck to get them to the Food Pantry. Anyone who wishes to make a donation can come down to the studio. You'll have to wear a mask and have your temperature taken.

11. NONPUBLIC SESSION

The Town Administrator said, the Chairman will entertain a motion to go into non-public under 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. & (b) The hiring of any person as a public employee. (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.

A roll call vote was taken. Motion by Selectman Martin at 7:54 p.m., seconded by Selectman Roy, to go into non-public session. Carried 4-0.

Chairman Morin entered Nonpublic Session at 8:57 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 Morin entered open session at 8:57 p.m.

- 1) Selectman Roy made a motion, seconded by Chairman Morin, to hire Jennifer Martin as a regular shift camera operator for HCTV with a starting rate of \$12.50 per hour. Carried 2-0-1 with Selectman Martin abstaining.
- 2) Selectman Roy made a motion, seconded by Selectman Martin to hire Grace Lemay as a regular shift camera operator for HCTV with a starting rate of \$12.50 per hour. Carried 3-0.
- 3) Selectman Roy made a motion, seconded by Selectman Martin hire Kathleen Hoyt as a substitute crossing guard with a starting rate of \$14.50 per hour. Carried 3-0.
- 4) Selectman Martin made a motion, seconded by Selectman Roy to allow Firefighter Mulcay to use up to 96 hours of earned or sick time to cover unaccounted time from November 19 through December 8, 2020. Carried 3-0.
- 5) Selectman Roy made a motion, seconded by Selectman Martin to give the Town Clerk 40 hours of personal time to be used by November 30, 2021. Carried 3-0.
- 6) Selectman Martin made a motion to adjourn at 8:59 p.m. This was seconded by Selectman Roy. Carried 3-0.

12. ADJOURNMENT

Motion to adjourn at 8:59 p.m. by Selectman Martin seconded by Selectman Roy. Carried 3-0.

Recorded by HCTV and transcribed by Jill Laffin, Executive Assistant.

David S. Morin, Chairman

Kara Roy, Vice-Chairman

Excused
Marilyn E. McGrath, Selectman

Roger E. Coutu, Selectman

Normand G. Martin, Selectman